

Curriculum Vitae

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Associate Professor

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David O. McKay School of Education

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PROFESSIONAL PROFILE

- Distinguished career in successfully leading, supporting, and enhancing the success of students, teachers, and administrators.
- Broad expertise in building collaborative partnerships between educational systems and local communities, governmental entities, and business partners.
- Extensive experience in developing, implementing, and evaluating the effectiveness of teacher competencies, pedagogical practices, student learning, and academic programming.
- Outstanding communication, presentation, and teaching abilities, effectively addressing several educational topics ranging from enhancing personalized pedagogical practices to the relationships between student achievement data, student management, and teacher performance.

EDUCATION

- 1999 **Doctor of Education**, Elementary Education, Arizona State University, Tempe, AZ
Dissertation: The Evaluation of Influences Impacting the Amount of Science Instructional Time in Elementary Schools
- 1990 **Master of Education**, Educational Administration and Leadership, Arizona State University, Tempe, AZ
- 1988 **Bachelor of Science**, Elementary Education, Brigham Young University, Provo, UT

PROFESSIONAL SERVICE

- 2021 – Current **Associate Professor**, Brigham Young University, Provo, UT
David O. McKay School of Education instructor and BYU-Public School Partnership (BYU-PSP) liaison for the 52,300 student Jordan School District with targeted assistance provided to five elementary schools in the system.
- Provide oversight, school-district communication, identification, placement, evaluation, support, and supervision of in-field BYU-PSP education students participating in elementary school practicum, student teaching and internship experiences.
 - Collaborate with BYU education faculty and administration, and Jordan School District administration and staff in the management, support, and enhancement of the services and opportunities provided through the partnership.
 - Provide instruction in courses offered in the Elementary Education program to pre-field teacher education major students.
 - Exemplify and model the five partnership commitments.
 - Engage with university, local, state, and national partners, and educational organizations.

- 2009 – 2018 **Superintendent of Schools**, Mesa Public Schools, Mesa, AZ
Chief executive officer of Arizona’s largest K-12 public school system of 70,000 students, 10,000 employees, and combined annual budget of \$570+ million.
- Directed the improvement of instructional practices, teacher competencies, and student academic performance with emphasis on Latino student populations, through innovative professional development and implementation of student/parent support systems. Results recognized by the White House for achieving system-wide parity representation and success for all student sub-populations in Advanced Placement courses.
 - Significantly increased the number of Arizona A+ recognized schools through staff-driven continuous improvement systems to enhance student learning, leader and teacher competencies, and community support for local schools.
 - Orchestrated public approval of two voter-approved bonding capacity increases and three budget overrides resulting in increased funding and system-wide technology access to accelerate teaching and learning.
- 2004 – 2009 **Associate Superintendent**, Mesa Public Schools, Mesa, AZ
Chief operating officer responsible for district-wide day-to-day teaching and learning, operational, and research and evaluation services.
- Coordinated the adaptation and adoption of innovative administrator and educator collaborative evaluation and performance improvement systems.
 - Revised federal entitlement program allocations to align with efforts to accelerate evidence-based teaching practices to better address student learning and social/emotional needs.
 - In partnership with national and local partners, developed and implemented innovative educational choice options, including an advanced study academy, flexible day school programming for students with non-traditional learning needs, integrated music and arts schools, K-6 Montessori programs, K-12 International Baccalaureate feeder pattern, and an innovative laboratory school.
- 2000 – 2004 **Assistant Superintendent, Teaching & Learning**, Mesa Public Schools, Mesa, AZ
Chief learning officer providing leadership and supervision of all students, faculty and staff academic and talent development needs within the school district.
- Budgeted and significantly increased access to instructional resources for K-12 teachers and their students, including piloting several technology resources and programs to enhance instructional practices.
 - Expanded the successful Mesa Distance Learning Program to include secondary elective courses and elementary level options.
 - Revised the district’s recruitment and hiring practices and priorities to increase representation of teacher diversity to better reflect the student populations served by the school district.
- 1997 – 2000 **Director, Science and Social Sciences**, Mesa Public Schools, Mesa, AZ
Responsible for curriculum, course development, professional development, student experiences, and teacher competencies with science, social sciences, foreign languages, physical education, music and art education, and human development education.
- Implemented teacher professional development academies to increase elementary teacher comfort and student achievement using hands-on, inquiry-centered science content, student science learning logs, and the integration of science and social sciences trade books.

- Awarded a \$5 million National Science Foundation grant for the expansion and enhancement of best practice teaching models to increase student engagement with experiential science and social science curriculum units.
- Implemented a doctor-endorsed abstinence-only sexual education program for late intermediate and junior high school students.

1994 – 1997 **Teacher Specialist, Science and Social Sciences**, Mesa Public Schools, Mesa, AZ
Responsible for instructional supervision and coaching for new teachers, modeling best practices in the delivery of instruction, providing customized teacher professional development and curriculum design support.

- Facilitated curriculum alignment efforts involving principals, teachers, students, and parents to integrate the district’s hands-on science and social sciences curricula integration with the reading, language arts, mathematics, and arts standards.
- In partnership with colleagues from California State University Santa Barbara, designed assessments aligned to the district’s hands-on science curriculum.

1988 – 1994 **Elementary Teacher, Grades 4-6**, Lehi, Irving, and Porter Elementary Schools, Mesa Public Schools, Mesa, AZ
Accountable for the overall student academic, emotional, and developmental learning needs in the classroom, while maximizing resources to address the individual learning needs of students in a supportive, risk-free, and positive learning environment.

PROFESSIONAL POST-SECONDARY EXPERIENCES

2000 – 2018 **Arizona State University and Northern Arizona University**, Tempe and Mesa, AZ
Education doctoral dissertation committee member for several students pursuing Ph.D. and Ed.D. degrees.

1995 – 2005 **Northern Arizona University**, Mesa Center, Mesa, AZ
Development and delivery of master’s degree level courses in curriculum foundations, teacher evaluation and supervision, supervision of instruction, and leadership in curriculum and instructional design.

1994 – 2005 **Arizona State University, Mary Lou Fulton College of Education**, Tempe, AZ
Development, and instructional delivery of multiple undergraduate and master’s level in-person, online, and blended courses, including science in the elementary classroom, implementing instruction in diverse contexts, behavioral strategies for all students, instructional design, evaluation of student learning and achievement, and American education foundations.

CERTIFICATIONS AND ENDORSEMENTS

Arizona Administration/Superintendent Certification (K-12)

Arizona Administration/Principal Certification (K-12)

Arizona Administration/Supervisor Certification (K-12)

Elementary Standard Teaching Certification (K-8)

Endorsement/English as a Second Language (K-12)

Endorsement/Reading (K-12)

PARTNERSHIPS AND PROGRAM ADMINISTRATION

Lincoln Center for the Arts-Mesa Public Schools Arts Integration Program (2016-2018)

Partnership coordinator responsible for the development and implementation of arts-centered instructional programming at specific schools. Supervised and evaluated teachers' engagement of arts-centered observation, exploration, and creation practices in classrooms. Facilitated Lincoln Center hosted summer institutes and artist visits to classrooms to model, mentor and coach teachers.

Mesa Counts on College Initiative (2012-2018)

Founding member and facilitator of a collaborative, grant-based enterprise between Mesa Public Schools, the City of Mesa, Mesa Community College, and Arizona State University to increase the number of college degree recipients in the city. Coordinated partnership priority of assisting a greater number of underrepresented populations to attain college degrees.

Brigham Young University Idaho and Mesa Public Schools Partnership (2014-2018)

Development team member engaged in the selection and placement of student-teachers in specific Mesa schools serving suburban student populations. The partnership provided BYU-I students with practicum experiences outside the Rexburg/Idaho Falls area offering enriched learning opportunities in schools with greater cultural, language, and economic diversity. Offered college students instructional experiences and participation in experiential literacy, the International Baccalaureate Programme (IB), and STEM-infused curricula.

Western States Leader and Teacher Evaluation Collaborative (2013-2017)

Invited practitioner representing Arizona in a multiple state initiative to define and design effective administrator and teacher evaluation systems as tools to improve leading and teaching in K-12 classrooms. Worked with national consultants to develop guiding criteria and design effective evaluation systems. Collaboratively developed evaluation systems to align with modifications defined by federal and state teacher evaluation requirements.

Teachers New to Teaching (TNT) Academy, Arizona State University-Mesa Public Schools Partnership (2008 to 2018)

Co-facilitator of a team representing partnership members to design customized pre-service orientation and summer training opportunities for new teachers employed by Mesa Public Schools. Designed sessions in multiple areas, including curriculum orientation, technology integration, planning for student learning, student management for student success, charting continuing professional education experiences, and positive home-school partnerships.

PROFESSIONAL CONTRIBUTIONS

National Education Leadership and Engagement

Large Countywide and Suburban District Consortium: Invited member (2014-2018); Speaker to the Senate Health, Education, Labor and Pensions Committee (2018 session); Speaker to the Secretary of Education and the Secretary of Housing and Urban Development (June 2017); Speaker to the House Committee on Education and Labor (2016 and 2017 sessions).

United States Department of Education K-12 Practitioner Advisory Board: Member (2014-2018).

The College Board Superintendents Advisory Committee: Invited Member (2008-2018).

National Staff Development Council/Learning Forward Association: Member (2010-2018); National Conference Presenter (2005-2007); Academy Member (2004-2006).

Exploratorium Institute for Inquiry: Practitioner/Presenter (2005-2006).

National Science Foundation (NSF): Guest Evaluator of K-12 science education systemic change grants (2000-2003).

National Children's Book Council: Science trade book peer reviewer (1997-2000).

National Science Teachers Association (NSTA): Member (1998-2017); Science Assessment Committee Member (2003-2007); Elections Board Member (2000-2003); Regional Conference Chairperson (2003); Regional Conference Program Chairperson (2001); Regional Conference Local Arrangements Chairperson (1997).

American School Administrators Association (AASA): Member (1997-2018); Assessment and Accountability Task Force Member (2010-2015).

Smithsonian Institute-National Science Resource Centers (NSRC): Member (1994-2004); Summer Institute Facilitator (1997-2004).

Association of Science Materials Centers (ASMC) Next Step Institute: Founding Member (1997-2000); Conference Facilitator and invited presenter (1999-2005).

State-Level Education Leadership and Engagement

Center for the Future of Arizona, Pathways to Prosperity Advisory Group: Member (2015-2018).

Arizona Governor's Task Force on Child Trafficking: Governor Appointee (2016-2018).

Arizona Business Education Coalition: Member (2004-2018); Advisory Board Education Representative (2016-2018).

Arizona State University Mary Lou Fulton Teachers College: Advisory Board of Practitioners Participant (2015-2018).

Arizona Brain Food Executive Board: Founding Board Member (2012-2018).

Arizona School Administrators (ASA): Member (1997-2018); President (2017-2018); Executive Board Member (2010-2018).

Mesa Pre-K-18 Education Think Tank: Member (2000-2018); Strategic Planning Committee Member (2016-2018); Facilitator and Presenter (2010-2018).

East Valley Partnership: Member (2000-2018); Advisory Board Representative (2012-2018).

East Valley Think Tank: Member (2000-2018); Co-Chairperson (2014-2018).

Local-Level Education Leadership and Engagement

Mesa Rotary Club: Member (2000-2018); Student of the Month Program Selection Committee Member and Presenter (2015-2018); Scholarship and Exchange Student Committee Member (2008-2018).

City of Mesa Judicial Review Board: Member (2010-2013).

City of Mesa Planning and Zoning Board: Member (2004-2010); President (2007-2010).

City of Mesa Library Advisory Board: Member (2001-2004).

Mesa Community College Community Advisory Committee: Member (2000-2018).

Mesa United Way: Campaign Allocations Committees (1995-2005); President (2015-2017); Community Advisory Board (2000-2018).

Mesa Public Schools, Boeing, and NASA Flight Center Advisory Board: Program and Site Development Team Member (2000-2012).

Mesa Foundation for Educational Excellence: Board Member (1997-2009); Superintendent Member (2009-2018).

Sample of Professional Presentations

BYU-Public School Partnership Principals: Roles and Responsibilities, Brigham Young University Public School Partnership Annual Conference (October 2021).

Designing Strategies to Increase Student and Parent Completion of FAFSA Applications to Unlock Higher Education, The College Board Superintendents Advisory Board Seminar (November 2017).

Stealing Students' Free Time: Expanding Inquiry Interests in Students. Arizona Department of Education Summer Institute (June 2017).

Embracing the Concerns-Based Adoption Model to Successfully Address and Implement Educational Change. Practitioners Forum, Arizona State University (July 2016).

Moving Forward to the Past: Lessons Learned from Leading Education Reform. National Science Leaders Association Conference, St. Louis, Missouri (April 2012).

Active Assessment for Active Learning! Co-presentation with representatives from the College of Education California State University Santa Barbara. National Science Teachers Association Conference (February 2012).

Designing Professional Development to Advance Student Achievement. Leadership for Learning Institute, Greenville, South Carolina (October 2010).

Sample of Grants and Awards

Elementary and Secondary Education Act/No Child Left Behind Annual Federal Grant. An annually renewable federal award of approximately \$5.3 million used for specific elementary and secondary school programs to address the learning needs of children of low-income families; school library resources, textbooks, and other instructional materials; supplemental education centers and services; education research; and professional development for teachers. Co-writer, program evaluator and reviewer (2000-2018).

United States Department of Education/Arizona Department of Education/Arizona Reading First Grant. A \$3.1 million renewable grant focusing on enhancement of teacher competencies in delivering K-3 reading instruction responsive to the National Reading Council's five research-based best practice components of reading (phonics awareness, phonics, vocabulary, fluency and reading comprehension). Co-writer, supervisor of implementation (2009-2014).

National Science Foundation Systemic Change in Science Education Grant: Mesa Systemic Initiative. A five-year \$5 million grant in collaboration with Arizona State University to provide systemic reform for all K-8 teachers with emphasis placed upon four critical areas: new teacher support; cross-district leadership development; movement beyond mechanical use of curriculum; and support for diversity and equity in special populations (1997-2002).

Sample of Formal Communication, White Papers, and Publications.

Consortium Comments on the Department of Education's Proposed Regulations Regarding the "Supplement not Supplant" (SNS) Requirement under Title I of the Every Student Succeeds Act (ESSA). Consortium of Large Countrywide and Suburban District Consortium (November 7, 2016): Contributing author.

Consortium Comments on the Department of Education's Proposed Regulations for Innovative Pilot Assessments and Accountability Demonstrations under the Every Student Succeeds Act (ASSA). Consortium of Large Countrywide and Suburban District Consortium (September 9, 2016): Contributing author.

Consortium Comments on the Department of Education's Proposed Regulations for Accountability Systems, Report Cards and Consolidated State Plans under the Every Student Succeeds Act (ESSA) Consortium of Large Countrywide and Suburban District Consortium (August 1, 2016): Contributing author.

Practitioner Input provided to the United States Department of Education regarding the Implementation of the Every Student Succeeds Act (ESSA). Consortium of Large Countrywide and Suburban District Consortium (January 21, 2016): Contributing author.

The Elementary and Secondary Education Act Reauthorization. Consortium of Large Countrywide and Suburban District Consortium (January 28, 2015): Contributing author.

What is the Real Intent of Teacher Evaluation? Instructional Improvement vs. Ranking of Teacher Competencies. Arizona Department of Education Summer Conference, Tucson, AZ. (June 2014): Contributing author.

Evaluating Research-based Elements within an Effective K-3 Reading Program. Arizona Curriculum Connections Consortium, Phoenix, AZ (October 2010): Contributing author.

Issues in Science Education, NSELA: Arlington, VA (2000, Spring). Moving Teachers from Mechanical to Mastery—The Next Level of Science Education Reform: Chapter co-author with JoAnne Vasquez.

SELECTED HONORS AND RECOGNITIONS

Leadership in American Public Education recognition presented by the Large Countrywide and Suburban Districts Consortium (March 2018).

Exemplary Service to K-12 Education recognition by the Arizona State Legislature (March 2018).

Governor's Recognition for Excellence in Arizona Leadership and Service presented by Governor Doug Ducey (January 2018).

Arizona Outstanding Administrator of the Year recognition presented by the Arizona School Administrators Association (June 2017).

Community Leadership Excellence recognition presented by the Mesa United Way (May 2015).

Outstanding Service to Music Education recognition presented by the Arizona Music Educators Association (April 2014).

Outstanding Contributions to Arizona Latino Education recognition presented by the Mesa Association of Hispanic Citizens (October 2014).

Governor's Citation for Excellence of Arizona Leadership and Service presented by Governor Jan Brewer (August 2010).

Advocacy for Excellence in Education recognition presented by the Mesa Martin Luther King, Jr. Celebration Committee (January 2010).

Excellence in Service Recognition as Regional Convention Chairperson presented by the National Science Teachers Association (February 1995).

Muriel Green Outstanding New Science Teacher recognition presented by the Council of Elementary Science International (March 1990).

I Touch the Future Outstanding New Educator recognition presented by the Mesa Public Schools Parents Association (May 1988).

FOREIGN SERVICE, LANGUAGE COMPETENCY AND CULTURAL EXCHANGES

President of the Dominican Republic Santiago Mission of the Church of Jesus Christ of Latter-day Saints (2018-2021).

Additional Language Competency: Spanish (fluent).

Five years temporary residency in the Dominican Republic (1981-1983 and 2018-2021).

International collaborative education exchange with the United State Department of State, the College Board, and Confucius Institute, Beijing, China: Education Delegate (June-July 2000).

Member Assembly of the National Science Foundation of Mexico, Querétaro, Mexico: Invited Keynote Speaker (February 1997).

SAMPLE OF PERSONAL PROFESSIONAL DEVELOPMENT EXPERIENCES

Strategies for Effective Facilitation, Harvard Graduate School of Education (September 2016).

Public Education Leadership Project Summer Institute, Harvard Graduate School of Education (July 2014 and July 2015).

Effective Classroom Conversations (online course), Stanford Graduate School of Education (October-December 2014).

Separating Different from Disability with Students Learning English as an Additional Language, TESOL International Association (July 2012).

Using Instructional Rounds to Cultivate High-Quality Learning in Schools, Harvard Graduate School of Education (March 2011).

Framework for Teaching Alignment with Charlotte Danielson, The Danielson Group, (February 2010-May 2011).

System-level Instructional Leadership, Harvard Graduate School of Education (April 2010).

Curriculum Audit Certification Training, Phi Delta Kappa Solutions (March-May 2009).

Professional Learning Communities at Work, Solution Tree (February 2008).

Classrooms Performance Assessments, UC Santa Barbara School of Education (March 2009).

Math and the Mind's Eye, The Math Learning Center (April 2007).

Business Think: Getting It Right and No Matter What, Business Think Learning (October 2006).

A Framework for Understanding Poverty Seminar, Ruby Payne, and Associates (March 2006).

National Staff Development Council Practitioner Academy, Learning Forward (2004-2006).

TEACHING AND RESEARCH INTERESTS

Personalized learning for students and teachers supported by technology, microlearning, novel teaching-learning pedagogies, and lateral thinking practices.

Identifying cultural, organizational, and relational influences on educational decision making.

The influence of, and responses to, adverse childhood experiences (ACE) on student learning.