

## **James A. Baker, Ed.S.**



### **SUMMARY OF QUALIFICATIONS**

A Superintendent and Central Office Administrator with over 20 years of diverse skills in school leadership, board and community relationships, curriculum, assessment, instruction, public relations, employee relations, strategic planning and organizational development. Experience collaborating, managing, evaluating, and bargaining with multiple organizations. Extensive experience developing, implementing and writing policies and procedures as well as the administration of contracts, benefits, FMLA, ADA, and worker's compensation claims. Accustomed to interacting with and developing positive relationships with students, parents, community, administrative team, professional staff, support staff, and Board of Education members.

### **KEY SKILLS**

#### **SUPERINTENDENT LEADERSHIP**

- Responsible for executive management of the district and for ensuring that the school community is continually striving to accomplish our goals as developed in our mission statement and strategic plan.
- Establish and maintain effective communications and positive working relationships with all members of the school community including staff, students, parents, community members, local business people and the Board of Education.
- Oversee annual budget and support the budget development for an \$85(+) million dollar General Fund.
- Represent and advocate for the school district and public education in local, county, state and national professional associations and at local, county, state and national governmental levels.
- Prepare for and manage district growth and development through goal setting, budget and bond oversight, school safety initiatives and the shared involvement process.
- Implement and adhere to state and federal guidelines and mandates.
- Support Board member development through new Board member orientation, Board study sessions, and timely transparent communications.
- Development of central office administration and building principal leadership.
- Continual collaboration with multiple municipal leaders.
- Instrumental in the development of the new Lakes Valley Athletic Conference.
- Developed an annual systemic plan to the collection of data to anchor the desire to become a data driven organization.
- Completed the review and update of the Board Policy & Procedures process.
- Led the Board of Education in the development of a goals process.
- Identified multiple strategies, across all areas and departments, which led to structural changes within the school district to continue to preserve the financial security of the organization.
- Identified the next Strategic Plan process for the district, to include time lines, components, facilitators and processes.
- Researched and implemented a 360 peer evaluation process.

### INSTRUCTIONAL LEADERSHIP

- Completed the K-12 Instructional Alignment process and identified necessary components and time lines (to include all Core Curriculums, Electives, Specials and Arts).
- Implemented new Teacher & Administrative evaluation system.
- Utilized Best Practice funding for the development of Innovation & Integration Grants.
- Served as formal mentor to the Assistant Superintendent for Administrative Services; Assistant Superintendent for Curriculum, Instruction, Assessment, and Technology; and Assistant Superintendent for Business and Finance.
- Fostered Professional Learning Communities.
- Served on the Equity, Curriculum and various Building Committees.
- Cultivated a collaborative and progressive school, home and community connection.
- Worked with teachers to meet the requirements of Adequate Yearly Progress, NCLB, District and School Improvement Processes.
- Facilitated shared decision making at building level.
- Implemented a “Results Driven Instructional” model.
- Aligned curriculum, instruction and assessments across the core content areas.
- Evaluated and mentored teachers through both formal and “walk through” models.

### MANAGEMENT

- Over 20 years of experience managing, developing, training, and evaluating professional and support staffs.
- Chief Negotiator for all bargaining groups.
- Responsible for all contract administration, grievance practices, and arbitrations.
- Oversaw CEPI, REP and other State and Federal Reporting.
- Managed all public relations for including media communications, website, parent notification system, social networks, annual report and district newsletter.
- FOIA and Title IX Coordinator.
- Liaison to district legal counsel.
- Effectively managed all district level budgets.
- Implemented best practice of bringing in independent outside resources to assess, audit and benchmark district Technology Department, Business Department, Student Services Department and Department of Learning Services.
- Identified process to benchmark student loss to surrounding districts and home school students and comparison of enrollment data.
- Identified key administrative personnel alignment through the proactive use of succession planning.
- Developed a systematic approach to review detailed building operations regarding revenue and cost.

### RECRUITING AND STAFFING

- Evaluated and conducted employee performance appraisals for all employees.
- Diplomatically resolved, counseled, and managed employee issues.
- Established and implemented pre-screening, interviewing, and candidate evaluation process.
- Created position descriptions and employment postings for multiple positions.
- Ensured adherence to Title IX, ADA, and Anti-Discrimination employment laws.
- Managed all staffing, transfers, promotions, leaves, lay-offs and recalls.
- Developed and facilitated new teacher orientation, mentoring and professional development experiences.
- Developed and facilitated Aspiring Administrators program.
- Key collaborator of Western Michigan University Student Teacher Residency Program.
- Developed Lakeview School District Job Fair for all job categories.
- Aggressive use of per pupil funding within collective bargaining agreements.

### POLICY AND PROCEDURE DEVELOPMENT

- Chaired the Board Policy Committee.
- Responsible for the oversight, review and amendment of district policies and procedures.
- Developed and implemented guidelines and procedures for probationary and tenured teacher evaluations following state law with the 5D system and the Marzano framework.
- Implemented and monitored evaluation programs for all support staff.

### ORGANIZATIONAL DEVELOPMENT

- Established the Athletics & Arts Commission to review current programs and processes.
- Implemented the district wide Athletic Alignment plan which included goals, outcomes and time lines.
- Responsible for 2013 bond renewal, implementation, expenditures and oversight of projects.
- Responsible for facilitating Administrative Committee for Enrollment and Elementary & Middle School Redistricting Committee.
- Successfully led and implemented restructuring of staff due to elementary redistricting.
- Facilitator of School Safety Committee currently focusing on implementing recommendations from school safety audit and bond.

### INNOVATIVE PRACTICES & PUBLIC RELATIONS

- Initiated a Fund Development Program focusing on district fund raising and branding - Same raised over \$500,000 in revenue, services or donations in the first two years.
- Improved the annual Teacher of the Year Award Program – Finalist received a one year auto lease.
- Aggressively sought business partners to repurpose district owned properties.
- Aspiring Administrator Academy partnership developed and marketed.
- Established a Marketing/Rebranding promotion plan for school district.
- Redesigned and promoted the Early Childhood Center.
- Developed and implemented WMU partnership with paid Intern Student Teachers.

### EDUCATION AND CERTIFICATION

School Administrator Certification/Central Office	Michigan Department of Education	2023
MLI Superintendent Academy	Michigan Leadership Institute	2011
Human Resources Specialist Certification	Michigan State University	2007
Education Specialist Degree - Educational Leadership	Wayne State University	1998
Masters Degree - Educational Leadership	Wayne State University	1997
Bachelor of Science - Secondary Education Certification and Criminal Justice	Madonna University	1991
Associate Degree in Criminal Justice	Macomb Community College	1984

## ADMINISTRATIVE EXPERIENCES

**Assistant Superintendent of Human Resources**, Lakeview School District, Battle Creek, Michigan  
2017 to Present

**Deputy Superintendent of Human Resources**, Detroit Public Schools Community District, Detroit, Michigan  
2016 to 2017

**Superintendent of Schools**, Huron Valley Schools, Highland, Michigan  
2012 to 2016

**Executive Director of Human Resources**, Huron Valley Schools, Highland, Michigan  
2010 to 2012

**Director of Human Resources**, Romulus Community Schools, Romulus, Michigan  
2008 to 2010

**High School Principal**, Crestwood School District, Dearborn Heights, Michigan  
2005 to 2008

**High School Principal**, Lamphere School District, Madison Heights, Michigan  
2001 to 2005

**High School Assistant Principal**, Oxford Area Community Schools, Oxford, Michigan  
1999 to 2001

## TEACHING EXPERIENCES

**High School Teacher**, Allen Park Community School, Allen Park, Michigan  
1997 to 1999

**High School Teacher**, Garden City High School, Garden City, Michigan  
1995 to 1997

## PROFESSIONAL LEADERSHIP AND ASSOCIATIONS

Michigan Association of Superintendents & Administrators	(2008-Present)
Calhoun Intermediate School District Human Resource Consortium	(2017-Present)
Metropolitan Bureau	(2008-2017)
o Board Member	(2013-2016)
Tri-County Alliance Member	(2012-2016)
Oakland County Superintendent Legislative Committee Member	(2012-2016)
Oakland County Superintendent Special Technology Committee Member	(2012-2016)
Michigan Negotiators Association (MNA)	(2008-2012)
Oakland Association of School Personnel Administrators (OASPA)	(2008-2012)
Michigan Association of School Personnel Administrators (MASPA)	(2008-2014)
American Association of School Personnel Administrators (AASPA)	(2008-2014)

## REFERENCES

Mr. Blake Prewitt  
Superintendent, Lakeview School District  
[REDACTED]

Ms. Dawn Goodman  
Retired Teacher/President LEA/MEA (Teacher Union), Lakeview School District  
[REDACTED]

Ms. Amy Drikakis  
Executive Officer LSA/MEA (Secretary Union), Lakeview School District  
[REDACTED]

Dr. William Pearson  
Director of Partnership Districts, Michigan Department of Education  
Retired Superintendent, South Lyon Community Schools  
[REDACTED]

Dr. Wanda Cooks-Robinson  
Superintendent, Oakland Schools Intermediate School District  
[REDACTED]

Mr. Jeff Long  
School Board President, Huron Valley Schools  
[REDACTED]

Ms. Alycia Meriweather  
Deputy Superintendent, Detroit Public Schools Community District  
[REDACTED]

Mr. Edward Okuniewski  
Principal, Brother Rice High School  
Colleague, Former Deputy Superintendent of Huron Valley Schools  
[REDACTED]

Mr. Carl Weiss  
Executive Director, Metropolitan Bureau  
Colleague, Retired Superintendent of Romulus Community Schools  
[REDACTED]

# Richard W. Hilderley



## Professional Target:

To serve as Superintendent of Tecumseh Public Schools.

## Key Qualifications

- Proven experience as a Superintendent of Schools and educational leader
- Experience in and appreciation for Tecumseh Public Schools and the community
- Success in supporting a variety of educational programs
- Strong skill set for working with internal and external stakeholders to improve the quality of education for all students
- Excellent communicator able to connect with all team members
- Dedicated leader with a proven record for building strong relationships

## Education & Certification

Master of Science. Educational Leadership. Eastern Michigan University. 2001.  
Bachelor of Arts. Social Science/Elementary Education. Siena Heights University. 1989.

*Administrator Certification, State of Michigan (Renewed through 2022). Teacher Certification, State of Michigan (Renewed through 2023).*

## Experience and Skills

**Superintendent of Schools.** Bronson Community Schools. July 2017 to present  
**Principal.** Tecumseh Middle School, 2005 to June 2017. Herrick Park & Patterson Elementary School, 1998-2005.

**Elementary & Middle School Teacher.** Tecumseh Public Schools. 1990-1998.

## Vision

- Dedicated to the success of all students
- Collaborative leader who works with a Board of Education toward established goals
- Can lead Board of Education through policy development and implementation
- Can guide strategic planning process and implement an action plan

## Professional Experience

- Current superintendent in the State of Michigan
- Lead all hiring for current district through a collaborative process
- Design selection process for teachers and administrators by seeking input about needs and forming team to conduct multi-step interviews
- Use coaching and evaluation processes to improve administrator performance through goal setting, support, review and accountability

# Richard W. Hilderley

- Passed a new sinking fund millage for security and technology
- Administered Michigan Homeland Security Grants I and II
- Developed and implemented “table top” crisis planning event utilizing state, county and local emergency first responders

## Personal

- Have established relationships within the Tecumseh community through 27 years with the district
- Possess ability to develop and maintain rich and lasting relationships to advance the goals of the district
- Current President of the Bronson Rotary Club
- Trustee for the Bronson Community Foundation
- Past City of Tecumseh Planning Commission Trustee
- Served on Communities in Schools of the Tecumseh Area Board of Directors

## Management and Decision Making

- Supervise the maintenance of 185,000 sq. ft. over four aging buildings in Bronson
- Advise Board Building & Grounds Committee for general maintenance and sinking fund projects
- Oversee \$10+ million budget for a district, maintaining a 28% fund equity
- Provided leadership to pass new sinking fund millage in 2018. Manage the 2 mil sinking fund of \$400k annually
- Work with district’s architecture firm to prioritize sinking fund projects based on a facility review
- Oversee a leadership team to review curriculum cycle for Bronson Community Schools, have upgraded materials and supplies each of the last two years
- Can assess issues of safety and efficiently and develop a plan of action to address them

## Professional Learning

- MASA conferences twice annually
- MASB legal update workshops annually
- MASB School Board Workshops annually
- Participated in MLI SUPES Academy

## Professional Affiliations

- *Michigan Association of School Administrators*
- *Association of Supervision & Curriculum Development (ASCD)*

## Summary

I am an experienced superintendent and administrator with rich ties to Tecumseh Public Schools, eager to work within the community to restore trust and confidence in the district. I look forward to working with the Board of Education and other stakeholders to reach these and other goals. I will bring together all of those who want what is best for the students of TPS and focus on achieving the highest levels of success for everyone.

# Richard W. Hilderley

## References

**Jan Byler, Bronson Board President**

[Redacted]

[Redacted]

**Robert Mayer, Lynn Mayer's Great Lakes Glads**

[Redacted]

**Kris Jenkins, Superintendent  
Branch Intermediate School District**

[Redacted]

**Jennifer Gentry, Teacher,  
Tecumseh Public Schools**

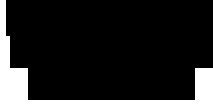
[Redacted]

**Greg Lewis, Interim Superintendent,  
Tecumseh Public School**

[Redacted]



# SCOTT LEACH



## PROFESSIONAL OBJECTIVE

To serve as the Superintendent for the Tecumseh Public Schools

## PROFESSIONAL PREPARATION

*Eastern Michigan University,*  
Ypsilanti, Michigan  
Bachelor of Science, December 1991  
Major: Social Studies  
Minor: History  
Masters in Educational Leadership, April 2006

*Michigan Leadership Institute,*  
Ossineke, Michigan  
SUPES Academy I, December 2014

## CERTIFICATION

Michigan Secondary Professional Education Certificate (6-12)  
Michigan Administrator Certificate (K-12)

## ADMINISTRATIVE EXPERIENCE

SUPERINTENDENT 2016-Present  
*Vandercook Lake Public Schools*  
Jackson, Michigan

- Supervise and evaluate members of the District's Administrative Team
- Manage operations in the central office and oversee district-wide initiative
- Advise the board on policy development, need and impact
- Collaborate with the board to develop long and short-term goals
- Develop and recommend a budget for board approval, make revisions as requested and administer the adopted budget
- Recommend courses of study and texts that align with district goals
- Recommend all certified personnel to be hired
- Communicates the needs of the district to the board

JUNIOR/SENIOR HIGH SCHOOL PRINCIPAL 2004-2016  
*Summerfield Jr./Sr. High School, Summerfield Schools,*  
Petersburg, Michigan

- Manage the overall operation of Summerfield Jr./Sr. High School
- Curriculum Director for Secondary Education
- Supervise and evaluate the school's instructional programs
- Supervise and evaluate secondary school instructional staff and create Individual Development Plans for probationary teachers
- Create and implement the school's master schedule
- Organize and lead staff and departmental meetings
- Collaborate with teaching staff in the development and coordination of effective professional development activities

<b>INSTRUCTIONAL EXPERIENCE</b>	MIDDLE SCHOOL TEACHER <i>West Middle School, Ypsilanti Public Schools,</i> Ypsilanti, Michigan	1996-2004
	<ul style="list-style-type: none"> <li>● Instructed seventh grade World Studies and eighth grade United States history</li> <li>● Team Leader for a five and six-member team of teachers.</li> <li>● North Central Association School Improvement Committee chairperson</li> <li>● Curriculum Alignment and Attendance committee</li> </ul>	
	HIGH SCHOOL TEACHER <i>Mitchell High School, School District 11,</i> Colorado Springs, Colorado	1993-1994
	<ul style="list-style-type: none"> <li>● Instructed eleventh-grade United States history and ninth-grade government and law</li> </ul>	
<b>PROFESSIONAL ORGANIZATIONS</b>	Michigan Association of Superintendents & Administrators	2016-Present
	Michigan Association of Secondary School Principals	2004-Present
	<ul style="list-style-type: none"> <li>● Board of Directors' Region 8 Representative</li> <li>● Presented at MASSP Principal Boot Camp 'Using Technology To Increase Productivity'</li> </ul>	2010-2014 2008-2009
<b>SERVICE ORGANIZATIONS</b>	Vandercook Lake Lions Club Jackson, Michigan	2016-Present
<b>COMMUNITY SERVICE</b>	VOLUNTEER <i>Vandercook Lake Athletic/Music Boosters</i> Jackson, Michigan	2016-2019
	<ul style="list-style-type: none"> <li>● Annual Cash Bash</li> <li>● Annual Bingo Tent</li> <li>● Concession Stand</li> </ul>	
	<i>Summerfield Recreation Coach</i> Petersburg, Michigan	2007-2014
	<ul style="list-style-type: none"> <li>● 12u Volleyball</li> <li>● 10u Basketball</li> <li>● 10u Softball</li> <li>● Flag Football</li> <li>● Soccer</li> </ul>	
	<i>Ypsilanti Heritage Festival</i> Ypsilanti, Michigan	1994-2007
	<ul style="list-style-type: none"> <li>● Casino Tent</li> <li>● Festival Operations</li> </ul>	

# Sean R. McNatt

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## EDUCATION:

Central Michigan University, **Master of Arts in Educational Leadership**  
Aquinas College, **Bachelor of Arts in General Education**  
Davenport College, **Bachelor of Business Administration**  
Oakland Community College, **Associate in Liberal Arts**

## ADMINISTRATIVE EXPERIENCE:

11/15 – Present *Superintendent*, Lincoln Consolidated Schools

- **Led** an organization of 450 employees and 3,674 students.
- **Managed** a budget over \$47 million dollars.
- Passed a \$25 million-dollar bond, two special education and a recreation millage.
- **Achieved** a stable financial outlook with a fund equity as high as 12%, reduced school bond loan fund debt by \$4.5 million dollars and refinanced bonds saving taxpayers \$18 million dollars.
- **Implemented** a staff recognition plan.
- **Reduced** student chronic absenteeism
- **Developed** a strategic plan with staff and community input.
- **Increased** Public Partnerships
- **Implemented** a Head Start program
- **Implemented** new evaluation systems for teachers and administrators.

7/13 –3/15 *Superintendent*, Clinton Community Schools

- **Managed** an organization of 127 employees and 1,199 preK-12 students.
- **Managed** a budget over \$10 million dollars.
- Obtained **grants** for band instruments and technology exceeding \$1,620,329.
- **Led successful Sinking Fund Campaign** one mill for five years.
- **Developed** a five-year strategic plan with staff and community input.
- **Built** an additional classroom to expand a preschool building.
- **Negotiated contracts** with three unions.
- **Hired and trained**, three principals, athletic director, technology director and a counselor.
- **Created** a brochure to promote the district.

8/08 –6/13 *Superintendent*, Breckenridge Community Schools

- **Managed** an organization of 103 employees and 844 students (901 previously).
- **Led successful Bond Campaigns** \$1.3 million in 2009 and \$4.2 million in 2012.
- **Collaborative leadership** of innovative **budget reductions** of \$750,000.
- Obtained **grants** for lighting (\$30,000) and an outdoor classroom (\$4,900).
- Led administrators resulting in **improved student success** in all buildings on the State Report card resulting in all “A’s” in 2010-2011.
- **Negotiated contracts** with the teachers (BEA), and the transportation department.
- **Consolidated** business **services** with Gratiot-Isabella RESD and transportation services with a neighboring school district.
- **Served** as Director of Finance, Facilities, Title I and of Special Education.
- Formed a community committee to analyze the building usage, which led to a **closed building**

## **ADMINISTRATIVE EXPERIENCE (continued):**

- **Implemented** enrollment programs; co-op nursery, tuition pre-school and virtual high school.
- **Created** and **implemented** a quality control purchasing system.
- **Negotiated** vendor contracts for diesel fuel, natural gas and other services.
- **Achieved** Green School status for Elementary, Middle School and High School levels.
- Led **energy conservation** resulting in Energy Star rating and an Energy Pacesetter Award.
- As Homeless Liaison **facilitated improvements** by educating staff and identifying students

7/03 – 8/08 **7-12 Principal**, Bronson Junior/Senior High School

- Managed over 50 staff and 645 students in grades 7<sup>th</sup> through 12<sup>th</sup>
- Created Junior High courses in math and English for lower achieving students
- Successfully managed the building's financial accounts
- Achieved Annual Yearly Progress all five years
- Guided teachers in the development of an integrated curriculum, which also included the Michigan Educational Technology Standards (METS)
- Evaluated NWEA and MEAP student data to measure student achievement
- Recognized student achievement with a Student of the Month and Renaissance programs
- Representative for the Board of Education during teacher negotiations
- Obtained grants for music instruments, Safe & Drug Free and textbooks
- Chaired the district's Sex Education Advisory Board
- Past president of Saint Joseph Valley Athletic League

8/02 – 6/03 **K-12 Principal**, Arenac Eastern School

- As Curriculum Director, developed a written technology curriculum, extended day program, implementation of the Middle School concept and the K-12 math curriculum
- Screened, interviewed and evaluated certified and classified staff
- Served as Title I Director and Liaison for Homeless Children and Youth
- Led District Implementation Team for Career Preparation
- Scheduled professional development for teachers and paraprofessionals
- Coordinated the identification of students who are "At-Risk"
- Overseen the development of the District's Newsletter
- Presented administrative reports to the Board of Education

## **TEACHING EXPERIENCE:**

10/98 – 7/02 **Tenure Teacher**, Perry High School

- Taught business education and social studies classes
- Advisor for Business Professionals of America, received the Michigan Association Award for largest chapter increase in 2000; received "Membership Explosion Award" in 2000 and 2002
- Represented High School on the district's Career Pathways Steering Committee
- Served on Curriculum Council, technology, Principals' advisory, attendance, Student Assistance Program and the hospitality committees
- Chaired Vocational Department
- Interviewed potential Perry Public School employees
- Mentored a non-tenured teacher
- Supervised Saturday School
- Coached Girls Varsity Soccer for two seasons
- Assisted with organizing our district's career fair
- Coordinated students' mock-interview
- Presented High School activities to the school board

## **TEACHING EXPERIENCE (continued):**

7/97 - 7/98 **Head Administrator, Teacher & Soccer Coach** Lakewood Christian School

- Taught all subjects for grades fifth through eighth
- Observed, mentored and evaluated staff
- Maintained and utilized a fiscal budget
- Evaluation, selection and procurement of textbooks
- Implemented and supervised fundraising activities
- Produced the school's weekly newsletter

8/93 - 10/98 **Girls Varsity & Boys Junior Varsity Soccer Head Coach**, Lakewood High School

- Implemented, developed and scheduled games for the girls' program in March 1996
- Coached varsity girls' soccer for three years and junior varsity boys' soccer for five years
- Camp Director and Clinician of Tri-County Soccer Academy for two years

## **OTHER WORK EXPERIENCE:**

9/90 - 12/93 **Purchasing Supervisor**, Machus Management Services - The Palace of Auburn Hills

- Procured over one million dollars of food and beverage annually
- Coordinated purchase agreements and established a perpetual inventory system
- Created requisition forms and implemented product distribution system for accountability
- Directed, trained, scheduled and evaluated staff

8/88 - 9/90 **Assistant Warehouse Manager**, Volume Services - The Palace of Auburn Hills

- Procured over four million dollars of food, beverage, and equipment annually
- Supervised, trained, promoted, and evaluated a crew of 30-40 employees
- Streamlined product distribution

## **COMMUNITY ORGANIZATION INVOLVEMENT:**

- Michigan Association of School Boards Superintendent Certification Award for completing MASB's Certified Board Member Award (Level 1) and the Award of Merit (Level 2).
- July 2013 -July 2015 member of the Clinton Rotary Club
- Appointed to Michigan High School Athletic Association Classification Committee in 2013
- Appointed Educational Advisory Group Chair by Workforce Investment Board fall of 2012.
- Elected July 2011 to July 2013 to the Board of Directors for Michigan Schools Energy Cooperative (MISEC).
- 2011 appointed to the Gratiot County United Way Board of Directors
- November 2010, awarded Michigan Association of Agriscience Educators Honorary Member.
- Served on the Breckenridge Education Foundation Executive Board
- Served on Gratiot Technical Educational Center Advisory Board Spring 2009 to Spring 2013
- Served 2008 to 2013 as a member of the Breckenridge Chamber of Commerce, 2009 Vice-President and 2010 President
- Served 2008 to 2013 member of the Breckenridge Rotary Club and President for 2010-2011
- Former Member of the Breckenridge-Merrill-Wheeler Ministerial Association
- Served on the Michigan High School Athletic Association Awards Committee for two years
- Coached an American Youth Soccer Organization team for 1995, 2009 through 2012
- 2008-2013 member of the Breckenridge Historical Society
- 2003-2008 Bronson Rotary Club member; Chair of the Vocational Awareness, Awards & Career Development committee and Chaired 2 years the Bronson Polish Festival food booth
- 2005-2008 served on Teacher Education Advisory Committee at Tri-State University
- 2001 & 2007 Member of a North Central Association (NCA) visitation teams

**REFERENCES OF SEAN R. McNATT:**

**Mr. Don Hinman, Former Treasurer**  
Clinton Community Schools, Board of Education

[REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]

**Mr. Jeff Mercy, Former Trustee**  
Clinton Community Schools, Board of Education

[REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]

**Mr. Bob Riddle, Former Trustee**  
Clinton Community Schools, Board of Education

[REDACTED] [REDACTED]

**Kevin Cornish, Village Manager**  
Village of Clinton

[REDACTED] [REDACTED]  
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[REDACTED] [REDACTED]

**Mary Fisher, Retired Elementary School Principal**  
Clinton Community Schools

[REDACTED]  
[REDACTED]  
[REDACTED] [REDACTED]

**Dr. Jan Amsterburg, Superintendent**  
Gratiot-Isabella Regional Education Services District

[REDACTED]  
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[REDACTED] [REDACTED]  
[REDACTED]

**Mr. Kevin Earegood, Former President**  
Breckenridge Community Schools, Board of Education

[REDACTED] [REDACTED]  
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# WAYNE ROEDEL

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## SUPERINTENDENT OF SCHOOLS

Honesty | Integrity | Transparency  
*Servant Leadership for Student Success*

### CAREER PROFILE

Hard working **Superintendent** with unique 25+-years experience in visionary district administration, building leadership, and classroom teaching. Collaborative, goal-oriented, highly visible leader enjoys reputation for developing people and programs, effective decision-making, and building high functioning administrative teams. Proven track record of commitment to excellence, hard work, valuing teachers and students, and hiring great people. Possess "do what's right" philosophy, and willingness to go the "extra" mile - with extraordinary accountability. *Specialties:*

Relationship Building  
School Improvement  
Board Relations  
Stakeholder Communications  
Operations Management

Collective Bargaining  
Student Achievement  
Resource Development  
Trust & Transparency  
Strategic Planning and Execution

Long Range Planning  
Visionary Leadership  
Community Engagement  
Fiscal Management  
Student-Centered Decision Making

### EDUCATIONAL LEADERSHIP EXPERIENCE

**FOWLerville COMMUNITY SCHOOLS**, Fowlerville, MI

August 2003–Present

*Rural mid-Michigan public school district | 2850 students | ~\$28M annual budget | 350 employees*

#### **Superintendent of Schools** (July 2013–Present)

*Promoted to position after one year as Assistant Superintendent due to extensive successful tenure in district, and a strong match with values of the school district and community. Lead educator and decision-maker, working diligently to provide resources to help team push district forward. Support students and teachers by visiting at least 2 classrooms/week for each school year. Implement professional learning and coaching for staff, implement Multi-Tiered System of Supports, settle bargaining unit contracts, modify daily building schedules to incorporate student intervention time, and align staffing to meet student needs. Launched teacher evaluation system, and administrator/central office staff evaluation. Currently overseeing implementation of \$21M bond package.*

#### *Key Contributions:*

- Secured passage of \$3.5M energy bond and \$17M bond.
- Led curriculum transition team in math and literacy K-5; implemented K-5 Bridges Math. 2018 3<sup>rd</sup> grade proficiency rank rose from last to third in county.
- Balanced district budget over 5 years, adding to fund balance for 3 consecutive years.
- Settled teacher and support contracts through 2022.
- Set aside \$200K/year for bus replacement and \$150K/year for capital projects/preventative maintenance.
- Procured state grant to support 1-1 technology transition at junior high school.

#### **Assistant Superintendent** (July 2012–June 2013)

*Appointed to position after 8 years of effective building leadership. Led all non-instructional district functions including Transportation, Food/Nutrition, and Custodial/Maintenance. Monitored budgets for each division, and solved district-level issues and logistics problems. Served on negotiations team for 3 contracts. Key Contributions:*

- Built budget enabling purchase of 2 new school buses/year.
- Secured funds to have underground storage tanks removed and replaced with aboveground tanks, creating insurance savings and decreased long term district liability.
- Organized sale of vacant school building.
- Laid groundwork for demolition of school building, decreasing district liability.

### **Principal** (July 2004–June 2012)

Led building operations, including curriculum, budget, staffing, evaluation, and discipline for students/staff. Served as instructional leader. *Key Contributions:*

- Steadily increased composite ACT scores.
- Successfully transitioned students/staff to Michigan Merit Curriculum, holding graduation rate 95+%.
- Oversaw implementation of \$40M bond, utilizing \$25M to modernize high school/renovate junior high building.
- Effectively eliminated antiquated alternative program and oversaw evolution to online learning academy.
- Implemented Reading Apprenticeship for all staff.

### **Assistant Principal** (August 2003–June 2004)

Effectively managed communications with staff/students/parents along with student code of conduct violations.

## **TEACHING EXPERIENCE**

**Science Teacher and Coach**, Kearsley Community Schools, Flint, MI (7 years)

**Science Teacher and Coach**, Belding Area Schools, Belding, MI (5 years)

**Science Teacher/Assistant HS Principal and Coach**, Lakeview School District, Battle Creek, MI (3 years)

## **EDUCATION | CERTIFICATIONS**

**Master of Education in Educational Leadership**, Saginaw Valley State University, Saginaw, MI

**Bachelor of Arts in Biology**, Adrian College, Adrian, MI

**Administrator Certification**, Elementary/Secondary, K-12

**Teaching Certificate**: Secondary 7-8 All Subjects, Biology (DA) 6-12, Chemistry (DC) 6-12

## **PROFESSIONAL ORGANIZATIONS | CIVIC ACTIVITIES**

Michigan Association of School Administrators (MASA)

American Association of School Administrators (AASA) – The School Superintendent’s Association

Association for Supervision and Curriculum Development (ASCD)

Fowlerville Business Association (2013-Present)

Genesis House – Ongoing support through Celebrity Server Fundraiser

### **~ TESTIMONIALS ~**

“Success in a tax increase ballot initiative was no small feat. Wayne’s relationship with the Fowlerville stakeholders and his reputation throughout the County played a significant role in that success.” -  
Former Superintendent, Livingston Education Service Agency

“I had the opportunity to work with Mr. Roedel for more than six years and I have developed a great deal of respect for him as an administrator. I have observed him interacting with students, staff, parents, and community members and he has always amazed me with his knowledge, charisma, and genuine regard for individuals. I witnessed him transform the culture at Fowlerville High School from one of indifference to students with special needs to a culture of support. Wayne has accomplished this cohesiveness through mentoring district staff and firm driven leadership. Wayne is an approachable leader who is involved and visible throughout the district, who as the Superintendent can be observed interacting with students during the bus loading process, or throughout the school day.”  
–Special Education Supervisor, Secondary Programs



## Ben Williams



Twitter: <http://twitter.com/Northernsoup>

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**Experienced school district leader, with a successful track record of improving student achievement and increasing district fund balance. Proven skills in:**

- Increasing rigor and high expectations for all
- Improving student achievement
- Creating and expanding partnerships with local colleges and universities
- Contract negotiations
- Strategic planning, rebranding, and setting district mission and vision
- Passing millages and school district bonds
- Comprehensive board policy series updates, from drafting to adoption

### **EDUCATION:**

**Masters of School Administration**, May 2001 Appalachian State University, Boone NC  
**NC Post-Graduate Education Certificate**, May 1996 University of North Carolina, Asheville, NC  
**BA in History with German minor**, May 1991 Wake Forest University, Winston-Salem, NC

### **CERTIFICATIONS:**

- State of Michigan Administrator Certificate, Elementary & Secondary Admin K-12
- State of Michigan Professional Education Certificate, Secondary English [BA] 5-12, Middle Level Specialization, and Social Studies [RX] 5-12

### **PROFESSIONAL EXPERIENCE IN MICHIGAN:**

#### **Superintendent, Taylor School District**

**(June 2016 to present)**

Noteworthy accomplishments include:

- Improved student achievement:** After conducting a curriculum audit, my team and I aligned K-12 ELA curricula, purchased progress monitoring assessments iReady and NWEA, implemented a K-12 comprehensive instructional coaching model in all 13 schools, and embarked on a two-year plan to improve instructional technology. In three years, increased the number of devices from less than 3000 to over 6,800, achieving a one to one device to student ratio. Partnered with Ford NGL to bring innovative Career Pathway Academy model to the newly merged Taylor High School. Student growth scores are now above the average of all Wayne County Districts.
- Addressed declining enrollment:** In the last ten years, Taylor School District lost more than 50% of the total student population, dropping from over 13,000 to 6,200. To address this, I worked collaboratively with the Board of Education, leadership from the four unions, and the community to spearheaded the closure of one of the two high schools, and led the merger effort by rebranding the remaining high school with new name, colors, mascot, etc.

Results showed that last year was the first year that Taylor School District saw a drop in enrollment of less than 100 students in over 15 years.

**-Incorporated sound fiscal management:** In three years, I was able to increase the district's fund balance from a negative \$4.56 million to a positive \$4.8 million dollars (over 6% fund balance). Work included passing the first bond since 1969, right-sizing the staffing model from over 1000 employees to 930, and improving the efficiency of the physical plant.

**Superintendent, Central Lake Public Schools**

**(January 2012 – June 2016)**

Noteworthy accomplishments include:

**-Addressed declining enrollment:** Established marketing campaign, expanded PreK program and offered it free to all students, and added CTE electives to the high school in partnership with NCMC (North Central Michigan College). Results were in the 2015 school year, student enrollment increased for first time in over a decade.

**-Improved Student Achievement:** I worked with admin team to adopt aligned math curriculum series, brought in iReady test series, created developmentally appropriate K-1 program, and expanded high school electives. In summary, this sequenced work resulted in raising the district from 26% to 52% in the state's Top to Bottom rankings over four years.

**-Successful grant writing:** In three years, I secured \$618,000 in grants directly for programs in the district through a combination of private, corporate, and state grant funds (MSP safety grant).

**Principal, Saline High School, Saline MI**

**(July 2007 – December 2011)**

- Led the transition from 4x4 block to Trimester
- Increased Saline HS Newsweek's ranking over 500 places to 222<sup>nd</sup> best in the nation
- Led the High School through a successful NCA accreditation site visit
- Implemented NWEA MAP testing for progress monitoring
- Increased AP course participation from 400 to over 800 students while maintaining AP course pass rate among the top in the state.

**PROFESSIONAL EXPERIENCE IN NORTH CAROLINA:**

**Principal, East Henderson High School, East Flat Rock, NC**

**(July 2003 – June 2007)**

- Led school that failed to make AYP, and tested inadequately on the NC ABC's state testing model to meeting AYP in all 13 subgroups under NCLB, and achieving School of Distinction status under the NC ABC's state testing model.
- Established ELL newcomer program with ½ day English language immersion.

**Assistant Principal, Davie HS, Mocksville, NC**

**(July 2001 – June 2003)**

**English/Social Studies Teacher: Mineral Springs MS, Winston-Salem, NC**

**(August 1999 – June 2001)**

**English/Social Studies Teacher: Flat Rock MS, Hendersonville, NC**

**(August 1996 – June 1999)**

**PROFESSIONAL MEMBERSHIPS:**

**MASA**            **2007 to present**  
**MASSP**        **2007 -- 2012**  
**NASSP**        **2003 – 2007**

**TRAVEL AND INTERESTS**

**-Lived in Cyprus, Turkey, Greece, Germany and Austria**  
**-USAG competitive gymnast 1983-1988**  
**-USAG gymnastics coach and J/O judge 1991-99**