

BACKGROUND & EDUCATION

CURRENT POSITION

Superintendent Shepherd ISD

EDUCATION

Doctor of Education, University of Mary Hardin Baylor (May 2014)
Superintendent Certification, Texas State University, 2010
Master of Education, Angelo State University 2003
Bachelor of Science in Kinesiology, Angelo State University, 1997

CERTIFICATIONS

Texas Superintendent Certification
Texas Principal Certification
Texas Teacher Certification

PROFESSIONAL EXPERIENCE

EMPLOYMENT

2020

Shepherd ISD

Superintendent – 1920 students

2018-2020

Texas Education Agency, Austin, Texas

Associate Commissioner Governance – Statewide 1200 school districts

2016-2018

Bastrop Independent School District, Bastrop, Texas

Chief Academic Officer, Secondary Schools - 5500 students

2014-2016

Bastrop Independent School District, Bastrop, Texas

High School Principal – 1300 students

2012-2014

Luling Independent School District, Luling, Texas

Assistant Superintendent

2007-2012

Smithville Independent School District, Smithville, Texas

High School Principal

2004-2007

Lamesa Independent School District, Lamesa, Texas

Assistant High School Principal

- 2000-2004** **San Angelo Independent School District, San Angelo, Texas**
Teacher / Coach

- 1998-2000** **Pecos-Barstow-Toyah Independent School District, Pecos, Texas**
Teacher / Coach

- 1997-1998** **Brackett Independent School District, Brackettville, Texas**
Teacher / Coach

- 1997** **San Angelo Independent School District, San Angelo, Texas**
Student Teacher 7-9 Special Education, Physical Education

RECENT CAREER HIGHLIGHTS

MAJOR ACCOMPLISHMENTS

SHEPHERD ISD –Present

- Built Vision 2025 that aligned critical outcomes to student achievement
- Redesigned communication processes to include a bi-weekly presence on social media and brand our organization.
- Successfully prepared a school district to open the doors and provide instruction for online and onsite students amid a worldwide pandemic.

TEXAS EDUCATION AGENCY – 2018-2020

- Lead a team of 7 investigators and 1 program specialist in the Special Investigations Unit of TEA. Responsible for statewide regulatory investigation. Specialty areas include fraud, waste, abuse, and Governance malfeasance
- Redesigned investigative processes and procedures for SIU to streamline investigations, respond to the field and local education entities comply with law.
- Successfully completed 10 major investigations resulting in statewide intervention ultimately improving student outcomes for 5.4 million students across the state
- Lead a team 25 field service agents tasked with monitoring and intervening with school districts. Field service agents consist of retired superintendents, former central office administrators, charter school leaders, and former principals.
- Redesigned monitoring tools for field service agents to report progress to the TEA.
- Developed a professional development system for field service agents to deliver appropriate interventions to school district leaders and governing boards.
- Interact with multiple statewide agencies and elected officials to execute legislation and statutory compliance.

- Manage a 2.4-million-dollar charter recovery fund

BASTROP ISD

- All Secondary Schools met standard with 10 distinctions across 3 secondary campuses. Lead 6 campus principals in day to day-operations, leadership growth, and student achievement every 2 weeks.
- Co-Lead a team of 6 Directors, 2 Coordinators and 11 content specialists to ensure the fidelity of programming for the Curriculum and Instruction Department of Bastrop ISD. I facilitate meeting in a technology rich environment to maximize flow of information on a day-to day basis.
- Lead District in all facets of secondary schools including but not limited to: master scheduling, state and federal funding of secondary schools, curricular and instructional initiatives for secondary schools, creation and implementation of the curriculum management plan for secondary schools
- Serve as co-chairman of District Performance Committee and Member of Strategic Design Team and Long Range Facilities Planning Committee. Serve on Executive Cabinet of Superintendent.
- Lead all secondary campuses in Instructional Rounds, and Curriculum Management Protocols. Serve as secondary coordinator of Strategic Instructional Model for one intermediate and one middle school campus.
- Lead PLC protocol professional development and promote and lead Professional Learning Communities in all core subject areas each school day.
- Lead multiple teams through day-today campus management and strategic planning and leadership that consist of 4 assistant principals, 4 instructional specialists, 3 guidance counselors and 1 college and career specialist.
- Serve on principal committee as district liaison to assistant superintendent of curriculum and instruction. Topics include: campus improvement efforts, digital leadership, effective use of instructional specialists, campus accountability, and special populations academic achievement;
- Developed a comprehensive professional development program in Math, Science, Social Studies, and English for staff. The program was designed to train staff on state assessment techniques and advanced learning through deep data analysis, test deconstruction, backward design and depth of knowledge;
- Increased students' scores in advanced (commended) status by 25% on the Biology End of Course exam and 15% on the U.S. History End of Course exam;
- Received "Met Standard" Rating for 2014-2015 with 4 campus distinctions in the following: Academic achievement in ELA, Academic achievement in Science, Academic achievement in Social Studies, and Achievement in Post-Secondary Readiness;

LULING ISD

- Co-authored and implemented comprehensive curriculum policy adopted by Luling Board of Trustees July 2012 resulting in a comprehensive K-12 vertical and horizontal alignment of curriculum throughout entire district;
- Aligned \$800,000 Federal Programs Budget with TEA guidelines, which resulted in a favorable Title I Audit of funds in July 2013;

- Utilizing the role of District School Improvement Liaison, I was fortunate to lead campus principals, directors, and department heads through the school improvement process, which resulted in the removal of the TEA rating (Academically Unacceptable) from the Junior High Campus and the High School Campus at Luling ISD in 2012-2013. In 2014 all 4 of the campuses met standard;
- Developed extensive comprehensive needs assessment with site based decision-making team to establish an in-depth, district wide professional development program;
- Led a team to reallocate federal funds to enrich technology usage for primary, elementary, junior high, and high school campuses. Reallocation resulted in an infusion of \$190,000 directly to enhance student achievement;
- Established and chaired a professional development consortium with 11 area school districts to bring high quality staff development to campus leaders, district leaders, and teachers for a reasonable cost;
- Serve as leadership mentor for 4 campus leaders who had no experience in the principalship;

SMITHVILLE ISD

- Provided stability and leadership for the high school campus serving 4 ½ years as the campus principal. Previously, Smithville ISD experienced numerous changes in the high school principalship;
- Worked on a team that developed new \$100,000 Ag facility for Smithville High School students to house Vet-Tech classrooms;
- Reduced budgetary expenditures by 15% while increasing academic achievement;
- Developed a comprehensive tutorial program in Math, Science, Social Studies, and English for struggling students. Hispanic subgroup science scores experienced a 20% gain in 2010, 11th grade math experienced a 100% pass rate on state assessment in 2010, ELAR experienced a 100% pass rate on state assessment in 2011;
- Upon receiving a TEA notification of Pre-AU (TAT) status in 2009, SHS was fortunate to earn campus rating of “Recognized” status in 2010 due to the development of a rigorous intervention program.
- Provided support in Fine Arts – SHS debate team 2-time champion in 3A during my tenure. In 2011 SHS 6 athletic teams experienced qualifying for playoffs. Many teams saw the post-season for the first time in a decade

RECENT CONFERENCE PRESENTATIONS

- 2013 TASB Winter Governance & Legal Seminar, presented “Effective School Governance”
- 2013 TASA Midwinter Conference, presented “School Governance: Art of Curriculum Policy”
- 2013 TEKS Resource System Conference, presented “Curriculum Policy”
- 2013 ESC Region 12 and 13, presented “Curriculum Policy”
- 2014 TASA Midwinter & TASB WGLS, scheduled presentation “Governance and Game Theory”
- 2015 Lead4ward Think Conference presented “FAB 5 A Thinking PLC”

- 2016 TASA/TASB Fall Conference, presented “When Adversity Strikes, Confidently Counter with Resilience and Grit.
- 2016 Lead4ward Think Conference presented “Dream about Data”
- 2019 Investigations and Interventions – TCPEA
- 2019 Effective School Frameworks = Positive Student Outcomes

RECENT TRAINING

- 2012 TASA Curriculum Audit Level 1
- 2015 and 2016 Engage to Learn Game Changers (Google, Southwest, Whataburger – Leadership Study)
- 2016 TPESS Certified Appraiser
- 2016 Instructional Rounds
- 2016 and 2018 ASCD Curriculum Leadership Academy
- 2018 Edgenuity Blended Learning Environment
- 2018 & 2019 Monitor and Conservator Training, Texas Education Agency