

Michael Novotny

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School District Experience

2011-present **Superintendent**

Salado Independent School District

- Earned 4.8 out of possible 5.0 on 2021 evaluation by school board members
- Earned 4.9 out of possible 5.0 on 2020 evaluation by school board members
- Earned 4.9 out of possible 5.0 on 2019 evaluation by school board members
- Earned 4.9 out of possible 5.0 on 2018 evaluation by school board members
- Voters approved a \$49.4 million bond in May 2018
- Nominated for Superintendent of the Year by school board in 2018
- Earned 4.9 out of possible 5.0 on 2017 evaluation by school board members
- Nominated for Superintendent of the Year by school board in 2016
- Workforce Solutions of Central Texas 2014 Innovation in Education Award
- Children at Risk rating of “A” and #44 out of all Texas School Districts
- Salado High School earned U.S. News and World Report “Silver” awards
- Salado High School selected as one of Newsweek’s “Best High Schools”
- Salado High School selected as one of The Daily Beast’s “Best High Schools”
- Texas Lone Star Cups with 2A all-time record scores (2013 and 2014)
- Academic UIL State Championships (2013 and 2014)
- State Championship in Boys’ Golf (2014) and Girls’ Golf (2013)
- State Championships in Filmmaking (2014 and 2017)
- State Championships in One Act Play (2012 and 2019)
- Superior Financial Integrity Rating System of Texas (FIRST) ratings every year
- Refunded bonds in 2011, 2013, 2015, and 2016 saving a total of \$3,138,337 in interest

2008 – 2011 **Superintendent**

Moulton Independent School District

- Rated “exceptional” in all areas on 2010 and 2011 superintendent evaluations
- Contract extended to five years in January 2010 and extended in January 2011
- Implemented universal pre-kindergarten program for 3 and 4-year-olds
- Established Moulton ISD Parent Teacher Association (PTA)
- Increased percentage of highly qualified teachers from 88% to 100%
- Maintained low tax rate and optional 20% homestead exemption
- Increased fund balance by 75% (from \$523,464 to \$918,643)
- Superior Financial Integrity Rating System of Texas (FIRST) ratings every year
- Designated a “Steps Up” school district by the Texas Education Agency
- High school earned TEA Title I Distinguished Performance Award
- Earned U.S. News and World Report High School “Bronze” awards
- Financial Allocation Study of Texas (FAST) rating of 4½ stars
- Re-established driver education program and cheerleading program
- Implemented PSAT/SAT preparation program

School District Experience, continued

2004 – 2008 **High School Principal**

Plano Independent School District

- National PTA Life Achievement Award
- Texas Business Education Coalition (TBEC) honor roll school 2006 and 2007
- Selected as one of 30 high performing high school principals in Texas
- Highest PTA membership of all Texas schools in 2006
- Earned “Exemplary” or “Recognized” campus rating all four years
- President of the Plano Principals’ Association 2007 - 2008
- Lead principal of the District Administrator Interview Panel
- Selected as one of the “Top Schools in Texas” by Texas Monthly magazine
- Established Jasper eNews e-mail listserv, with over 2,000 subscribers
- Highest AP Human Geography Scores in the world in 2005

2001 – 2004 **High School Assistant Principal**

Plano Independent School District

- Texas PTA Honorary Life Member Award
- Earned “Exemplary” campus rating all three years
- District Based Committee member and Career Education Committee member
- Smaller Learning Communities grant writer
- Region 10 Principal’s Leadership Academy graduate
- District Administrator Interview Panel member

1999 – 2001 **Coordinator of Special Education Services**

Plano Independent School District

- Supervised special education services for all 20 secondary schools
- District Based Improvement Committee member
- Collin County Community Resource Coordination Group member

1996 – 1999 **Teacher / Special Education Team Leader**

Plano Independent School District

- Beginning Teacher of the Year
- Led Central Intervention Team meetings

University Experience

2012-present **Adjunct Professor**

Texas A&M University – Central Texas

- Taught Administrative Law and Personnel Administration, Legal Issues in School Leadership, Educational Planning and Facility Development, Special Education Law, Superintendent Practicum

2009-present **Adjunct Professor**

University of Houston – Victoria

- Teach Personnel Management, Public and Community Relations, Educational Facilities and Environment, Educational Policy and Finance, Instructional Supervision, Instructional Leadership

University Experience, continued

2012 – 2017 **Adjunct Professor**

Concordia University

- Taught Evaluation and Assessment, Curriculum Design and Practice, Introduction to Statistics, Principal Practicum

2012 – 2014 **Adjunct Professor**

University of Mary Hardin – Baylor

- Taught Leadership in a Global Community, The 21st Century Curriculum
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Education

2009 **Doctorate of Education (Ed.D.), Educational Administration**

University of North Texas

- 4.0 grade point average
- 2009 Outstanding Superintendent Certification Student Award
- National Honor Society of Phi Kappa Phi
- Minor: Educational Research and Statistics
- Written Qualifying Exam grades: Facilities A, Supervision A, Theory A+, Law A+, Finance A+, Personnel A, Research and Statistics A
- Wrote dissertation regarding “The Relationship Between TeacherInsight™ Scores and Professional Development Appraisal System Domain Scores”

1999 **Masters of Education (M.Ed.), Educational Administration**

University of North Texas

- 4.0 grade point average
- 1999 Outstanding Master’s Student in Educational Administration
- GRE scores (out of 800 possible): quantitative 800, analytical 730, verbal 580
- National Honor Society of Phi Kappa Phi
- Honorary Fraternity of Phi Delta Kappa
- American Mensa
- Completed an additional 15 graduate credit hours for educational diagnostician certification

1997 **Masters of Education (M.Ed.), Special Education**

Bethel University

- 3.96 grade point average
- Major: Emotional/Behavioral Disorders and Specific Learning Disabilities
- Wrote thesis regarding “Social Maladjustment”

1995 **Bachelors of Arts (B.A), Physical Education K-12**

Bethel University

- Minors: Health Education, Athletic Coaching
- 3.33 grade point average, Academic Scholarship
- Cross Country and Track Captain
- Academic All-American

Certifications

- Superintendent
 - Mid-Management Administrator
 - Supervisor
 - Special Education Supervisor
 - Educational Diagnostician
 - All-level Physical Education
 - Secondary Health Education
 - Secondary Physical Education
 - Generic Special Education
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Community Involvement

2013-present **Board Member**

Communities in Schools

- Executive Board Member

2012-present **Member**

Salado Lions Club

- Past President (2015 – 2016)
- President (2014 – 2015)
- Program Chair (2013 – 2015)
- Vice President (2013 – 2014)

2012-present **Board President**

Salado Youth Leadership

- Developed the Salado Youth Leadership organization in 2012
- Participation has increased from 18 students to 27 students

2012-present **Board Member**

Strategic Partners Education Advisory Council

- Co-Chair of Superintendent Certification sub-committee

2012-present **Member**

University of Mary Hardin – Baylor Teacher Education Cooperative

2011-present **Member**

Salado Rotary

- Program Chair (2013-present)

2011-present **Member**

Salado First Baptist Church

- Volunteer as substitute Bible study teacher and ESL program

2013 – 2015 **Board Member**

Centroplex P20

- Board Secretary and Legislative Committee Member

Community Involvement, continued

- 2012 – 2015 **Board Member**
Salado Community Foundation
- 2011 – 2012 **Graduate**
Leadership Salado
- Class 3 Graduate 2012
- 2010 – 2011 **Race Director**
Moulton Jamboree 5K Run/Walk
- 2009 – 2011 **Firefighter**
Moulton Volunteer Fire Department
- 2009 – 2011 **Board Member**
Keep Moulton Beautiful
- 2009 – 2011 **Member**
Moulton Economic Development Committee
- 2008 – 2011 **Member**
Gonzales First Baptist Church
- 2008 – 2011 **Member**
Moulton Chamber of Commerce and Agriculture
- 2004 – 2008 **Member**
Prestonwood Baptist Church
- Adult Bible Fellowship Teacher
 - Greeter
 - Adult Bible Fellowship Assistant Director
 - Care Group Leader
- 2004 – 2008 **Board Member**
Leadership Plano
- Executive Board Past Board Chair 2007 – 2008
 - Executive Board Chair 2006 – 2007
 - Curriculum Committee Chair 2005 – 2006
 - Executive Board Secretary 2004 – 2005
 - Class 21 Spokesperson and Graduate 2004
- 2006 – 2007 **Board Member**
Plano Chamber of Commerce
- Leadership Plano Board Representative
 - Chair of Strong Community Relationships Sub-Committee
- 2006 – 2007 **Board Member**
Beaty Early Childhood School PTA
- Secretary and Parliamentarian

References

Dr. Julius Cano
Retired Executive Director, Region III Education Service Center
(361) 920-0766 (cell)
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Allison Garrison
Teacher, Plano Independent School District
(214) 850-3696

Gernadette Geissen
Former School Board Member, Moulton Independent School District
(361) 798-0553 (cell)
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Diana Henderson
Former Office Manager, Plano Independent School District
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Professor, University of North Texas
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Executive Director, Region XII Education Service Center
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Retired Associate Superintendent, Plano Independent School District
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Retired Superintendent, Plano Independent School District
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David Rothbauer
Former Board President, Moulton Independent School District
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Former School Board Vice President, Plano Independent School District
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