

Kevin M. Bott



Education 2007 – 2010 Baylor University Waco, TX

Doctor of Education in Curriculum & Instruction (Ed.D.)

- *Dissertation* – “Response to Intervention,” Reading & Behavioral Approaches

2004 – 2005, 2007 Tarleton State University Stephenville, TX

Master of Education in Educational Administration (M.Ed.)

- Texas Principal’s Certificate in 2005, Superintendent’s Certificate in 2008

1997 – 2001 Baylor University Waco, TX

Bachelor of Science in Education – Specialization in English (B.S.E.)

- Exchange Student – Westminster College, Oxford (England), 1999
- Texas Teacher Certification in English Language Arts, 2002

Professional Experience 2017 – Present Lampasas Independent School District Lampasas, TX
Assistant Superintendent for Curriculum and Instruction

- Expanded district-wide early-literacy program, increasing district-wide K-3 literacy performance by 12%+ percentage points over three years
- Implemented an expanded district-wide intervention program to directly address at-risk students, 504 and Tier 3 students, and students from economically disadvantaged backgrounds
- Supervised the expansion of CTE programming - adding new programs of study and industry-based certifications, utilizing an 8-period day to increase CTE enrollment (FTEs) 60%, and generating an additional \$300,000+ in district revenue
- Implemented district-wide 1:1 Chromebook and i-Pad implementation for all students 5th-12th grade
- Increased College, Career, and Military Readiness (CCMR) opportunities for students by partnering with Central Texas College (CTC) to increase dual-credit offerings, provide early college credit courses, and become a TSI testing facility
- Directed the District of Innovation Committee; wrote/continue to maintain our current District of Innovation Plan
- Collaborated with counselors to implement a district-wide social/emotional screener for all incoming 6th graders and 9th graders
- Worked closely with district officials during our Tax Ratification Election (TRE) in a successful effort to pass/adjust our local tax rate (at no additional cost to taxpayers)

Spring/Summer 2017 Lampasas High School, Lampasas ISD Lampasas, TX

High School Principal

- Served in interim role for Spring/Summer of 2017; Earned 6 Distinctions from TEA: Academic Achievement in all content areas, Top 25% in Student Progress, and Top 25% in Closing Performance Gaps
- Collaborated with CTE Director to expand dual credit offerings through Central Texas College and the University of Texas
- Worked with local school board to begin the process of building two new CTE facilities – an Auto-Tech facility & an Agriculture Barn (currently underway)
- Expanded Gifted/Talented and ESL program offerings for students in order to increase small group enrichment and parent involvement opportunities
- Collaborated with athletic director to increase athletic offerings to include girls/boys wrestling and middle school girls/boys soccer

2010 – 2016 Hanna Springs Elementary, Lampasas ISD Lampasas, TX

Elementary Principal

- Expanded early literacy programming at Hanna Springs, increasing early literacy and 3rd Grade reading performance by 18%+ percentage points over five years
- Earned multiple TEA Distinctions: Academic Achievement in ELA/Reading, Science, and Top 25% Student Progress
- Enhanced district-wide vertical and horizontal alignment opportunities for all three elementary campuses, aligning local exemplar lessons with TEKS resources
- Maintained less than 8% staff turnover during 7-year tenure
- Awarded Region 12 Teachers of the Year for two consecutive years, same campus

2005 – 2010

Hewitt Elementary, Midway ISD

Waco, TX

Assistant Principal

- Supervised transition of Special Education Academic Development Programming to new campus
- Collaborated with district leaders to help build and transition staff to a new Midway elementary campus
- Created master schedules, oversaw staff development events, emergency plans, and parent/community outreaches

2001 – 2005

Midway Middle School, Midway ISD

Waco, TX

English Language Arts/Writing Teacher, 7th Grade

Middle School Golf/High School Track & Cross Country Coach

- Developed vertical and horizontal ELA curriculum; integrated relevant technology and grant funded equipment into ELA instruction
- Department chair; taught local sessions on multicultural awareness, addressing behaviorally challenged students, and methods of student motivation
- Supervised team building formats and coaching staff; budgetary expenditures for Middle School & High School athletics

Professional Presentations/Specializations

- “Connecting with At-Risk Students,” *Strategies for Home and Community Visits* (Campus & Professional sessions, Baylor University: 2009, 2010)
- “Understanding the High School Climate,” *Modalities, Reaching High School Students* (Professional sessions via Baylor University: 2008, 2009)
- “Building a Strong Culture,” *Successful Tips for Organizational Achievement* (Professional presentation, Baylor University: 2009, 2010)
- “Which Path is Right for You?” *Choosing Careers Paths for 6th-12th Graders* (Campus & Professional sessions via Baylor University: 2010)
- “Tiers of Joy - The Basics of RTI,” *Guiding Academic and Behavioral Intervention* (Campus & District PD presentations: 2011, 2012)
- “Interdisciplinary Reading & Writing,” *Incorporating Essentials into the Content Areas* (Professional Presentations via “Raise Your Hand Texas,” 2013)
- “Differentiating Instruction,” *Understanding Quintiles and Flexible Grouping* (District PD presentations: 2012, 2014)
- “Team Building,” *A Foundation for Teacher and Student Success* (Campus & Professional presentations via “Raise Your Hand Texas,” 2012, 2013)
- “What Great Teachers Do Differently,” *Inspiring and Motivating Students*

Professional Presentations/ Specializations (continued)

(Campus & District PD presentations: 2012, 2013)

- “Mind the Gap – Understanding Accountability,” *Critical Changes & Adjustments* (Campus & District PD presentations: 2013)
- “Teach Like a Champion,” *Techniques for Achieving Teacher Excellence* (Campus & District PD presentations: 2014)
- “Rachel’s Challenge: A School Wide Vision,” Promoting Kindness & Compassion (Campus & Professional presentations: 2014, 2015, 2016)
- “Innovation & Excellence,” *Educational Trends & Approaches to Inspire Students* (Campus & District PD presentations: 2015)
- “Goal Setting,” *Key Components of High-Achieving Schools* (Campus & Professional presentations via “Raise Your Hand Texas,” 2015)
- “Blended Learning and Classroom Technology,” *21st Century Instruction* (Professional presentation via “Raise Your Hand Texas,” 2015)
- “Engaging the Disengaged Parent,” *A Process for Engaging Every Family* (Campus & District PD presentations: 2016, 2017, 2018)
- “Raising Kids Who Read,” *What Parents & Teachers Can Do* (Community Co-Presentation with Dr. Chane Rascoe: 2016, 2018, 2019)

Professional Certifications/ Leadership

- “Raise Your Hand Texas” Harvard Leadership Grant, Certificates: (“Improving Schools: Art of Leadership,” Harvard University 2013 Summer Cohort) (“Leadership: An Evolving Vision,” Harvard University 2015 Summer Cohort)
- Vice-President, Jon-Marie Center for Educational Therapy, Waco, TX: 2003-2008
- Texas A&M Central Texas (TAMU-CT) Principal CAPS Advisory Board: 2014, 2015
- Texas A&M AgriLife Extension Leadership Advisory Board: 2015-present
- Rollins Brook/Advent Health Hospital Advisory Board: 2016-present
- Worked with mayor and city council members to recognize "Community Champions" on our school campuses and departments
- Collaborated with our local library to promote a weekend outreach program by our district to support struggling readers
- Collaborated with "Raise Your Hand Texas" to identify and award scholarships to young adults working to obtain teaching degrees (the HEB scholarship)
- Conducted ongoing visits to the Capitol with our Harvard Leadership cohort to continue promoting more adequate school funding, increased support for early literacy, ESL students, G/T students, and ethnically and culturally diverse communities
- Established Hewitt/Midway Watch D.O.G.S. program to increase community support and parental involvement: 2007-2010

**Honors,
Awards, and
School
Recognition**

- “Teacher of the Year” Nominee: 2005, Midway Middle School
- *Who’s Who Among American Students in Universities*, TSU inclusion: 2005
- Student Spotlight Award, Baylor University Curriculum and Instruction: 2009
- Midway Education Foundation *Distinguished Educator*: 2007, 2008, 2010
- Head Coach: Midway District Cross Country Boys & Girls Champions, 2004-2005
- TEA Distinctions, Academic Achievement in Science: 2014, 2015, 2016, 2017
- TEA Distinctions, Top 25 Percent Student Progress: 2015, 2016, 2017
- TEA Distinctions, Academic Achievement in Reading/ELA: 2016, 2017
- Principal, consecutive “Region 12 Teachers of the Year”: 2012, 2013
- Principal, Elementary UIL District Champions: 2015; UIL AAAA Runner-Up: 2016