

Resume of Keith A. Brown

Home Address



Cell PH- 512-365-0681
Office PH-979-245-5766



The 2013 Texas Association of School Boards Superintendent of the Year

Education:

Master of Science, December 2001- Texas A&M University-Commerce
www.tamu-commerce.edu

Bachelor of Arts, May 1992- Mid America Nazarene College, Olathe K.S.
www.mnu.edu

High School Diploma, May 1985- Shawnee Mission North High School, Overland Park, K.S.
www.smsd.org

Certifications:

Professional Superintendent Certification

Professional Mid-Management/ Principal Certification

Relevant Experience:

- ✓ 22 Years Administrative Experience; January 1994-Present
- ✓ 12.5 Years Superintendent Experience; January 2004-Present
- ✓ 7.5 Years Superintendent Bay City I.S.D. ; June 2008-Present
- ✓ 4.5 Years Superintendent Thrall I.S.D. ; January 2004-May 2008
- ✓ 10 Years Athletic Director Rivercrest I.S.D. ; January 1994-January 2004
- ✓ 8 Years Head Football Coach Rivercrest High School
- ✓ 4.5 Years High School Principal Rivercrest High School
- ✓ Principal/A.D. Rivercrest High School 1999-2004 Exemplary Campus Each Year
- ✓ Head Football Coach/A.D.- Rivercrest High School 1994-2001

Professional Characteristics

- *I believe that actions speak louder than words. In my twenty two years of administrative duties I have had the opportunity to work with a broad spectrum of personnel. I utilize the open door policy with my staff, parents and students. I believe that you must have open communication in order to facilitate a proper response and decision on any issue.*

Experienced, Efficient, Effective...

District Management

- ✓ Established Athletic Drug testing program and policies for Extra-Curricular activities, Rivercrest ISD
- ✓ Worked with faculty, staff, and community members to develop effective campus and district plans- RISD, TISD, BCISD
- ✓ Facilitated a “family” type environment for faculty staff and students RISD, TISD and BCISD.
- ✓ Actively recruited and employed highly qualified motivated Principals at Thrall ISD to rebuild Academic accountability in TAKS results and to ensure High level of Student participation in Academic UIL competitions
- ✓ Implemented renovation projects to meet the requirements of existing / settled Title IX lawsuit at Thrall ISD and monitored continued compliance under the law
- ✓ Implemented renovation and construction projects to meet the requirements of existing / settled Title IX lawsuit at Bay City ISD and monitored continued compliance under the law.
- ✓ Implemented Free Breakfast program for all students 2010 –BCISD
- ✓ Implemented 8 Period School day in High School to increase opportunities for all students and increase CTE Funding- TISD, BCISD
- ✓ Administered efficient business model at BCISD for personnel management
- ✓ Managed Reduction in Force and district reorganization at BCISD, 2010-2011
- ✓ Implemented Energy Management Program at Thrall ISD that resulted in the savings on energy expenses of \$63,055 from January 2004-May 2008
- ✓ Implemented Energy Management Program at Bay City ISD that resulted in the savings on energy expenses of \$2,868,375. from June 2008-July 2013 (Program ongoing with annual reports in July of each year)
- ✓ Guided successful investigation and mediation of existing Bay City High School Facility issues with thirty nine vendors resulting in a legal settlement providing funding to BCISD to repair the High School Facility 2009-2013.
- ✓ Managed the multimillion dollar Bay City High School renovation project 2013-2016
- ✓ Negotiated successful 313 Tax application and agreement with Oxea for commercial development in BCISD 2015.
- ✓ Bay City ISD honored with the Lasting Legacy Award, given by Schneider Electric to top-performing public partners in the state for demonstrating leadership and commitment to energy initiatives that have produced sustained impacts over time January 2016.

Educational Leadership

- ✓ Maintained exemplary rating while replacing key educational personnel at Rivercrest High School
- ✓ 1995 Red River Valley Football Coach of the year Rivercrest ISD
- ✓ Principal /A.D. @ an Exemplary performing campus—RHS, 99/00, 00/01, 01/02
- ✓ Principal of T.E.A. Distinguished Title 1 school RHS, 2001-2002
- ✓ Promoted positive and wide-ranging participation in all programs- RISD, TISD, and BCISD
- ✓ Achieved academic excellence in diverse low socioeconomic rural area RISD, BCISD
- ✓ Aligned Curriculum district wide at Bay City ISD.
- ✓ Received T.E.A. Recognized District status at Bay City ISD for 2009-2010
- ✓ 2013 Region Three Education Service Center Superintendent of the year.
- ✓ 2013 Finalist for State of Texas “TASB Superintendent of the year.”
- ✓ 2013 Texas Association of School Boards State of Texas Superintendent of the Year
- ✓ 2015 TASA Mentor Superintendent
- ✓ Received T.E.A. Met Standard Status at Bay City ISD for 2012-2013, 2013-2014, 2014-2015, 2015-2016

Financial Stability

- ✓ Three consecutive years with totally clean financial audits while increasing fund balance at Thrall ISD
- ✓ Received “Superior Achievement” rating under Texas’ Schools FIRST financial ratings System every year as Superintendent of Schools at Thrall ISD
- ✓ Six consecutive years with totally clean financial audits while increasing fund balance at Bay City ISD
- ✓ Increased efficiency of transportation department at BCISD by enforcing the transportation of eligible riders
- ✓ Received perfect score of 30 on TEA FIRST Report 2015

Safety and Security

- ✓ Managed Month long Terroristic Threat Issues at Bay City ISD from December 28, 2010 until January 26, 2011
- ✓ Communicated with National, Regional and Local Media during terroristic threats to BCISD January 2011
- ✓ Provide Consultation to School District Superintendents experiencing terroristic threats locally, regionally and nationally
- ✓ Installed security cameras and controlled access points on all school buildings-BCISD
- ✓ Supervise and Collaborate with the Bay City ISD Police Department
- ✓ Communicate with the Matagorda County Judge during evacuation of citizens in Hurricanes and in the event of potential nuclear incidents

Community and Board Relations

- ✓ Citizen of Valor Award 1982- Presented by the Shawnee Kansas Chamber of Commerce
- ✓ Successfully communicated to the board of education on numerous personnel, student, athletic needs assessment and discipline matters through Athletic director duties for ten years - RISD.
- ✓ Participated in meetings to obtain support for successful school bond and building projects, TISD, RISD
- ✓ Collaborated with superintendent and school board to identify needs for High School building program at Rivercrest ISD
- ✓ Worked with community to help pass Building and Maintenance bond elections in Rivercrest ISD and Thrall ISD
- ✓ Provided needs assessment for New High School Building and New Gym Building programs at Rivercrest ISD
- ✓ Passed Two Bond Elections at Thrall ISD
- ✓ Established the Bay- Cel Student Credit Union in Bay City High School
- ✓ Participate annually in “Gourmet Guys” fundraiser for the Matagorda County Museum
- ✓ Participate annually in “The Great Steak Cook Off” fundraiser for the Boys and Girls Club of Bay City and Matagorda County
- ✓ Director in Bay City Lions Club
- ✓ Collaborated with key stakeholders to start a Boys and Girls Club In Bay City 2008
- ✓ Provide all Boys and Girls Club members transportation from our schools to boys and girls club daily, currently serving 250 students per day
- ✓ Volunteer Coach for Bay City Girls Softball Association
- ✓ Provided Transportation for the mandatory evacuation of all medically challenged homebound citizens of Matagorda County during Hurricane Ike 2008 with 100% of citizens evacuated and returned home safely by the BCISD Transportation Department
- ✓ Honored as Jack Wiech Fellow by the Bay City Lions Club
- ✓ Elected to the Bay City Chamber of Commerce Board of Directors 2012, Treasurer 2013, and Chair Elect 2014, Chairman of the Board 2015.

Professional Growth and Development

- ✓ TASB Convention Presenter 2005, “Bad Vendor Contracts”
- ✓ 2011 Region Six Education Service center “C-Scope Superintendent of the year”
- ✓ Participate in continuing education opportunities provided by Education Service Centers and TASB annually
- ✓ 2015 TASA Mentor Superintendent
- ✓ T-Tess Certified 2016 (Texas Teacher Evaluation and Support System)
- ✓ T-Pess Certified 2016 (Texas Principal Evaluation and Support System)
- ✓ Association of Texas Professional Educators (ATPE) Professional Learning Advisory Council 2016

Fiscal Responsibility

- ✓ Developed and operated athletic budget every year without any amendments-RISD
- ✓ Operated High School budget without any amendments every year-RISD
- ✓ Passed Bond Election February 5, 2005 at Thrall ISD to refinance existing debt and move it from the M&O budget to the I&S budget to create financial stability and flexibility for Thrall ISD
- ✓ Passed Bond election May 28, 2005 at Thrall ISD to refund existing debt and move it from the M&O budget to the I&S budget to create financial stability and flexibility for Thrall ISD
- ✓ Passed Bond election May 28, 2005 at Thrall ISD to repair failing building facilities
- ✓ Managed Reduction in force and district reorganization Bay City ISD 2011 maximizing M&O resources
- ✓ Implemented the Refunding of Bay City ISD Unlimited Tax Refunding Bonds 2014 of \$13,520,000.00 that will save the district 10% per year until 2024

Technology Integration

- ✓ Implemented online work orders in support services for Instructional Technology, Maintenance and Transportation- BCISD
- ✓ Implemented online electronic time clocks with finger print I.D. for all employees- BCISD
- ✓ Implemented online food service payments for parents-TISD, BCISD
- ✓ Installed Gigamon Connectivity Intra-Campus and Gigamon Connectivity Internet- BCISD
- ✓ Established online employment application and credential verification process-BCISD
- ✓ Implemented utilization of online Parent Portal for Student Grades-TISD, BCISD
- ✓ Utilized District Facebook and Twitter Social Media as key communication platforms-BCISD
- ✓ Provided State of the Art Classroom Technology for Teachers and Students- TISD, BCISD
- ✓ Established online signature and verification of employment contract completion- BCISD
- ✓ Implemented e-flyer parent notification utilizing the PeachJar e-flyer system.-BCISD
- ✓ Installed VOIP phone system district wide- BCISD
- ✓ Installed WiFi district wide-TISD, BCISD

Professional References of: Keith A. Brown

- ❖ Tim Powell- VP South Texas Nuclear Project- 979-479-3911
Bay City ISD Board of Trustees 2002-16, Board President (2011-16)
- ❖ Dr. Gary Vandaveer- Texas State Representative District 1 903-733-6507
- ❖ Dr. Robert Steeber- Chief of Schools Grand Prairie ISD 817-740-7530
- ❖ Mitch Thames-President/CEO Bay City Chamber of Commerce 832-5954168
- ❖ Nate McDonald- Matagorda County Judge 979-216-8787
- ❖ Dennis Bonnen- Texas State Representative District 25 979-848-1770
- ❖ Ruben Cortez- Texas SBOE Member District 2 956- 639-9171
- ❖ Terry Farrar- BCISD Board of Trustees 2011-Present 979-241-8900
- ❖ Dr. Jim Humphries- BCISD Board of Trustees 2006-2014 979-429-0074
- ❖ Chris Crummett-BCISD Board of Trustees 2006-2012 979-216-6595
- ❖ Freddy Wade-Retired Superintendent- Rivercrest I.S.D. 903-855-2196
- ❖ Ray Miller-Retired Superintendent Harmony I.S.D. 903-769-1123
- ❖ Fred Wilkerson Financial Consultant Region 8 ESC 903-572-8551
- ❖ Brian Drummond- Ex -School Board President Thrall ISD 512-750-8314
- ❖ Raymond Lenz- Ex- School Board President Thrall I.S.D. 512-971-8314
- ❖ Roger Hepworth- Attorney- Fowler Law Firm 512-441-1411
- ❖ Haley Turner- Attorney- Walsh Gallegos Law Firm 800-252-3405
- ❖ Todd Clark- Attorney- Walsh Gallegos Law Firm 512-626-0973
- ❖ Darrell Hall- Board President Thrall ISD 512-415-6649
- ❖ Rodney Fausett- Assistant Superintendent Bay City ISD 979-245-5766
- ❖ Vincent Zubicek- Entegral Solutions 832-862-0044
- ❖ Carla Pope-Osborne- Perdue, Brandon, Fielder, Collins & Mott LLP 512-302-0190
- ❖ David Mabe TIPS/TAPS Consultant ESC 8 903-243-4759
- ❖ David P. Thompson Ph.D- Professor U.T.S.A. 210-458-6821
- ❖ Mark Hare- Board President Rivercrest ISD 903-439-9070
- ❖ Tiffany Easley- Business Manager Rivercrest ISD 903-632-5205
- ❖ Lorine David-ESC 13 Admin Services Business Systems Analyst 512-919-5397
- ❖ Joey Florence- Athletic Director Denton ISD 940-369-0073
- ❖ Joe Dan Lee- Retired Superintendent 512-966-7807

DOUG BRUBAKER, PH.D.

Profile: High energy, positive, and student-centered instructional leader with twenty years of experience in diverse districts, technology expertise, and track record of success planning and implementing high visibility and large scale initiatives to achieve district goals. Skills include building positive working relationships across organizations, strategic planning, and effective communication strategies.

EXPERIENCE

Garland ISD

Garland, Texas

Associate Superintendent, Administration, 2015 - present

- Provide leadership to ensure effective and efficient operation of the Administration Division, which includes 1,494 employees, a combined budget of \$86 million and the following departments: Athletics, Facilities and Maintenance, Health Services, Risk Management, Security and Telecommunications, Student Nutrition, Technology and Information Services, and Transportation.
- Execute technology, security, and telecommunications bond projects with budget of over \$75 million as part of \$455 million 2014 bond program.
- Serve on leadership team for *GISD Ready*, an initiative to develop engaging and technology-rich curricula for all K-12 content areas.
- Support implementation of Telehealth telemedicine pilot program at seven Title I campuses serving 5,022 students.
- Lead development of preparations for the deployment of 17,000 student tablets as part of *GISD Ready* initiative.

Mansfield ISD

Mansfield, Texas

Assistant Superintendent, Administrative Systems and Support, 2008 - 2014

- Led Department of Technology and Information Services with expanded responsibility for the Departments of Student Services and Research, Assessment, and Accountability.
- Led redesign of K-8 Technology Applications curriculum.
- Directed, planned, and coordinated \$6.5 million secondary tablet deployment involving over 10,000 teacher and student devices.
- Led team that designed district-wide professional development initiative and trained over 500 secondary teachers with a 100% completion rate.
- Completed \$15 million in audiovisual, infrastructure, and end-user device upgrade projects on time and under budget.
- Demonstrated excellent conflict resolution skills as the district level hearing officer for the grievance process.

EXPERIENCE

Carrollton-Farmers Branch ISD

Carrollton, TX

Director of Instructional Technology, 2007-2008

- Coordinated district implementation of instructional technology equipment, software, training, curriculum, and instruction for 37 campuses and over 26,000 Pre K-12 students.
- Integrated technology learning objectives into the math and science curricula using the *Understanding by Design* model.

Carroll ISD

Southlake, TX

Principal, Durham Intermediate School, 2004-2007

- Exemplary Campus, 2005-2007
- National Center for Educational Accountability Honor Roll School, 2006

Mansfield ISD

Burleson, TX

Principal, Tarver-Rendon Elementary School, 2000-2004

- Exemplary Campus, 2002-2004; Recognized Campus, 2001
- National Center for Educational Accountability High Performing Campus, 2004

Birdville ISD

Fort Worth, TX

Assistant Principal, North Ridge Elementary School, 1998-2000

- U.S. Department of Education Blue Ribbon School
- Primary author of Blue Ribbon Schools application document

Teacher, Fourth Grade, W.A. Porter Elementary School, 1995-1998

- Birdville I.S.D. "First Class Teacher of the Year," a recognition for outstanding first-year teachers.

CERTIFICATIONS

- Superintendent, 2006 (renewed 2012)
- Certified Educational Technology Leader (CETL), 2014
- Information Technology Infrastructure Library (ITIL) Foundation, 2013
- Mid-Management Administrator: Grades PK-12, 1998
- Elementary Self-Contained: Grades 1-8, 1995
- Elementary History: Grades 1-8, 1995

COLLEGE TEACHING EXPERIENCE

- Texas Woman's University** **Denton, TX**
Adjunct Instructor, Computer Science, 2006-2010
- Tarrant County College** **Fort Worth, TX**
Adjunct Instructor, Business Computer Information Systems, 2005-2009
- University of North Texas** **Denton, TX**
Adjunct Instructor, Education Administration, 2005-2008
- Public School Finance, Business Management, and Facilities
 - Administration of the K-12 Curriculum

EDUCATION

- University of Texas Permian Basin** 2006
- Superintendent Certification
- University of North Texas** 2000-2005
- Doctor of Philosophy, 2004
 - Dissertation: *An Assessment of Technology Learning Styles, Skills, and Perceptions Among Teachers of Grades Prekindergarten Through Four*
- Texas Christian University** 1995-1998
- Mid-Management Certification
 - M.Ed., Elementary Education
 - Graduate Assistant, TCU/Fort Worth Museum of Science and History *Hands On Science Lab*
- Georgetown University** 1992
- University of Kansas** 1989-1994
- B.A., Political Science, 1993
 - University Scholar
 - Departmental Scholar
 - College Honors Program
 - Phi Beta Kappa

PROFESSIONAL HONORS

- Finalist, TCEA Administrator of the Year
- TEPSA Academy VIII
- Birdville I.S.D. First Year Teacher of the Year

COMMUNITY INVOLVEMENT

- Big Brothers and Big Sisters of North Texas, Big Brother, 2008-2015
- Big Brothers and Big Sisters Point of Light
- Garland, Rowlett, and Sachse Chambers of Commerce
- Vista National Homeowners Association, Treasurer

PUBLICATIONS AND PRESENTATIONS

Phillipo, J., Brubaker, D., and Jara, J. (2016). *America's 21st-Century schools: Aligning education reform and information technology*. American Association of School Administrators Conference, Phoenix, AZ, February 2016.

Orta, N., Garrett, T., Brubaker, D., Wells, J., and Felton, B. (2015). *Leading Systemic Change through Curriculum, Pedagogy, and Digital Ecosystems*. Texas Association of School Administrators/Texas Association of School Boards Conference, Austin, TX, October 2015.

Brubaker, D. (2015, June). Answering the unasked question. *Texas School Business*, 61(9), 9. Retrieved from <http://issuu.com/tasanet/docs/june15?c=11039933/12883721>

Garcia, C., Brubaker, D., and North, J. (2013). *Large scale iPad deployments: Inventory, policies, procedures, parents, and the public*. Consortium on School Networking Conference, Washington, DC., March 2013.

Bell, K., Coffman, A., Young, E., North, J., Brubaker, D. (2010). *iTouch . . . iLearn: implementing the iPod touch*. National School Boards Association T+L Conference, Phoenix, October 2010.

Brubaker, D. and Giffin, M. (2006). Teaching, technology, and style: a comparison of learning styles and technology competencies of teachers PK-4. In M. R. Simonson and M. Crawford (Eds.), *Twenty-ninth annual proceedings of the Annual Convention of the Association for Educational Communications and Technology* (pp. 86-97). Retrieved from http://www.tresystems.com/proceedings/documents/2006_proceeding_volume1.pdf.

Kelly, J., Miller, E., & Brubaker, D. (2004). The role of the visual image: What are students really learning from pictorial representations? *Journal of Visual Literacy*, 11, 23-40.

REFERENCES

Dr. Bob Morrison
Superintendent
Garland ISD
501 S. Jupiter
Garland, TX 75042
817.271.9589
BMorrison@garlandisd.net

Dr. Jim Vaszauskas
Superintendent
Mansfield ISD
605 East Broad Street
Mansfield, TX 76063
817.229.8870
JimVaszauskas@misdmail.org

Dr. Robert Bostic
Superintendent
Stafford MSD
1625 Staffordshire Road
Stafford, TX 77477
281.261.9202
supt@staffordmsd.org

Dr. Bob Griggs
Former Superintendent
Birdville ISD
7229 Londonderry
Fort Worth, Texas 76182
817.581.1000
bgfortes18@aol.com

Mr. Raul Gonzalez
President
Mansfield ISD Board of Trustees
605 East Broad Street
Mansfield, TX 76063
469.556.1269
RaulGonzalez@misdmail.org

Mrs. Courtney Wilson
Secretary
Mansfield ISD Board of Trustees
605 East Broad Street
Mansfield, TX 76063
817.821.6280
CourtneyWilson@misdmail.org

Dr. John C. Brooks
Principal Lecturer, Educational Administration
University of North Texas
1155 Union Circle #310740
Denton, TX 76203-5017
817.832.8336
John.Brooks@unt.edu

Dr. Kyle Heath
Superintendent
Cleburne ISD
500 North Ridgeway Drive, Suite 100
Cleburne, TX 76033
405.642.5236
kheath@cleburneisd.com

Brenda S. Lewis, Ph.D.

(651) 353-3960 • bslewis78@hotmail.com

PROFILE OF QUALIFICATIONS

- Proven effective leadership in defining educational mission and vision, teacher development, budgeting, and strategic planning
- Demonstrated excellence in school board relations and collaboration
- Adept at leveraging resources to ensure a culture of continuous improvement
- Established at cultivating and retaining quality relationships with multiple stakeholders to achieve a common goal

SELECTED LEADERSHIP ACHIEVEMENTS

- Championed equity work to ensure that staff understand urgency in making change while receiving supports and resources to ensure every student achieves at their maximum potential
- Spearheaded operating referendum resulting in successful passage generating \$9.6 million of annual revenue for 10 years
- Developed an on-going community focus team group resulting in community collaboration from a variety of stakeholders with respect to the equity work
- Maximized district resources to create a variety of positions to ensure more support for school staff resulting in reduced dropout rates and higher percentages of students of color enrolled in AP and Honors courses
- Expanded preschool opportunities to minimize achievement gap for students entering kindergarten

SUPERINTENDENT LEVEL LEADERSHIP EXPERIENCE

**Assistant Superintendent
2013-present**

**Rochester Public Schools
Rochester, MN**

- Extensive experience in leading the equity work for a district with rapidly increasing racial, cultural, and economic diversity
- Responsible for leading continuous improvement in the areas of organizational leadership and development
- Partners with and leads administrators and school district staff in implementing and sustaining the core values and mission of the school district
- Empowers district leadership to have a spirit of service for students, staff, and families
- Responsible for leading human resources actions and transactions including recruitment, restructuring, staffing enhancements, and performance management
- Leads and collaborates with senior executives and board members in the areas of establishing and sustaining compensation and benefit levels, strategies to attract and retain talent, succession planning, organization development, and employee/union relations
- Collaborates with the superintendent in all facets of the day-to-day operations of the district resulting in high quality service to all sites and district stakeholders
- Presents information and provides guidance and recommendations to the school board
- Empowers and grows relationships between community agencies and the district
- Facilitates communication between personnel, students, parents, and the public for the purpose of evaluating situations and resolving conflicts
- Provides leadership, administrative direction, supervision, and support to schools
- Serves as chief negotiator for employee contract negotiations

Executive Director of Elementary and Secondary Education 2011-2013 **Rochester Public Schools
Rochester, MN**

- Provided overall leadership and supervision of school principals across all levels
- Engaged principals in the evaluation process by conducting goal setting conferences, ongoing feedback sessions, and summative conferences
- Designed, implemented, and monitored improvement plans for principals
- Actively collaborated with principals as well as Human Resources personnel on a variety of staff performance issues, investigations, and discipline matters
- Supported and led principals in implementation of district-wide initiatives, and application of research-based best practices in leadership and family partnerships
- Provided guidance and support to principals in designing and adapting school-level budgets to meet the needs of their student population
- Supported and ensured implementation of all district policies and procedures at the school level

SITE LEVEL LEADERSHIP EXPERIENCE

**Principal
2009-2011**

**Capitol Hill Magnet School
Saint Paul Public Schools
Saint Paul, MN**

**Principal
2007-2009**

**Murch Elementary School
DC Public Schools
Washington, DC**

**Principal
2005-2007**

**St. Joseph Catholic School
Red Wing, MN**

**Assistant Principal
2004-2005**

**Faithful Shepherd School
Eagan, MN**

TEACHING EXPERIENCE

**First Grade
2001-2004**

**Faithful Shepherd School
Eagan, MN**

**First Grade
2000-2001**

**New Spirit Charter School
St. Paul, MN**

EDUCATION & LICENSURE

Doctorate in Philosophy Leadership/Administration Capella University, Minneapolis, MN, 2009
Post-Masters in Education Administration St. Mary's University, Minneapolis, MN 2005
Masters of Education St. Mary's University, Winona, MN 2004
Bachelor of Science St. Catherine University, St. Paul, MN 2000

**Education Administration
Education Administration
Elementary Education**

**MN District Superintendent
MN K-12 Administrative
MN K-6 Teaching**

Brenda S. Lewis, Ph.D.

(651) 353-3960 • bslewis78@hotmail.com

Michael Munoz
Superintendent
Rochester Public Schools
507-271-0599

Heather Nessler
Executive Director of Communications
Rochester Public Schools
507-358-4361

Tom Olson
Principal
Mayo High School
507-254-6366

Harold Scott
Principal on Special Assignment
Rochester Public Schools
612-799-4068

Jodi Wentland
Olmsted County Community Services
Associate Director
218-205-4376

John Edmonds
District Parent and Community
Member
507-993-8019

Nancy Denzer
Principal
Willow Creek Middle School
507-458-7348

Mark Kuisle
Activities Director
Century High School
507-269-3290

Karla Bollesen
Executive Director Student Services
Rochester Public Schools
507-271-4633

Scott Sherden
Director of Facilities, and Security
Rochester Public Schools
507-259-7008

Julie Workman
School Board Vice Chair
Rochester Public Schools
507-319-0321

John Carlson
Executive Director of Finance
Rochester Public Schools
507-358-5264

Dr. Christiana Otuwa

[REDACTED]
[REDACTED] - Cell: 770-309-5373 - christiana.otuwa@rcsdk12.org

EXECUTIVE PROFILE

Accomplished senior level school administrator with a track record of increasing student achievement in major urban school districts on both the K-8 and high school levels. Demonstrated ability to successfully implement comprehensive reform to transform historically underperforming schools into model schools. Skilled in federal, state and local school law, grant writing and administration, budgets and complex personnel issues. Honored by Georgia governor as 2006 High Performance Principal.

PROFESSIONAL EXPERIENCE

Deputy Superintendent of the Teaching and Learning Division

Rochester City School District • Rochester, New York

2014-Present

As a direct report to the Superintendent and a critical member of the District's senior management and leadership team, I provide leadership and vision in the fulfillment of Strategic Goals that relate to Teaching and Learning. Responsible for the Supervision of School Chiefs, and the overall operations of Curriculum and Instruction in this urban district serving more than 28,000 students with more than 6,000 employees. Accountable for leading and managing a \$350 million budget, with 52 schools, centers and programs.

Under my leadership, the Common Core Regents passing rate increased and the percentage of students showing growth on the 2015 NYSESLAT is the highest it has been in 9 years. Established an implementation design and plan for Restorative Practice in order to interrupt the School-to-Prison Pipeline, and realigned the Special Education Department to better support students with disabilities.

Collaborate with the Board of Education, all bargaining units, parents/guardians, and community members to ensure a shared vision of learning. Established community-based partnerships that will ensure all stakeholders have an active voice and investment in the educational success of all students.

Key Accomplishments

- Key Partner and Advocate in the Community Task Force which is implementing an Explicit Bias Training, Teen Empowerment, and Parent Engagement Initiative
- Developed criteria for the production of Culturally Relevant Curricula and Instructional Practices
- Developed Student Behavior Resource Manual which significantly decreased the suspension rate across Rochester City School District.
- Co-Chair the Monroe –Rochester Anti-Poverty Initiative Trauma Resource Team
- Forged new partnerships within the Rochester Community Based Organizations to support student achievement and provide better social/emotional services
- Aligned departments within Teaching and Learning to support student achievement
- Developing a new Student Code of Conduct

Assistant Superintendent of Secondary Schools
 Pittsburgh Public Schools Pittsburgh, Pennsylvania

2007-2014

Facilitated development, process, articulation, and implementation of a vision of learning for all students that is understood, shared and supported by all stakeholders. Teamed with all stakeholders to create dynamic vision of significant learning for all students. Collaborated with high-ranking curriculum support members to develop, communicate, interview staff ensuring execution of school reform plans for Elementary, Middle and Secondary Schools. Disaggregated data of current clients to apply best practices defined in legitimated learning research. Monitored curriculum alignment (scope, sequence and pacing), assessments, and classroom instruction to uphold standards, vision and mission of the District. Facilitated the development, operation, management and maintenance of safe, caring and nurturing positive school environments that are conducive to student academic success and staff professional development. Collaborated with all district departments, parents/guardians, universities and community members to realize vision and mission of the district. Involved and responded to all school community constituents. Established or improved organizational structure, processes and resource management to maximize successful learning opportunities.

Key Accomplishments

- Utilized data, knowledge of teaching and learning and student development to inform the vision, make education decisions and carry out instructional delivery to improve student achievement at three times the rate of District improvements. Closed the achievement gap by 20% over four years for a cluster of approximately twenty accelerated learning academies and secondary schools.
- Implemented a full school reform model utilizing extended learning time and America's Choice School Reform model (school design, intervention programs, and mathematics) to close achievement gaps in historically below-grade level achievers.
- Supervised and supported principals with the implementation of curriculum and to strengthen classroom instruction practices in their schools.
- Maximized human capital by reassigning and retraining of teachers.
- Teamed with district colleagues to design "Empowering Effective Teachers Plan" that was ultimately selected by the Bill and Melinda Gates Foundation as one of four deep dive partner districts receiving \$40 million in financial support.
- Led leadership teams and worked collaboratively with District and Union leadership, educators, and school administration to design and implement reform models across the District.

Principal, Atlanta Public Schools

2000-2007

Managed staff of 50+ and implemented curriculum for maximum growth and efficiency of 650 students. Provided educational leadership for the school staff and community. Utilized sound management in the expenditure of funds and preparation of school budgets. Effectively evaluated staff in conjunction with the district staff appraisal process. Established and solicited support from local community groups and businesses. Interpreted board policies and directives to address parental concerns. Provided orientation and ongoing professional development for all staff. Coordinated and supervised all school support services. Prepared and supervised the preparation of reports and all required paperwork. Increased student achievement to meet or exceed district and state expectations.

Key Accomplishments

- Percentages of proficient students increased from 30% to 80% in both reading and math which demonstrated a significant improvement in comparison to prior years.
- School achieved AYP status each year of tenure.
- Named Georgia High Performance Principal in 2006 for significantly improving student achievement.
- Parental involvement grew from 10% to approximately 70%.
- Implemented a rigorous coursework and high learning expectations for all students using the whole school reform models: CORE, Success for All and America's Choice School Design.

***Principal, Birmingham City School District
McArthur School and Hill School***

1996-2000

Provided Instructional leadership and supervision, development, staff evaluation, data analysis, operations and finance.

Key Accomplishments

- Student achievement improved during tenure.
- Implemented a high level of parent and community involvement programs, resulting in parent attendance at school functions increasing by more than 50%.
- Implemented an on-going professional development program for teachers on effective teaching strategies and monitored teachers to evaluate program effectiveness.
- Implemented a discipline program to effectively develop a structure to handle and diffuse disruptive student behavior while in the classroom.
- Assisted in organizational restructuring and establishment of professional learning teams.

***Assistant Principal, Birmingham City School District
Jackson School***

1993-1996

Assisted Principal in administration duties and served as Principal as necessary. Maintained all supplies inventories and oversaw requisitions of new materials. Coordinated safety inspections and school safety drill activities. Managed custodial, cafeteria, and other support services. Supervised all aspects of student attendance, including necessary interventions. Maintained discipline throughout school and dealt with special cases as necessary.

Second to Fifth Grade Teacher

1989-1993

Council Elementary School Ensley, Alabama

Performed all duties of a classroom teacher which included the execution of instructional strategies and implementation of curriculum in order to support students to achieve academic and social success.

Fourth to Eighth Grade Teacher

1988-1989

Catholic Diocese of Birmingham, Alabama

Performed all duties of a classroom teacher which included the execution of instructional strategies and implementation of curriculum in order to support students to achieve academic and social success.

Education

Doctorate of Education University of Alabama, Tuscaloosa and Birmingham	1997
Educational Specialist, Ed. S. in Educational Leadership University of Alabama	1995
Educational Specialist, Ed. S. in Elementary Education University of Alabama	1991
Master of Education, M.Ed. in Education University of Alabama, Birmingham	1989
Master of Science, MS in Administration and Supervision Alabama State University	1988
Bachelor of Science, BS in Management Texas Tech University	1985

Community Involvement (Rochester, NY)

- Rochester Community Task Force (CTF)
- Faith Based Community Association
- Rochester-Monroe Anti-Poverty Task Force
- Pathways to Peace
- Parent Focus Groups
- Code of Conduct Focus Group
- Rochester Monroe Anti-Poverty Initiative

Presentations, Workshops/Conferences

- Otuwa, C. (2016) *Graduation Four Year Plan*. Plan presented at Rochester City Press Conference
- Otuwa, C. (February 2016) *Online Credit Review*. Presented at Excellence and Student Achievement Board Meeting
- Otuwa, C. (March 2016) *Credit Regents Cohort Review*. Presented at Board of Education Leadership Meeting.
- Otuwa, C. (November 2015) *Curriculum and Cultural Responsiveness*. Presented at Administrators Monthly Meeting.
- Otuwa, C. (September 2015) *New Code of Conduct*. Presented at Rochester Community Task Force Meeting
- Otuwa, C. & Yarlett, K. (October 2015) *Reading by Third Grade, RCSD Academic Priority*. Presented at ESA Board Meeting
- Otuwa, C. & Turner, R. (March 2016) *Addressing Mental Health Concerns and Barriers*. Presented at Board Meeting
- Otuwa, C. (January 2016) *Volunteers You Make a Difference*. Presented at the Rochester Community

Partnership Assembly

- Otuwa, C (August 2016) *Graduation & Graduation Rates* Presented at the Excellence in Student Achievement

Academic Honors and Awards

- Received \$40 million in financial support from the Bill and Melinda Gates Foundation for designing "Empowering Effective Teachers Plan"
- High Performance Principal (2006) Georgia Department of Education

Publication Writing

- Otuwa, C. (2015). *Sea change in student discipline*. Rochester City Newspaper
- Otuwa, C. (2016). *The Roots of Poverty in Rochester: Ending the Vicious Cycle*. Democrat and Chronicle, Rochester, NY
- Otuwa, C. (2016). *District Grids for One to One Device Roll-Out*. Education Week

Organization Memberships

- NYCOSSE – The Council of School Superintendents
- Baden Street Settlement
- Teen Empowerment
- Metro Justice – (Community Task Force)
- United Way – Anti Poverty (Community Task Force)
- CIT Governing Panel (RTA)
- RCSD – Executive School-Based Planning Team (Steering Committee)
- RCSD SEG – Superintendent’s Employee Group
- Baobab Cultural Center
- Collaboration with Nazareth College
- CIAS Governing Panel (ASAR)
- New York State ED – DTSDE
- Action for A Better Community (ABC)
- Ibero-American Action League
- Center for Youth Services
- Hillside Family of Agencies
- Rochester Children’s Institute
- Rochester Area Foundation
- Greater Rochester Health Foundation
- Scholastic

References

Adam Urbanski

Rochester Teachers Association President
Rochester, NY

Billy Easton

Executive Director of the Alliance for Quality Education
Rochester, NY

Dr. Susan Goodwin

Director of the Rochester Teacher Center
Rochester, NY

Dr. Jeff Kaczorowski

President of the Children's Agenda
Rochester, NY

Steve Uebbing

Professor of University of Rochester/Director of EPO East High School
Rochester, NY

Additional References Available Upon Request

David Pennington

580-761-8257 (Cell)

OBJECTIVE

Working with board, faculty, and staff to provide students and community with an instructional program focused on preparing students to live and work in a global society

HIGHLIGHTS

- 22 years' experience as a school superintendent
- A national and state leader of superintendents
- A proven record of sound financial management
- Focus on 21st Century academic skills

SUPERINTENDENT EXPERIENCE

Superintendent
Ponca City Public Schools

2004-Present
Ponca City, Oklahoma

Superintendent
Blackwell Public Schools

1995-2004
Blackwell, Oklahoma

PROFESSIONAL EXPERIENCE

Assistant Superintendent
Bristow Public Schools

1993-95
Bristow, Oklahoma

Assistant Principal/Athletic Director
Bristow Public Schools

1991-93
Bristow, Oklahoma

Classroom Teacher/Head Boys' Basketball Coach
Bristow Public Schools

1985-91
Bristow, Oklahoma

Classroom Teacher/Head Boys' Basketball Coach
Lansing Public Schools

1977-85
Lansing, Kansas

EDUCATION

DOCTOR OF EDUCATION
Oklahoma State University
Educational Administration

1999
Stillwater, Oklahoma

MASTERS OF EDUCATION

Oklahoma State University
Educational Administration

BACHELOR OF SCIENCE

Oklahoma State University
Secondary Education

1981

Stillwater, Oklahoma

1977

Stillwater, Oklahoma

COMMUNITY SERVICE

- First Baptist Church-Adult Sunday School Teacher
- Ponca City Rotary-President 2011
- Ponca City Chamber of Commerce Executive Board
- University Learning Center Advisory Board

PROFESSIONAL ORGANIZATIONS

- American Association of School Administrators
President 2014-15
- American Association of School Administrators
Executive Committee 2010-2013
- American Association of School Administrators
Governing Board 2004-2010
- Oklahoma Association of School Administrators
President 2004
District Director 1998-2002, 2005-2008
- Oklahoma Curriculum Improvement Commission
President 2003, 2010
Executive Committee 2000-2012
- Oklahoma Commission for Educational Leadership
Chairman 2006
- Oklahoma School Boards Association
- United Suburban Schools Association

EDUCATION LEADERSHIP ACTIVITIES

- Lamar University Superintendent Academy
- Educators Leadership Academy & Superintendents Academy
- OASA/OSU Superintendents Academy
- Governor's Innovation Index Taskforce
- State Superintendents Advisory Council

REFERENCES

Don Nuzum
Ponca City Board Member
580-767-0470 (W)
580-763-0566 (C)
nuzumdi@poncacityok.gov

Dr. Dan Domenech
Executive Director AASA
703-876-0722 (W)
703-463-8553 (C)
ddomenech@aasa.org

Rich Cantillon
President Ponca City Chamber of Commerce
580-765-4400 (W)
580-363-6665 (C)
rich@poncacitychamber.net

Dr. Mike Simpson
Superintendent Guthrie Public Schools
405-282-8900 (W)
580-304-5952 (C)
Mike.simpson@guthrieips.net

Steven Crawford (Ret)
Executive Director CCOSA

405-301-5531 (C)
crawford@ccosa.org

Lloyd Snow (Ret)
Superintendent Sand Springs Public Schools

918-605-0079 (C)
lloyd.snow@sandites.org

Patricia Hullet
Former Pres. Blackwell Board of Education
580-363-4407 (H)
580-363-8551
Pat.Hullet@north-ok.edu

Marvin Clark
President Ponca City Board of Education
580-765-3300 (C)
Mic829@yahoo.com

Dr. Michael D. Roth

Address

913-680-7560 (cell)

Work Address

200 N. 4th Street
Leavenworth, Kansas 67026
913-684-1400
mike.roth@lvpioneers.org

Career Objective

To lead an educational institution through the ever changing educational environment, while emphasizing the student-first approach and staying on the leading edge of technology, curriculum, and first class facilities.

Education

Southwestern College, Winfield, Kansas

Doctorate in Education - Graduated in December 2015

Fort Hays State University Hays, Kansas

Superintendent Certification May 2003

Kansas Newman University Wichita, Kansas

Masters in Building Leadership Graduated in May 2001

Kansas State University Manhattan, Kansas

Bachelor of Science in K-12 Physical Education, Graduated in May of 1993

Garden City Community College Garden City, Kansas 1988-1990

Holcomb High School Holcomb, Kansas Graduated in 1988

Professional Experience

Leavenworth School District #453 Leavenworth, Kansas 2014 – Present

- District Superintendent
- Directed and implemented a 5-year strategic plan
- Worked with school board to save district \$350,000 in administrative cost in first contract year
- Created Pioneer Career Center (Technical College) with Kansas City Community College to provide vocational options for our students and community
- Changed Professional Development to create a plan that was best for our school district and meet the needs of our diverse students
- Member of the Board of Directors of the Leavenworth Education Foundation
- Presented at the KASB state conference (2014, 2015)
- Member of the Mid-America Association of School Superintendents (MAASS)
- Member of the Kansas/Missouri Superintendent Leadership Forum
- Member of KASA and USA

Clearwater School District USD #264 Clearwater, Kansas 2006 – 2014

- District Superintendent
- Transportation Director
- Directed and implemented a 5-year strategic plan (twice)
- Advisory council member SCKESC

- President of SCKESC Administrative Council (2 years)
- President of Clearwater Chamber of Commerce (2 years)
- Member of the Kansas Safe and Prepared School committee
- Board member Clearwater Foundation
- Completed new industrial arts wing of the high school
- Complete renovation of sports complex
- Completed concession stand restroom facility at sports complex
- Completed a remodel of the central office
- Implemented and facilitated new curricular ideas for the district
- Instrumental in the technology initiative for the district
- Made district more financially sound
- Member Kansas/Missouri Superintendents Leadership Forum
- Member of KASA, NASSP, USA

Deerfield School District USD #216 Deerfield, Kansas 2001-2006

- District Superintendent
- Adjunct Finance Teacher for FHSU fall 2005
- Advisory Council Member for SWPRSC
- 6-12 Building Principal
- Instrumental in implementing new curriculum
- Led completion of NCA process
- Supervise and Monitor School Activities
- Active member of Site Council
- Member of the KASA, KASSP, NASSP, and United School Administrators
- QPA Visiting Team Member for the Jewell School District

Stanton County School District USD #452 Johnson, Kansas 1996-2001

- 1-12 Physical Education
- Nutrition Class and Freshman Health
- Head High School Basketball Coach
- Assistant High School Football and Golf Coach
- Athletic Director
- Transportation Director for the District
- Member of the District Administration Team
- 2000 KSHSAA State Clinician for Basketball
- Chairman of the District's Insurance Committee
- Member of the Technology and Athletic Committees

Healy High School USD#468 Healy, Kansas 1993-1996

- K-12 Physical Education
- Freshman Health
- Head High School and Junior High Basketball Coach
- Head High School Baseball Coach
- 7-12 Athletic Director
- Assistant Football Coach (8-Man)

References:

Mr. John Allison, Superintendent, Wichita USD #259, Wichita, Kansas 67202
(316) 973-4580

Dr. Craig Elliot, Wichita State University, Wichita, Kansas 67260 (316) 978-5329

Mr. Brad Neunswander, Kansas State Department of Education, Deputy
Commissioner, Topeka, Kansas 66612 (785) 296-2303

Dr. Kelly Gillespie, Executive Director, South West Plains Regional Service
Center (SWPRSC), Sublette, Kansas 67877 (620) 675-2241

Mr. Todd Widler, former USD #264 Board Member, Clearwater, Kansas 67026
316-641-2407