

# Kevin M. Bott

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## 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

- 2021 – Present Santa Fe Independent School District Santa Fe, TX  
**Superintendent**
  - Oversee the daily operations and the long-range planning for Santa Fe ISD; serving as the point person for all district matters
  - Supervise school principals and district staff, collaborate with school board members, manage fiscal operations, hire staff, and lobby for student resources
- 2019 – Present Texas A&M University-Central Texas Killeen, TX  
**Adjunct Instructor**
  - Taught Master’s level courses in Educational Leadership and Curriculum & Instruction (in-person and online via Canvas LMS), and additional courses as part of the Texas A&M Principal Preparation Program
- 2017 – 2021 Lampasas Independent School District Lampasas, TX  
**Assistant Superintendent for Curriculum and Instruction**
  - Oversaw LISD course curriculum and professional development in math, science, reading, and social studies for Pre-K through 12<sup>th</sup> grade
  - Improved LISD TEA Accountability Letter Grade by 7 points (from a “C” to a “B”)
  - Increased College, Career, and Military Readiness (CCMR) opportunities, dual-credit offerings, and early college credit courses
- 2010 – 2017 Lampasas Independent School District Lampasas, TX  
**Principal**
  - Elementary Principal (2010-2016), expanded early literacy programming and 3<sup>rd</sup> Grade reading performance by 14%+ percentage points over five years
  - Interim High School Principal (2017), collaborated with CTE Director to expand dual credit offerings, CCMR opportunities, and early college prep courses; earned TEA Distinctions in ELA/Reading, Mathematics, Science, & Student Progress
- 2005 – 2010 Hewitt Elementary, Midway ISD Waco, TX  
**Assistant Principal**
  - Collaborated with principal to implement expanded instructional programming, school-wide behavior systems, and Rachel’s Challenge program
  - Created master schedules, staff development events and emergency plans

**Professional  
Experience  
(continued)**

2001 – 2005

Midway Middle School, Midway ISD

Waco, TX

**English Language Arts/Writing Teacher, 7<sup>th</sup> Grade  
Middle School Golf & 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

**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 6<sup>th</sup>-12<sup>th</sup> 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* (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 & Professional presentations via "Raise Your Hand Texas," 2015)
- "Blended Learning and Classroom Technology," *21<sup>st</sup> 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: 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
- Lampasas Economic Development Advisory Board (CPAC): 2019-present
- “Raise Your Hand Texas” HEB Scholarship selection committee: 2019-present

**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

**Personal**

- Married, Jennifer Bott; Father of Caleb (15), Emily (13), Jonathan (11) & Noah (3) Bott