

# Michael Novotny

1001 Leadership Place  
Killeen, Texas 76549

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## School District Experience

### 2011-present **Superintendent**

#### *Salado Independent School District*

- Earned 4.9 out of possible 5.0 on 2017 evaluation by school board members
- Earned 4.6 out of possible 5.0 on 2016 evaluation by school board members
- Nominated for Superintendent of the Year by school board in February 2016
- Earned 4.7 out of possible 5.0 on 2015 evaluation by school board members
- Earned 4.6 out of possible 5.0 on 2014 evaluation by school board members
- Contract extended from four years to five years in 2015
- 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 Championship in One Act Play (2012)
- Superior Financial Integrity Rating System of Texas (FIRST) ratings every year
- Financial Allocation Study of Texas (FAST) ratings of 4½ , 5, 5, and 4½ stars
- Refunded bonds in 2011, 2013, 2015, and 2016 saving a total of \$3,138,337 in interest
- Reduced the property tax rate to the lowest rate since the 1989-1990 school year

### 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

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## 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 21<sup>st</sup> 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

