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EXPERIENCE

- August 2014-Present: **Partner**, N2 Learning, LC
- September 2006-July 2014: **Superintendent**, College Station ISD
- July 2001-August 2006: **Deputy Superintendent**, Curriculum & Instruction, College Station ISD
- June 1997-June 2001: **Executive Director of Human Resources**, College Station ISD
- July 1994-June 1997: **Director of Staff Placement**, Spring ISD
- Summer 1993 & 1994: **Summer School Principal**, Spring ISD
- August 1989-July 1994: **Associate/Assistant Principal**, Spring ISD
- August 1985-July 1989: **Teacher**, Spring ISD

SUMMARY OF QUALIFICATIONS

- Provide consultative services to educational institutions related to leadership development, executive searches, strategic planning, school board training and executive coaching
- Served as the Chief Executive Officer overseeing all professional development, curriculum, instruction, finance, maintenance, operations, technology and construction systems
- Communicated effectively with staff and community through a variety of sources including Twitter, community forums and involvement in a number of community activities
- Sustained positive and productive relationships between district and local entities
- Managed the effort to pass \$290 million in bonds for construction projects
- Served on a variety of committees for the Texas Association of School Administrators
- Managed student growth, work environment and construction projects of a growing district
- Strengthened relationship between district and city through routine joint school board and city council meetings and routine meetings with the city manager
- Initiated new measures of accountability, including the Organizational Health Inventory and the College and Workforce Readiness Assessment
- Facilitated the development of Belief Statements as part of the long-range educational planning process
- Spearheaded the school Board and senior staffs participation in the Center for Reform of School Systems Board Training
- Collaborated with the Board of Trustees to become the tenth district in the state to earn the TASB Good Governance Award
- Selected as the Region VI Superintendent of the Year and as one of five state finalists for the Texas State Superintendent of the Year in 2010
- Facilitated leadership for: Curriculum and Instruction, Program Evaluation and Assessment, Bilingual/ESL, Gifted and Talented, State Compensatory Education, Community Education, Career and Technology Education, Student Services, Policy Development, Head Start, Special Education, 504 and Dyslexia, Instructional Technology and Network Technology
- Administered development and implementation of the District and Campus Improvement Plans
- Developed and implemented the plan to establish the Dual Language Program
- Directed the district's human resources function, including compensation administration and analysis, procedural due process for employees and district-wide strategic planning
- Instituted a technology-based professional application process
- Established a screening interview process that allowed building administrators to interact with teaching candidates in a timely manner

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- Corresponded with all professional applicants within twenty-four hours of their application submission
- Managed and directed professional and paraprofessional employee recruiting effort
- Managed the hiring process for approximately 300 new employees annually
- Collaborated with major Texas universities and selected universities across the nation
- Managed elementary and secondary summer school programs serving over 2,000 students
- Oversaw the schedule development, staff selection, parent communication, community support, campus culture and climate and student discipline
- Facilitated a positive work environment and campus culture
- Selected as the Dueitt Middle School Teacher of the Year

EDUCATION

- 2006: **Doctorate of Education**, Sam Houston State University
- 1993: **Masters of Educational Administration**, Sam Houston State University
- 1985: **Bachelor of Science**, Texas Tech University

