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Licensures

Issued by Minnesota Department of Education
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- Elementary Education, K – 6
- Principal, K – 12
- Community Education Director, Pre-K – Adult

Education

EXPECTED MAY 2023

Doctor of Education in Educational Leadership / Minnesota State University Moorhead, Moorhead, MN

Dissertation: Making two-year colleges student ready: Measuring educator perceived awareness of factors influencing student retention.

DECEMBER 2013 – 15 GRADUATE CREDITS

Certificate in Gifted & Talented Instruction / St. Mary's University of Minnesota, Minneapolis, MN

JULY 2010 – 37 GRADUATE CREDITS

Specialist in Educational Leadership / Minnesota State University Mankato, Mankato, MN

Thesis: Improving Mathematic Instruction for English Language Learners

AUGUST 2006 – 31 GRADUATE CREDITS

Master of Education / MidAmerica Nazarene University, Olathe, KS

Thesis: Academic Achievement in Boys using Multiple Intelligences

DECEMBER 2000

Bachelor of Science in Elementary Education / Minnesota State University Moorhead, MN

Specialty in Mathematics

Teaching Experience

AUGUST 2021 – PRESENT

Assistant Professor / Winona State University, Winona, MN

Courses taught: Graduate Level: STEM 511 Equity in STEM and STEM 531: STEM in the Community

Undergraduate Level: RED 312 Global Studies; RED 412 Global Studies Clinical Practice; RED 301 Development Theories; RED 401 Kid-watching: Observational Research; RED 301 Diverse Learners & Human Relations; RED 311 Ethnographers of Language; RED 411 Ethnographer Clinical Practice

Advisor, Education Minnesota Student Program

JANUARY 2016 – JULY 2021

Adjunct Faculty / Winona State University, Winona, MN

Courses taught: Graduate Level: REDG 600 Improvement of Instruction and Curriculum Planning; Co-director of WSU STEM Camp

Undergraduate Level: RED 311 Ethnographers of Language in Elementary Classrooms; RED 411 Ethnographers Clinical Practice; RED 302 Diverse Learners & Human Relations

AUGUST 2017 – JUNE 2018

5th Grade Advanced Math and Science Teacher / Austin Public Schools, Austin, MN

Cooperating Teacher for Winona State University, Austin, MN.

AUGUST 2011 – AUGUST 2014

K-5th Grades Gifted & Talented Interventionist / Austin Public Schools, Austin, MN

AUGUST 2008 – AUGUST 2011

4th Grade Teacher / Austin Public Schools, Austin, MN

AUGUST 2004 – AUGUST 2008

3rd and 4th Grades Teacher / Osawatomie Public Schools, Osawatomie, KS

Recipient of the 2007 Osawatomie's nomination for Kansas Teacher of the Year Award.

Cooperating Teacher for Ottawa University, Ottawa, KS.

AUGUST 2001 – JUNE 2004

2nd Grade Teacher / Park Christian Schools, Moorhead, MN

Cooperating Teacher for Concordia College, Moorhead, MN.

Leadership Experience

JULY 2018 – JULY 2021

Elementary Principal / Austin Public Schools, Austin, MN

Primary Responsibility: To promote educational development of each student and professional development of 45 staff members in Title 1 elementary school of 335 students that is 50.3% culturally diverse, 64% economically diverse, and 15 languages spoken.

Goal: To improve instructional practices with all staff.

- Aligned data-based tiered interventions in math and reading including Leveled Literacy Interventions (LLI) Orton-Gillingham's Sonday and Scholastic's System 44, English Language services, and Gifted & Talented services
- Provide timely feedback from walkthroughs and through the evaluation process.
- Built community mentorship opportunities with Empathy Partners and Science Fair Mentoring Project.
- Worked with the Parent-Teacher Committee to support building initiatives for student learning and school culture like funds for hydration stations, access to IXL, support for robotics teams, and funds for a mascot costume.
- Utilized weekly grade-level collaboration to focus on formative assessments to make instructional decisions.
- Facilitated the strategic planning process to develop the vision, mission, values, and goals of the building.

Goal: To shape the vision for academic and affective success for all learners.

- Promoted social and emotional growth with the collaboration of Tier 1 instruction with Social Worker.
- Developed Project Lead the Way LAUNCH for all students in Grades 1-4.
- Fostered asset-based thinking through collaborative efforts with the building Equity Team and district Integration department to make Neveln accessible and welcoming to all families.
- Encouraged school pride by ensuring every student has access to Knight Pride gear, strong presence on social media, and providing multiple family engagement events

Goal: To effectively manage staff, data, and processes.

- Recruit, hire, and retain highly qualified staff of 35 certified teachers, 6 paraprofessionals, 2 Instructional/Technology Coaches, 1 Success Coach, office, janitorial, and food services employees.
- Successfully implemented state-supported training for PBIS training with 97% staff approval to create school-wide expectations

AUGUST 2016 – JUNE 2017

High- & Middle-School Principal / Circle of Life Academy, White Earth, MN

Primary Responsibility: To promote educational development of each student and professional development of 25 staff members in a Bureau of Indian Education Tribal Grant School of about 200 students that is 100% Native American and 100% receiving Free/Reduced Lunch.

LEADERSHIP EXPERIENCE CONTINUED

Goal: To build a positive culture for staff and students.

- Evaluated the implementation of Safe & Civil Schools model for district-wide behavior expectations and reduced behavior referrals by 44% from January 2016 to January 2017.
- Promote cross-grade and cross-department collaboration in Professional Learning Communities [PLC].
- Designed a master schedule to support learners' social and academic needs and interests.
- Collaborate with community agencies including Boys & Girls Club, White Earth Tribal Mental Health, Juvenile Court, Indian Child Welfare, Becker County Probation and School Resource Officer.

Goal: To shape the vision for academic and affective success for all learners.

- Aligned data-based tiered interventions in math and reading including TransMath and Read 180.
- Supporting Ojibwe language acquisition and integration of Ojibwe culture in all content areas.
- Monitored NWEA data to drive Tier 1 instruction and Tiers 2 and 3 interventions.
- Lead Meth & Culture Don't Mix Sessions in collaboration with Office Bureau of Indian Affairs, Office of Health and Human Resources, and the Office of Justice.

Goal: To improve instructional practices with all staff.

- Led School Improvement Grant [SIG] initiatives including systematic PLCs, School Leadership Meetings, and NWEA Committees; collaborated with Consortium on Reaching Educational Excellence [CORE], Safe and Civil Schools, and NWEA to provide extensive professional development.
- Conducted walkthroughs to measure positive interactions and academic engagement.
- Conducted two formal observation cycles with every staff member using Marzano's iObservation protocol.
- Supporting peer observations across grade levels and content areas.

Goal: To effectively manage staff, data, and processes.

- Recruit, hire, and retain highly qualified staff of 14 certified teachers, 4 paraprofessionals, Dean of Students, Counselor, Athletics Director, Mental Health Practitioners, Special Education Coordinator, and Technology Specialist.
- Managed district-wide assessment schedule and data management as District Assessment Coordinator.
- Facilitated district strategic planning to provided wrap around services with Boys and Girls Club and marketing and implementing a flex calendar.
- Coordinate with Directors of Facilities, Transportation, Finance, and Human Resources to ensure high quality programming and staffing and safe buildings, grounds, and transportation.

LEADERSHIP EXPERIENCE CONTINUED

AUGUST 2011 – AUGUST 2016

District Coordinator of Gifted & Talented Services / Austin Public Schools, Austin, MN

Primary Responsibility: To coordinate all advanced services from Kindergarten to Grade 12 in a district that was 42.3% culturally diverse, 56.4% receiving Free/Reduced Lunch, and had over 50 languages spoken. Coordinated Inter-district extra-curricular programs, Project E³ and VEX Robotics.

Project E³ was recognized by MDE's Division of Achievement and Integration as "A Promising Program" in 2015 & 2017; Awarded the 'Teacher of the Year' Award from the Minnesota Association of Soil & Water Conservation Districts, 2018.

Goal: To design effective advanced academic services that are accessible for academically talented and intellectually gifted learners.

- Responsible for the coordination of the Gifted & Talented Services including curriculum adoption and alignment, instruction, and assessments to determine eligibility of students for services, grades K-12.
- Designed and coordinated PI [?] Academy, a multi-age classroom for the intellectually gifted learner, grades 1-4.
- Led initiatives using the Cognitive Ability Test (CogAT®) to increase diverse learners' representation in advanced academic services, grades K-6.

Goal: To design effective advanced services that close the achievement gap of culturally, linguistically, and economically diverse learners.

- Designed and coordinated Young Scholars Model, a program for highly-able diverse learners, grades K-4.
- Designed and coordinated Project E3, an inter-district program for highly-able diverse learners, grades 4-6.

Goal: To develop consistent tiered services across the district.

- Led literacy initiatives incorporating Sheltered Instruction (SIOP®) and Thinking Maps® for new teachers to support diverse learners.
- Led the evaluation and redesign of the elementary advanced academics service model with committees of school and community volunteers.
- Led the reauthorization of the Gifted & Talented service's mission, vision, values, and goal statements.
- Trained in decision-making process including the Systematic Inventive Thinking (SIT®), A3 Processes, and TeamWorks International® processes.
- Member of the District Response-to-Intervention (RtI) Leadership Team.
- Member of the District Staff Development Advisory Committee and Chair the Gifted and Talented Advisory Committee.

LEADERSHIP EXPERIENCE CONTINUED

FEBRUARY 2011 – AUGUST 2013

Administrator for K-Start-3rd grade Summer School / Austin Public Schools, Austin, MN

Primary Responsibility: To coordinate all summer school programming for 300 Pre-School through 3rd grade students.

- Referred approximately 350 qualified at-risk students for summer school based on benchmark data.
- Determined budget and allocated funds for staff, transportation, and curriculum.
- Hired and supervised highly-qualified staff – 16 teachers, 4 AmeriCorp Vistas, and 1 Success Coach.

Community Leadership

JANUARY 2020 – PRESENT

Board Member / City of Austin's Pillar of the City Board

AUGUST 2019 – JUNE 2021

Board Member / Chamber of Commerce's Connecting Young Professionals, Austin, MN

Founding Member and Board Secretary

NOVEMBER 2015 – 2016; AUGUST 2018 – JUNE 2020

Member / Austin Aspires, Austin, MN

Committees: Kindergarten Readiness and Academic Potential Action Committees

SEPTEMBER 2009 – AUGUST 2016; JULY 2017 – JUNE 2020

Volunteer / Cornerstone Church, Austin, MN

Service Coach and Small Group Leader in elementary-aged children's program

JANUARY 2016, 2018, 2019, 2020

Volunteer / Austin Area VEX Robotics Competition

Event Head Judge and Event Planning Board Member; Recipient of the 2020 Volunteer of the Year Award

COMMUNITY leadership Experience continued

JANUARY 2014 – DECEMBER 2018

Board Member / Math Masters of Minnesota

NOVEMBER 2014 – AUGUST 2016

Mentor / Minnesota Adult & Teen Challenge, Rochester, MN

FEBURARY 2013 – FEBRUARY 2019

Board Member / Minnesota Educators for the Gifted & Talented

President, 2017-2019; President-Elect, 2015-2017; Editor and contributor of the MEGT newsletter, The Voice. 2013-2018.

Skills & Competencies

Trained as a Trainer in SIOP (Sheltered Instruction Observational Protocol), Thinking Maps, Minnesota Reading Corp Coach

Received in-depth professional development in administering and interpreting the CogAT (Cognitive Abilities Test), leading Project Lead the Way LAUNCH, and in the TeamWorks International process for strategic planning.

Received Equity training from the Science Museum of Minnesota's IDEAL Center and University of Minnesota's Culturally Responsive School Leadership Academy

Lead the design of talent development service models in Austin Public Schools: Pi Academy, Young Scholars, and Project E³.

Cooperating teacher for university student teachers, 2002-2004, 2005-2006, 2017-2018.

Presentations

Evaluating Teachers through the Lens of Gifted Education. Presentation at the 2020 Minnesota Educators for the Gifted and Talented (MEGT) Conference. Brainerd, MN. January 2020.

Creating a Roadmap: Using strategic planning to ensure organizational excellence. Presentation at the 2020 MEGT Conference. Brainerd, MN. January 2020.

A Picture Paints a Thousand Words: Using Art to build Academic Language. Presentation at the 2019 Minnesota Council for the Gifted and Talented (MCGT) Conference. Robbinsdale, MN. November 2019.

Socratic Seminars: Easy as 1-2-3. Presentation at the 2019 MCGT Conference. Robbinsdale, MN. November 2019.

Presentations continued

Economics 101: The Impact of Poverty. Presentation at Cornerstone Church. Austin, MN. October 2019.

Crafting Purposeful Independent Work. Presentation at the 2019 Neveln English Language Arts Conference. Austin, MN. October 2019.

Does ALL Really Mean All: Creating Access and Opportunity for Historically Underserved Students in Gifted Education? Presentation with Laura Steabner and Lisa Willman at the 2019 Minnesota Elementary School Principal's Association (MESPA) Convention. Bloomington, MN. February 2019.

Breaking Barriers: A Community's Creative Solution to Inspire Young Scientists. Presentation with Catherine Haslag at the 2019 Minnesota School Board Association (MSBA) Convention. Minneapolis, MN. January 2019.

Does ALL Really Mean All: Creating Access and Opportunity for Historically Underserved Students in Gifted Education? Presentation with Laura Steabner at the 2019 MSBA Convention. Minneapolis, MN. January 2019.

Heroes Wanted: Why Austin needs you to dream big. Presentation at Cornerstone Church's Re-Fuel conference. Austin, MN. November 2018.

A Picture is Worth One Thousand Words: Using Art to Build Academic Language. Presentation at the 2018 MEGT Conference. Brainerd, MN. January 2018.

Future Careers in Secondary Education in Humanities and Social Sciences. Minnesota State University Moorhead's "College, Connections, Careers" Panel. Moorhead, MN. March 2017.

Equity & Excellence: Developing Academically Talented ELs. Presentation at the 2017 MEGT Conference. Brainerd, MN. January 2017.

Talent in Training: Early Childhood Advanced Academics. Presentation at the 2017 MEGT Conference. Brainerd, MN. January 2017.

Dropping the F-Bombs: Frustrations, Fumbles, and Failures. Presentation at the 2017 MEGT Conference. Brainerd, MN. January 2017.

An Alumni Voice: Perspectives on Teaching Diverse Students. Keynote at joint seminar with Minnesota State University Moorhead's Student Council for Exceptional Children and Education Minnesota Student Program. Moorhead, MN. November 2016.

G/T ONRAMP: GT 101. Presentation at New Prague Area School's Summer Institute. New Prague, MN. August 2016.

Talent in Training: Early Childhood Advanced Academics. Presentation at New Prague Area School's Summer Institute. New Prague, MN. August 2016.

Looking at "Gifted" Differently: Three Paradigms of Gifted Education. Presentation at New Prague Area School's Summer Institute. New Prague, MN. August 2016.

Presentations continued

Equity & Excellence: Developing Academically Talented ELs. Presentation at the 2016 Hormel Foundation Gifted and Talented Symposium. Austin, MN. June 2016.

Equity and Excellence: Hand in Hand in Environmental Science Education. Keynote at the Rochester Area Math and Science Partnership's Educator's Forum. Rochester, MN. March 2016.

What is Essential? Developing Lessons at Sophisticated Levels. Presentation at the Rochester Area Math and Science Partnership's Educator's Forum. Rochester, MN. March 2016.

G/T ONRAMP. Presentation at the 2016 MEGT Conference. Brainerd, MN. February 2016.

Talent in Training: Early Childhood Advanced Academics. Presentation at the 2016 MEGT Conference. Brainerd, MN. February 2016.

Inside the Box. Presentation at the 2016 MEGT Pre-Conference. Brainerd, MN. February 2016.

Making the Perfect Match: Showing Growth by Matching Identification to Services. Presentation with Jo Tate at Minnesota Department of Education's (MDE) New GT Coordinators and Specialist Workshops. Roseville, MN. December 2015.

Aspiring Minds in Austin: The Young Scholars Model in Rural Minnesota. Presentation at MDE's Young Scholar Workshop with Carol Horn. Roseville, MN. December 2015.

Taking the Quantum Leap: Innovating an Array of Gifted Services. Presentation with John Alberts at MDE's Full-Time Gifted Services Network. Roseville, MN. October 2015.

Size Matters: Three Perspectives on District Services: Austin. Presentation at MDE's New GT Coordinators and Specialist Workshops. Roseville, MN. October 2015.

Looking at "Gifted" Differently: Three Paradigms of Gifted Education. Presentation at MDE's New GT Coordinators and Specialist Workshops. Roseville, MN. October 2015.

Project E3: Overview of Services. Presentation at MDE's Integration Promising Program. Rochester, MN. October 2015.

Defending Your Differentiation. Presentation with Kaylene Jensen at the 2015 Hormel Foundation Gifted and Talented Symposium. Austin, MN. June 2015.

Defensible Differentiation: Launching your Instruction to new heights with P.I.L.O.T. Presentation at the 2015 MEGT Conference. Brainerd, MN. February 2015.

Making the Perfect Match: Showing Growth by Matching Identification to Services. Presentation with Jo Tate at the 2015 MEGT Conference. Brainerd, MN. February 2015.

Unlocking Austin's Hidden Potential. Presentation at LEADERSHIP Austin's 2014 Diversity Day. Austin, MN. November 2014.

Presentations continued

IJ Holton Intermediate School: Total School Clustering Model. MDE's Panel Discussion with Jean McDermott and C. Matt Futage. Roseville, MN. October 2014.

EZ GT PD w/ TED. Presentation at the 2014 Hormel Foundation Gifted and Talented Symposium. Austin, MN. June 2014.

Voices of Transformation: Changing School and Collaborating to Build STEAM Education. Presentation with Jean McDermott and John Alberts at the 2014 Hormel Foundation Gifted and Talented Symposium. Austin, MN. June 2014.

Pascal, Fibonacci, Sierpinski...Oh My! Presentation at the 2014 MEGT Conference. Brainerd, MN. February 2014.

Thinking outside the ... Boxed Curriculum: Creatively Embedding Creative Thinking. Presentation at the 2014 MEGT Conference. Brainerd, MN. February 2014.

Class Full of 'Block-Heads.' Presentation at 2013 MEGT Conference. Brainerd, MN. February 2013.

Educational Consulting

New Prague Area Schools – Teachers of High Achieving Clusters. Contracted with Maren Bahler, Director of Curriculum and Assessment. New Prague, MN. August 2017.

New Prague Area Schools - Teachers of High Achieving Clusters. Contracted with Maren Bahler, Director of Curriculum and Assessment. New Prague, MN. August 2016.

Keynote Speaker

An Alumni Voice: Perspectives on Teaching Diverse Students. Keynote at joint seminar with Minnesota State University Moorhead's Student Council for Exceptional Children and Education Minnesota Student Program. Moorhead, MN. November 2016.

Equity and Excellence: Hand in Hand in Environmental Science Education. Keynote at the Rochester Area Math and Science Partnership's Educator's Forum. Rochester, MN. March 2016.