

NOTICE OF PUBLIC MEETING
of the
Board of Directors of
SOMERSET ACADEMY OF LAS VEGAS

Notice is hereby given that the Board of Directors of Somerset Academy of Las Vegas, a public charter school, will conduct a public meeting on May 20, 2015, beginning at 5:00 p.m. at 4650 Losee Road, Las Vegas, Nevada 89081. The public is invited to attend.

Attached hereto is an agenda of all items scheduled to be considered. Unless otherwise stated, items may be taken out of the order presented on the agenda at the discretion of the Chairperson.

Reasonable efforts will be made to assist and accommodate physically handicapped persons desiring to attend or participate at the meeting. Any persons requiring assistance may call Kimberly Ballou at (702) 431-6260 in advance so that arrangements may be conveniently made.

Public comment may be limited to three minutes per person at the discretion of the Chairperson.

AGENDA

May 20, 2015 Meeting of the Board of Directors of Somerset Academy of Las Vegas

(Action may be taken on those items denoted “For Possible Action”)

1. Call to order and roll call. (For Possible Action).
2. Public Comment and Discussion. (No action may be taken on a matter raised under this item of the agenda until the matter itself has been specifically included on an agenda as an item upon which action will be taken.).
3. Review and Approval of Final Budget for the 2015/2106 School Year. (For Possible Action.)
 - a. Review and Approval of Retention Bonuses. (For Possible Action.)
 - b. Discussion and Possible Action Regarding Salary for Executive Director Position. (For Possible Action.)
4. Interview of Executive Director Candidates. (For Discussion.)
5. Discussion and Action to Appoint Executive Director. (For Possible Action.)
6. Discussion and Possible Action Regarding Board Member Search. (For Possible Action.)
7. Public Comments and Discussion. (Discussion.)
8. Adjournment. (For Possible Action.)

This notice and agenda has been posted on or before 9 a.m. on the third working day before the meeting at the following locations:

- (1) 385 W. Centennial Parkway, North Las Vegas, Nevada 89084
- (2) 7038 Sky Pointe Drive, Las Vegas, Nevada 89131
- (3) 50 N. Stephanie St., Henderson, Nevada 89074
- (4) 4650 Losee Road, North Las Vegas, Nevada 89081
- (5) North Las Vegas City Hall, 2200 Civic Center Dr., North Las Vegas, Nevada.
- (6) Henderson City Hall, 240 South Water Street, Henderson, Nevada.
- (7) Las Vegas City Hall, 495 S. Main St., Las Vegas, Nevada.
- (8) Academica Nevada, 1378 Paseo Verde Parkway, Suite 200, Henderson, Nevada 89012

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015
Agenda Item: 3 – Review and Approval of Final Budgets for the 2015/2016
School Year.
Number of Enclosures:

**SUBJECT: Review and Approval of Final Budgets for the 2015/2016
School Year.**

Action
 Appointments
 Approval
 Consent Agenda
 Information
 Public Hearing
 Regular Adoption

Presenter (s): Ryan Reeves / Trevor Goodsell / Carlos Segrera

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 10-20 Minutes

Background: Final budgets are due to the State by June 8, 2015, as such, these will need to be approved by the Board prior to submission.

Submitted By: Staff

Somerset Academy of Las Vegas

	North Las Vegas		Sky Pointe Elem.		Sky Pointe High		Lone Mountain		Losee (Elem)		Losee (Middle/High)		Stephanie		Total	
	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016
WFTE Gross Value	\$ 6,506.00	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506	\$ 6,506.00
Total Students (FTEs)	1200	750	900	900	780	750	750	750	630	870	870	870	870	870	870	5880
Weighted Student Count	1150	700	900	900	740	700	700	700	630	830	830	830	830	830	830	5650
Certified Teachers	54	32	34	34	36	32	32	32	26	40	40	40	40	40	40	254
SPED Teachers	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	19.5
Student Teacher Ratio K 1/2 Day(25:1)	100	100	0	0	50	50	50	50	0	50	50	50	50	50	50	350
Student Teacher Ratio K Full Day(25:1)	25	25	0	0	50	75	75	75	0	50	50	50	50	50	50	225
Student Teacher Ratio 1st Grade(25:1)	125	125	0	0	100	125	125	125	0	100	100	100	100	100	100	575
Student Teacher Ratio 2nd Grade(25:1)	125	125	0	0	100	125	125	125	0	100	100	100	100	100	100	575
Student Teacher Ratio 3rd Grade(25:1)	125	125	0	0	100	125	125	125	0	100	100	100	100	100	100	575
Student Teacher Ratio 4th Grade(25:1)	125	125	0	0	100	125	125	125	0	100	100	100	100	100	100	575
Student Teacher Ratio 5th Grade(25:1)	125	125	0	0	100	125	125	125	0	100	100	100	100	100	100	575
Student Teacher Ratio 6th Grade(30:1)	150	0	160	120	0	150	150	150	0	150	150	150	150	150	150	700
Student Teacher Ratio 7th Grade(30:1)	150	0	220	60	0	150	150	150	0	150	150	150	150	150	150	670
Student Teacher Ratio 8th Grade(30:1)	150	0	160	0	0	90	90	90	0	90	90	90	90	90	90	460
Student Teacher Ratio 9th Grade(30:1)	0	0	180	0	0	150	150	150	0	150	150	150	150	150	150	330
Student Teacher Ratio 10th Grade(30:1)	0	0	120	0	0	90	90	90	0	90	90	90	90	90	90	210
Student Teacher Ratio 11th Grade(30:1)	0	0	60	0	0	0	0	0	0	0	0	0	0	0	0	60
Student Teacher Ratio 12th Grade(30:1)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Non Kinder Students	1075	625	900	680	625	630	630	630	630	770	770	770	770	770	770	5305

	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016
REVENUE																
Budget Revenue	\$ 7,107,805.00	\$ 4,326,490.00	\$ 5,562,630.00	\$ 4,573,718.00	\$ 4,326,490.00	\$ 3,893,841.00	\$ 5,129,981.00	\$ 34,920,955.00								
Kinder Revenue	\$ 73,743.75	\$ 77,625.00	\$ -	\$ 147,487.50	\$ 221,231.25	\$ 147,487.50	\$ 147,487.50	\$ -								
Special Ed Funding	\$ 120,000.00	\$ 70,312.50	\$ 84,375.00	\$ 78,000.00	\$ 75,000.00	\$ 63,000.00	\$ 87,000.00	\$ 577,687.50								
Special Ed Discretionary Unit	\$ 44,742.76	\$ 19,431.82	\$ 30,000.00	\$ 27,165.00	\$ 12,080.11	\$ 10,147.29	\$ 27,165.64	\$ 170,732.62								
Total Revenues:	\$ 7,346,291.51	\$ 4,493,859.32	\$ 5,677,005.00	\$ 4,826,370.50	\$ 4,634,801.36	\$ 3,966,988.29	\$ 5,391,634.14	\$ 36,336,950.12								
EXPENSES																
Personnel Costs																
Principal & Assistant Principal(s)	\$ 253,000.00	\$ 173,000.00	\$ 196,000.00	\$ 171,000.00	\$ 167,500.00	\$ 170,000.00	\$ 173,000.00	\$ 1,303,500.00								
Executive Director & Assistant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -								
Lead Teacher (Student Interventionist)	\$ -	\$ -	\$ 54,200.00	\$ -	\$ -	\$ -	\$ -	\$ 54,200.00								
Counselor	\$ 60,400.00	\$ 49,900.00	\$ 41,500.00	\$ 47,000.00	\$ 38,500.00	\$ 45,000.00	\$ 49,283.00	\$ 331,583.00								
Teachers	\$ 2,233,634.84	\$ 1,325,473.00	\$ 1,500,800.00	\$ 1,404,000.00	\$ 1,338,000.00	\$ 1,110,500.00	\$ 1,681,110.73	\$ 10,593,518.57								
SPED Teachers	\$ -	\$ 122,827.00	\$ -	\$ 78,000.00	\$ -	\$ -	\$ -	\$ 209,827.00								
SPED Facilitator	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -								
Speech Pathologist	\$ -	\$ 33,200.00	\$ 6,800.00	\$ -	\$ -	\$ -	\$ -	\$ 40,000.00								
School Psychologist	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -								
School Nurse	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -								
Campus Curricular Coach	\$ 45,000.00	\$ 51,000.00	\$ 32,000.00	\$ 48,000.00	\$ 41,000.00	\$ 48,000.00	\$ 48,000.00	\$ 265,000.00								
System Wide Curricular Coach	\$ 11,250.00	\$ 11,250.00	\$ 11,250.00	\$ 11,250.00	\$ 11,250.00	\$ 11,250.00	\$ 11,250.00	\$ 78,750.00								
Office Manager, Registrar & Treasurer	\$ 142,000.00	\$ 59,000.00	\$ 132,000.00	\$ 115,000.00	\$ 84,000.00	\$ 84,000.00	\$ 115,000.00	\$ 731,000.00								
Secretary & FASA	\$ -	\$ 30,600.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,600.00								
Teacher Assistants	\$ 125,000.00	\$ 100,000.00	\$ 72,000.00	\$ 80,000.00	\$ 117,500.00	\$ 32,000.00	\$ 98,000.00	\$ 624,500.00								
Campus Monitors	\$ 40,500.00	\$ 19,000.00	\$ 38,000.00	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00	\$ 173,500.00								
Emp. Benefits	#REF!	\$ 829,605.00	\$ 875,511.00	\$ 828,765.00	\$ 763,035.00	\$ 618,135.00	\$ 921,750.37	\$ 6,059,331.00								
Subst. Teachers (10 days/Teacher)	\$ 79,800.00	\$ 49,000.00	\$ 51,800.00	\$ 53,200.00	\$ 49,000.00	\$ 40,600.00	\$ 59,500.00	\$ 382,900.00								
Total #REF!	\$ 2,853,859.00	\$ 3,011,861.00	\$ 2,855,215.00	\$ 2,628,785.00	\$ 2,130,485.00	\$ 3,175,894.10	\$ 20,869,209.57									
School Operations																
Consumables	\$ 84,000.00	\$ 52,500.00	\$ 63,000.00	\$ -	\$ 52,500.00	\$ 44,100.00	\$ 69,900.00	\$ 357,000.00								
Class & Office Supplies	\$ 56,798.62	\$ 32,500.00	\$ 39,072.00	\$ 40,000.00	\$ 42,391.30	\$ 35,608.70	\$ 41,264.82	\$ 287,695.45								
Dues and Fees	\$ 10,000.00	\$ 5,681.82	\$ 6,818.18	\$ 5,000.00	\$ 5,434.78	\$ 4,565.22	\$ 5,000.00	\$ 42,500.00								
Lunch Program	\$ 5,000.00	\$ 1,363.64	\$ 1,636.36	\$ 5,000.00	\$ 2,717.39	\$ 2,282.61	\$ 1,000.00	\$ 19,000.00								
Athletic Program	\$ -	\$ -	\$ 15,000.00	\$ -	\$ -	\$ 15,000.00	\$ -	\$ 30,000.00								
Travel Reimbursement	\$ 10,000.00	\$ 5,099.09	\$ 6,010.91	\$ 7,200.00	\$ 6,521.74	\$ 5,478.26	\$ 7,200.00	\$ 47,420.00								
Special Education Contracted Services	\$ 155,000.00	\$ 78,200.00	\$ 90,000.00	\$ 115,000.00	\$ 107,608.70	\$ 90,391.30	\$ 105,000.00	\$ 741,200.00								
Zion's FFE Lease	\$ 253,810.00	\$ 155,788.18	\$ 208,124.00	\$ 182,500.00	\$ 171,521.74	\$ 144,078.26	\$ 179,960.47	\$ 1,295,782.66								
Management Fee	\$ 517,500.00	\$ 315,000.00	\$ 405,000.00	\$ 333,000.00	\$ 315,000.00	\$ 283,500.00	\$ 373,500.00	\$ 2,542,500.00								
Zion's Escrow Fee	\$ 2,000.00	\$ -	\$ -	\$ 2,000.00	\$ 1,086.96	\$ 913.04	\$ 2,000.00	\$ 8,000.00								
Payroll Services	\$ 40,000.00	\$ 15,000.00	\$ 20,000.00	\$ 25,000.00	\$ 32,608.70	\$ 14,886.58	\$ 25,000.00	\$ 172,495.27								
Audit	\$ 5,500.00	\$ 2,562.27	\$ 3,074.73	\$ -	\$ 2,989.13	\$ 2,510.87	\$ 5,500.00	\$ 22,137.00								
Legal Fees	\$ 5,500.00	\$ 2,562.27	\$ 3,074.73	\$ 5,500.00	\$ 2,989.13	\$ 2,510.87	\$ 5,500.00	\$ 27,637.00								
IT Services	\$ 55,000.00	\$ 35,000.00	\$ 43,636.36	\$ 47,000.00	\$ 40,195.65	\$ 33,764.35	\$ 40,000.00	\$ 294,596.36								
Copy	\$ 41,200.00	\$ 25,000.00	\$ 30,000.00	\$ 30,000.00	\$ 32,608.70	\$ 27,391.30	\$ 45,849.80	\$ 242,049.80								
Infirmary Campus	\$ 10,500.00	\$ 4,727.27	\$ 5,727.27	\$ 10,000.00	\$ 5,706.52	\$ 4,793.48	\$ 10,000.00	\$ 51,500.00								
State Administrative Fee	\$ 112,228.50	\$ 68,313.00	\$ 83,572.36	\$ 72,216.60	\$ 68,313.00	\$ 61,481.70	\$ 80,999.70	\$ 547,124.86								
Affiliation Fee	\$ 74,819.00	\$ 45,542.00	\$ 55,714.91	\$ 48,144.40	\$ 45,542.00	\$ 40,987.80	\$ 53,999.80	\$ 364,749.91								
Phone and Communications	\$ 8,000.00	\$ 3,636.36	\$ 4,363.64	\$ 7,000.00	\$ 4,347.83	\$ 3,652.17	\$ 7,000.00	\$ 38,000.00								
Postage	\$ 1,500.00	\$ 700.00	\$ 818.18	\$ 1,000.00	\$ 815.22	\$ 684.78	\$ 1,000.00	\$ 6,518.18								
Other Purchases	\$ 11,700.00	\$ 5,259.55	\$ 6,311.45	\$ 8,500.00	\$ 5,706.52	\$ 4,793.48	\$ 10,500.00	\$ 52,771.00								
Total	\$ 1,460,056.12	\$ 854,450.91	\$ 1,090,955.09	\$ 954,061.00	\$ 946,605.00	\$ 823,374.77	\$ 1,061,174.60	\$ 7,190,677.50								

DAYS CASH ON HAND ANALYSIS FOR SOMERSET BOARD OF DIRECTORS

Bond Reserve	\$	1,629,917.25
NSB Operating Account	\$	1,950,626.75
DSA Recieveable	\$	2,490,166.07
Projected Surplus April/May/June	\$	330,000.00
Projected Cash as of 6/30/15	\$	6,400,710.07
Accounts Payable	\$	507,621.07
Accrued Payroll	\$	928,799.50
Salaried Payroll Payable	\$	464,399.75
SSS Payroll Payable	\$	50,777.55
Projected Obligations as of 6/30/15	\$	1,951,597.87
Projected Cash On Hand as of 6/30/15	\$	4,449,112.20

	Annual Budgeted Expenses	Cost of Operation / Day	Days Cash on Hand
June 30th 2014-2015 Expenditures	\$ 26,955,000.00	\$ 73,849.32	60.25

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015 Agenda Item: 3a – Review and Approval of Retention Bonuses Number of Enclosures:

SUBJECT: Review and Approval of Retention Bonuses.

<input checked="" type="checkbox"/> Action
<input type="checkbox"/> Appointments
<input type="checkbox"/> Approval
<input type="checkbox"/> Consent Agenda
<input checked="" type="checkbox"/> Information
<input type="checkbox"/> Public Hearing
<input type="checkbox"/> Regular Adoption

Presenter (s): Ryan Reeves / Trevor Goodsell / Carlos Segrera

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 10-20 Minutes
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Background: Review and approval of retention bonuses for returning staff.

Submitted By: Staff

Somerset Academy of Las Vegas, Board of Directors Budget

REVENUE	Cash on Hand as of 6/30/15	\$	4,449,112.20
	15-16 Projected Surplus *Based on 95% Enrollment	\$	1,074,299.05
	Total Revenues:	\$	5,523,411.25
EXPENSES			
<i>Personnel</i>	Executive Director	\$	135,000.00
	Empl. Benefits	\$	56,700.00
	Total	\$	191,700.00
<i>School Operations</i>	Retention Bonus	\$	250,000.00
	Potential Funds for School Projects	\$	137,000.00
	Total	\$	387,000.00
	Total Expenses	\$	578,700.00
	Surplus (Cash on Hand as of 6/30/16)	\$	4,944,711.25

2015-2016 55 Days Cash on Hand Goal \$ 5,321,011.77

2015-2016 Proj. Cash on Hand - 51 Days Cash on Hand \$ 4,944,711.25

* \$1,816,056.73 Is held in reserve for Bond Obligated Group

	Annual Budgeted Expenses	Cost of Operation / Day
15-16 Annual Expenditures	\$ 35,312,169.00	\$ 96,745.67

Somerset Academy Returning Staff 2015-2016

	NLV	LOS	STE	SKY ELE	SKY MS/HS	Total
Principal	1	2	1	1	1	6
A. Principal	2	2	0	0	1	5
Teachers	36	48	31	29	27	171
I.A	9	10	11	8	4	42
SPED				1	2	3
Office Staff	2	3	4	2	5	16
Custodian	1	2	1	1	1	6
Moving Schools	6		6	7	2	21
Totals	57	67	54	49	43	270

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015

Agenda Item: 3b – Review and Possible Action Regarding Salary for Executive Director Position.

Number of Enclosures:

SUBJECT: Review and Possible Action Regarding Salary for Executive Director Position.

Action
 Appointments
 Approval
 Consent Agenda
 Information
 Public Hearing
 Regular Adoption

Presenter (s): Ryan Reeves / Trevor Goodsell / Carlos Segrera

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 20-30 Minutes

Background: Review and approval of salary amount for Executive Director position.

Submitted By: Staff

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015

Agenda Item: 4 – Interview of Executive Director Candidates.

Number of Enclosures: 7

SUBJECT: Interview of Executive Director Candidates.

Action

Appointments

Approval

Consent Agenda

Information

Public Hearing

Regular Adoption

Presenter (s): Board

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 60-90 Minutes

Background: The provided materials are for the seven final candidates, as selected by the Executive Director search committee for the Executive Director Position.

Candidates John Barlow, Stacy Colwell, Rebecca Johnson and David Lamb will be present at the Board meeting.

Candidates Julie Britt, Danielle Connolly and Scott Hammond will be available by phone, as they reside outside of Las Vegas.

Submitted By: Staff

APPLICANT	Phase 1 INITIAL SCREENING				PHASE 1 TOTAL SCORE	Phase 2 SUPERVISORY REFERENCES	Phase 3 WRITING SAMPLE	Phase 4 INTERVIEW	FINAL SCORE
	Somerset Experience	Leadership Experience	Educational Experience BA-1 pt. MA- 2 pts. MA+ - 3 pts.	Practical Experience		PHASE 2 SCORE	PHASE 3 SCORE	Phase 4 SCORE	
	Extra 2 pts	3 pts.		3 pts.					
Danielle Connolly	0	3	3	3	9	98	5	49	161
	0	1	3	1	5				
David Lamb	0	3	2	2	7	97.5	10	32	146.5
	0	2	3	0	5				
	2	3	3	3	11	Rescinded			
	0	3	3	0	6				
	0	2	2	2	6				
	0	2	2	0	4				
John Barlow	2	3	2	3	10	100	12.5	68	190.5
Julia Britt	0	3	3	3	9	96	15	49	169
	0	0	2	1	3				
	0	3	3	3	9	87			
	0	2	2	2	6				
	0	2	3	2	7	93.95			
Rebecca Johnson	0	3	2	2	7	96	12.5	67	182.5
	0	2	3	2	7	83			
Scott Hammond	2	2	2	1	7	98	10	45	160
Stacy Colwell	0	3	2	3	8	98.9	15	65	186.9
	0	3	3	3	9	88			
					>6 moves on	>95 moves on			

Name John Barlow

Somerset Experience _____
Extra 2 Points 2

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points 2
Masters + = 3 Points _____

Practical Experience _____
3 Points 3

Total Points 10

Application Questions

Applicant: John Barlow

Scorer: Team

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 12.5

12.5

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

JOHN A. BARLOW
John.barlow@somersetnv.org



Professional Objective

To serve the community of Somerset Academy of Las Vegas as executive director and assist principals within the association

Education

- 1992 NOVA University
- M.S. Degree in Educational Leadership
- 1988 Brigham Young University
- B.S. Degree in Spanish and Broadcast Journalism

License Certificates

Spanish
School Administrator
Certified Trainer for Breaking Ranks

Experience

- July 2013 – Present Somerset Academy of Las Vegas – Sky Pointe
- Principal
 - Opened high school, implemented Board's vision, created programs
 - Supervised 47 teachers, support staff, and administrative staff
 - Provided oversight of the Advanc-ED accreditation process
 - Worked collaboratively with campus colleague and other Somerset Academy and Academica principals and assistant principals
 - Served as liaison between State Department of Education on licensure issues
 - Served as liaison between State testing coordinator and Somerset schools
- February 2013 – July 2013 Clark County School District
- Leadership Development Coordinator
 - Prepared groundwork for current leadership training programs for the Clark County School District Instruction Unit
- January 2009 – February 2013 Sunrise Mountain High School
- Principal
 - Opened high school, established vision, implemented programs
 - Supervised a faculty of 160 teachers, support staff, and administrators
 - Served on the Board of Directors for the National Association of Secondary Schools Principals
 - Advanc-ED Accreditation Lead Evaluator
- June 2008 – December 2008
- Executive Director of Government Affairs
 - Legislative Liason between CCSD and state legislators

- Created two State Bill Drafts for submission to Nevada State Legislature for the 2009 75th Legislative Session
 - Conducted in-depth research on various topics and issues in preparation for 75th Legislative Session
- January 2004 – June 2008 Del Sol High School
- Principal
 - Opened high school, established vision, implemented programs
 - Established language acquisition program
 - Supervised a faculty of 160 teachers, support staff, and administrators
 - Served on the National Honor Society Principals Council for the National Association of Secondary Schools Principals
 - Worked as a member of the International and Transregional Committee for the Northwest Association of Accredited Schools
- August 2002 – January 2004 Boulder City High School
- Principal
- July 1999 – July 2002 Foothill High School
- Assistant Principal
- January 1998 – July 1999 Rancho High School
- Assistant Principal
- July 1995 – December 1997 Roy Martin Middle School
- Dean of Students
- August 1990 – July 1995 Green Valley High School
- Educator – Spanish, Publications, and Student Leadership

Awards & Honors

Nominated and selected as the 2002-03 Nevada Association of Secondary Administrators Principal of the Year

Specialized Skills

Skills include: Proficient in speaking, reading, and writing in Spanish; Adobe Pagemaker Publishing; Microsoft Office (Work, Excel, Outlook, and Powerpoint, 2003); public speaking; and broadcast journalism. Completed a minor in college in broadcast journalism/communications.

Personal Interests

Interests include: Speaking in Spanish; working with people; gardening; landscape design and installations; skiing; reading; cooking; and brainstorming ideas to solve problems.

References

Dr. Andre Denson
 [Redacted]

Linda Reese
 [Redacted]

Edward Goldman
 [Redacted]

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: John Barlow DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
	5			
Builds relationships with diverse populations	5			
Inspiring leader	5			
Plans and leads staff development	5			
Adaptability to new ideas	5			
Expert communicator	5			
Ability to work collaboratively	5			
Dependability	5			
Effective liaison between agencies	5			
Professionalism	5			
Instructional leadership	5			
Organizational skills	5			
Maintains accurate data/records	5			
Develops annual school improvement	5			
Strategic thinker and planner	5			
Positive attitude	5			
Coordinates programs with higher education	5			
Coordinates assessments scheduling/ materials	5			
Writes grants	5			
Coordinates school community partnerships	5			
Sound judgment	5			
TOTAL SCORE	100			

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: John Barlow (APPLICANT)

Reference /Evaluator's Name Edward Goldman Phone 702-799-0210 Email egoldman@interact.ccsd.net

Company/Organization Clark County School District Applicant's position/job title at time of employment: High School Principal

Company Address 5100 West Sahara Avenue, Las Vegas, Nevada 89146-3406

In what capacity have you known the applicant? Supervisor Dates of employment/time known: 9/1990 TO Present

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					BI-LINGUAL - FLUENT SPANISH SPEAKER
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					ALWAYS SHOWED WILLINGNESS TO TRY NEW PROGRAMS AND IDEAS
Expert communicator	X					
Ability to work collaboratively	X					ALWAYS
Dependability	X					ALWAYS FOLLOWED THROUGH WITH ANY TASK ASSIGNED
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					WILLING TO UNDERTAKE "OUT OF THE BOX" PROJECTS
Positive attitude	X					
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

VERY DEPENDABLE, KIND - REALLY CARES ABOUT THE STUDENTS

Areas of refinement needed to be successful in the position:

GREATER EXPERIENCE OF ELEMENTARY SCHOOL OPERATIONS.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: John Barlow (APPLICANT)

Reference/Evaluator's Name Linda Reese Phone 702-321-7482 Email linda.reese@somersetnv.org

Company/Organization Somerset Sky Pointe Applicant's position/job title at time of employment Administrative Assistant

Company Address 7038 Sky Pointe Drive, Las Vegas, NV 89131

In what capacity have you known the applicant? Co-Worker Dates of employment/time known: 10/93 TO Present

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					Creative, motivational and inspiring is the norm in this area.
Adaptability to new ideas	X					Mr. Barlow enthusiastically embraces quality ideas.
Expert communicator	X					
Ability to work collaboratively	X					His courteous, cooperative attitude impacts the entire faculty.
Dependability	X					Mr. Barlow can be counted on to do what he says - always.
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					His positive attitude is contagious.
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

I am a retired principal from Clark County School District. In my 30 years of service in education, Mr. Barlow is one of the best educators I have worked with. He is excellent at recruiting and retaining employees, allowing them freedom to excel while, at the same time, expertly overseeing programs.

Areas of refinement needed to be successful in the position:

Mr. Barlow is excellent at self-reflection. When he discovers an area he feels warrants refining, he researches and consults experts. He is unafraid of seeking expertise from others. In this manner, he ensures that areas he has chosen to refine actually translate to areas of strength.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Linda Reese

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: John Barlow (APPLICANT)

Reference / Evaluator's Name Andre Denson Phone 702-374-1748 Email Andre.Denson@somersetnv.org

Company/Organization CCSD Applicant's position/job title at time of employment Principal

Company Address _____

In what capacity have you known the applicant? professionally Dates of employment/time known: 8/1993 TO present

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records		X				
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants		X				
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Mr. Barlow demonstrates outstanding characteristics as a school leader, visionary and community activist. He is verse in educational pedagogy, along with understanding the nuances of motivating staff. His years of experience as a site based leader, central office administrator, and effective supervisor in various

Areas of refinement needed to be successful in the position:

None observed.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Other strengths the applicant can bring to the position:

Mr. Barlow demonstrates outstanding characteristics as a school leader, visionary and community activist. He is verse in educational pedagogy, along with understanding the nuances of motivating staff. His years of experience as a site based leader, central office administrator, and effective supervisor in various schools/areas of town make him a prime candidate for this position.

Interview Writing Sample
Score Sheet

190.5

Applicant: John Barlow

Scorer: Bridget, C. B.

Writing Sample Score: 12.5 (15 points possible)

During the spring of 2004, Clark County School District leaders provided me the rare opportunity of opening a brand new high school. Although this was a daunting task, the challenges presented during the nine months of planning gave me opportunities to ensure high levels of quality were infused throughout the entire process.

Beginning with a focused mission statement developed by a team of committed stakeholders, we created the vision of what we wanted our new school to become. This vision led us to create a framework upon which all of the adult actions in our building would be based. With that vision, staff members with specific skill sets were hired in key positions. Still in the planning stages, I became better acquainted with the community surrounding our campus. Open houses were available within the neighborhoods to help impart our vision and to solicit input from our future students and their parents. I reached out to our local businesses to introduce myself to them and to seek their support of our presence as the "new kid on the block". Because of these efforts, we opened our doors having a clear understanding of what was expected of us in helping the children in the area reach their full potential.

In addition to helping students reach their potential, I realized the importance of helping support staff, teachers and other administrators reach their high level of performance. To this end, I utilized the resources within the business world to provide professional development to each group with a focus on customer service, student engagement, and supervision and evaluative techniques to improve classroom instruction. I raised funds by attending local Rotary meetings, making presentations to local charities, and engaging in one-on-one conversations with business owners throughout the Las Vegas and Henderson areas. These funds helped pay for trainers, instructional materials, and time to fully implement the strategies to truly become effective at what we were required to do.

Funds were also available to begin my relationship with students. In reaching out to our kids, I held luncheons during which time a variety of groups were invited to participate in order for each member to voice his or her hopes and aspirations regarding their future school. I also asked a group of students to design our logos and spirit shirts to help create a sense of unity among our population. These shirts were then provided to students who joined with me and my leadership team in establishing clubs and athletic teams.

In establishing clubs and sports team, I sought after the most effective coaches and advisors who would spend the necessary time in developing club charters, constitutions, and athletic eligibility guidelines all for the purpose of laying the foundations for great events to occur. In my quest, I visited potential teacher candidates at their schools to observe their instruction and their interactions with students. I learned a great deal from these observations and was able to make the most appropriate decisions in the selecting and hiring of staff members.

Interview Questions Score Sheet

Applicant: John Barlow

Scorer: Team

Question 1: 13 (15 points possible)

Question 2: 12 (15 points possible)

Question 3: 10 (15 points possible)

Question 4: 10 (15 points possible)

Question 5: 13 (15 points possible)

Articulation and Poise: 10 (10 points possible)

Total Score: 68 (85 points possible)

John

Somerset Executive Director Interview Questions

- 1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

13/

Each of those levels are different part of what I would bring are the differences. My role is to look at his students in his classroom. I help create a plan and a action plan. You go to create a sports team. One what families are going

- 2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

12/

Stopped
This person is not the boss, truly resources there is our curriculum. Lesson what has had the best impact. What has worked and then maybe disqualify. Paper examples. Help them find resources.

- 3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

11/

I believe the challenge was a clearly thought plan. Stakeholders and thinking about standards. Based on results. Don't think the necessary think about teachers. Now this is behind of the A.S. receive

- 4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

10/

Recently I attended a Somerset and he talked about a close read. 11th grade. Phoenix turned kids into readers. Brought close reading. Understand article. Help people, what resources and how to read and know content.

Strengthen Community

- 5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

13/

Recently I have been contacting ^{Bradford} ~~for~~ UNW Florida. I am looking at Tech Credit. They started backing out. Last duo. How can we reach UNW / Duo ^{Core replicate} Coordinator. Working on a committee. Really contribute K-12. In our sister really

10

to your middle. Working with those administrators.
Different testing. No central person suppose to
be his one. A lot of that testing SBAC.
End of course exams. Math 9-10 days
support testing, protocol, testing procedures.
- Activities transition. How do you help children
and transition. Create plans being resource
and knowing what you can really implement.
Help transition as well help support.
Elementary is a new beast. Pedagogy rich,
however not content rich - (Plan)
Instructional coaches. Look at core.
Fidelity - sequence really fulfilling to help
bring schools together. Establishing
most common. Done hit (2 other schools)
Common theme.

2. Great support staff dev. Assist Bethany
bring resources. Train team to be
part of accreditation. Admins. Reflective
own activities. Admins. school
opportunities to. Within Somerset school
with Ruth Jacob. How is she establishing
cultures. Effective system. Parent + Corp
what talent do they have and make
staff better. Link crew, parents play
a vital role. Involves parent training.
modul. Lesson activities, parent going
through. Get them seen.

3. Are we providing enough training. Unwrapping standards. More understanding of what they mean. More training for and explained science standards. Why and evidence. Move on with solid staff development. Comprehensive plan and they will have a buy in.

4. Shooting at stars. I would access. Utilizing the expertise their best practices. Have used good results. Have to rely. Don't have the best news. Spring Board. Very familiar. Talked to Spring Board members. We may shell being to forefront.

5.) Actually used in our own Nevada schools. Further relationship with Higher Ed. There are so many out there. Reach out to affiliate funds. Implementation of Common Core. Based on need. Go out a seek. Several people coming in. Keyan structure. Practice for school - Reflective practices. Keyan of month assessment vendor help with data

John Barton
Comments - celebrate
commonalities

Somerset Executive Director Interview Questions

89. Bronze HS
expand to the table
Bronx community
use the strategy
Point models

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

each role is diff - new knowledge of depth - help spec. principals understand what is required to make HS successful. MS - 12 needs of kids - EOC - support for this. Johns - 85 25-1 to 100-1 - needs of admin.

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

this paper is a resource - not the boss. Teachers - work with Bethany forum to make connection w/ what works - find resources - use common pd days - per admin to Advise EP activities. Work of Ruth probe - focus on some of schools

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Challenges - clear plan - purpose of implementation. Why are they better? Funding, use of property and domain. All we providing PD on the benefits - this is a solution. 5.6d, focus 7/1

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

PD based on good results. Springboard writing - Rodney Lee could help the job

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

UMKU, Harvard, U of Phoenix - dual credit for +2 credit - Andrea Anderson - dual credit initiatives - use connections. Unity between high school & Somerset. make more available to workshops through affiliation funds. Keyen structures - Assistant vendors - they present to teachers.

John Barlow

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area) Each level different - new differences - fewer H.S. principals - his needs - his demographics - his needs identified liaison - level 2 - testing site sports teams - steps required - m.s. changes m.s. all an entity - arena - testing ACT Aspire End of Course

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community. - is not the boss - resource for what the principals are asking for - B. Farmer - working - what has had greatest impact what works - what are identifying - lower levels - 3 common SDD - what they are looking for - opportunities accreditation - find resources

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges. Challenge - understanding - solid focus PD - clear understanding - why? think about NV state standards - why are they a better standard - directive - forced upon us - behind younger - research - carry forward PD w/ staff to see differences - benefits of standards

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? Principals retreat - cloze read - all teachers - his experience on literacy junior in h.s. - Phoenix turned kids on to reading - Am. Lit. - bring Ms. Phoenix comprehend understand the articles - principals - they are aware to help them

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy? UNLV Touro UoP Somerset - dual credit - reaching @ free first - tech prep credit - Community college losing @ gifted talented people for dual credit A. Anderson - tech prep coordinator - dual credit looking @ reestablishment - higher ed. - alignment measurement tools to help align - NV. systems into NV. schools - further that w/ Somerset system offer to kids

instructional coaches
web crew
plans for
addressing
25-1
180-1
transition
parents
impossible
NW - 2 more schools

activities -
culture for PD
in line w/ what
she is doing -
parents in
community - talents
Jobs? customer
service training
make staff better
web crew
link crew
transition
programs

access from
principals - come up w/ what
ranks - make sure
that is utilized
springboard
curriculum
writing
processes -
dept. chair -
springboard trainers
training to that
bring -
so many out there
affiliation funds
sessions cc - literacy
sessions

elementary - teacher
pedagogy - content
testing - specific areas
watch for to help
transition
most common

FL -
evaluative
administrators -
Ruth Jacoby
piece of
accreditation
modules -
lessons
activities
vision of
can do -
opportunities to roll out
comprehensive plan in place
better implementation

write content
break down
stories -
core -
Professional Dev.
Day -
practices
early in year
observe
others
demonstrate
lost opportunity
for dual credit

offer to
kids

Name Stacy Colwell

Somerset Experience _____
Extra 2 Points 0

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points 2
Masters + = 3 Points _____

Practical Experience _____
3 Points 3

Total Points 8

Application Questions

Applicant: Amy Colwell

Scorer: Lead

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 15

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

STACY COLWELL

ORGANIZATIONAL LEADER

Employee Development • Leader & Mentor • Experienced Trainer

Accomplished leader with experience in creating productive work environments that enhance learning, community, and performance. Expertise in lead management, curriculum review and development, technology, hospitality industry, shared decision-making, and strategic planning.

CORE COMPETENCIES

Lead Management • Fund Raising • Employee Development
School Leadership • Employee Relations & Mediation
Technology Integration • Policy and Procedure Development • Facilities Management
Organizational Development • Strategic Planning

ACCOMPLISHMENTS

- Led the renovation of curriculum, creation of benchmarks, and initiation of assessments that resulted in improved employee and student performance.
 - Mentored, trained, and supported employees and executive staff in their development in leadership roles.
 - Headed administrative team in the implementation of the strategic plan, new staff evaluation procedures, creation of differentiated learning program, and employee development.
 - Conducted a complete business turn-around with increased enrollment from 156 students to over 600 in 7 years.
 - Recruited and retained high quality staff that successfully filled the organizational mission.
 - Designed, developed, and implemented the creation of a new grade 6-12th school. Created and provided oversight for all budgets, personal training, forecasts, and hired the staff. Promoted the school with numerous media interviews and community presentations.
 - Collaborated with Board of Directors at monthly meetings.
 - Facilitated the technology adoption in the transition to a Mac environment, the implementation of a new computer management system, and secured a federally funded technology grant.
 - Developed, authored, and taught online course to assist teachers in using technology in the classroom.
 - Directed school improvement for a public elementary school of over 675 students.
 - Successfully educated students in second through sixth grade.
 - Directed Catering Department in high quality hotel, assisting conference groups with catering and convention service needs.
-

PROFESSIONAL EXPERIENCE

HEAD OF LOWER SCHOOL, - The Adelson Educational Campus, Las Vegas, NV

2007- 2014

A NWAIS Independent Day School for Pre-School to 12th Grade

Oversaw all aspects of pre-school and lower school, with over 350 students and 50 staff members including staff evaluation and recruitment, fund raising, financial oversight, pre-school through 12th grade staff development, curriculum alignment, and assessment management.

During 2009 through 2012, reconstructed the middle school while heading lower school, hired new staff, developed curriculum, improved school program, and increased parent satisfaction and enrollment to see school through crisis.

FOUNDING DIRECTOR - The Davidson Academy of Nevada, Reno, NV

2005-2007

State of Nevada Magnet School for Gifted Middle and High School Students

- Designed, developed, and implemented the creation of a new school.
- Effectively partnered with Nevada State Superintendent of Public Instruction to implement new legislation to create a new type of middle and high school.
- Presented regulations to the Nevada State Board of Education and authored magnet school curriculum plan which resulted in approval to build the school
- Effectively negotiated and organized a collaborative effort with the University of Nevada, Reno.
- Created and provided oversight for all capital and operating budgets and forecasts for the school.
- Recruited and hired an entire staff.
- Developed plans and supervised the construction of the new school on a university campus.
- Accountable for all Academy media relations, including speaking at numerous local and national venues.

EDUCATIONAL CONSULTANT/AUTHOR

2000-2014

- Cengage Learning: The Classroom Computer, online class (2000-2014) Developed and authored online course to assist teachers in using technology in the classroom.
- Thompson Learning: Editor (2001-2002) Reviewed and edited educational courses.
- Independent Consultant: (2000-2005) Worked with parent groups to develop home-based learning opportunities.

ELEMENTARY SCHOOL PRINCIPAL - Palm Springs Unified School District

1997-2000

Principal of public elementary school of 650 students

- Effectively led 650 students and 50 staff members.
- Created staff development in instructional techniques, diversity training, and computer integration, and shared decision-making that improved staff performance and increased retention.
- Increased student performance and exceeded state instructional goals.
- Networked with community to develop positive communication through teaching classes, special events, and celebrations.
- Participated in a nationwide recruitment program.
- Established policies, procedures, financial reports, and budget analysis.

EDUCATION, PROFESSIONAL DEVELOPMENT, AND CREDENTIALS

Masters of Education - Washington State University

Vanderbilt Peabody College - Leadership Institute

Nevada State Administrative and Teaching Credential

Multiple Subject Teaching Credential, California State University, San Bernardino

Bachelors of Science - California State Polytechnic University, Pomona

April 6, 2015

Crystal Thiriot
Director of Teacher Recruitment
Somerset Academy of Las Vegas
1378 Paseo Verde Pkwy
Las Vegas, NV 89012

Dear Ms. Thiriot,

I enthusiastically submit my resume for the position of Executive Director for Somerset Academy of Las Vegas. My experience in educational leadership in preschool through eighth grade learning environments, mentoring administrators, teaching, participating in board meetings, community relations, and building strong academic environments is what makes me uniquely qualified to lead the Somerset Academy.

As the Head of the Lower and Middle School at The Adelson Campus for the past seven years, I led the community through its re-accreditation process, a building expansion, a complete revision of K-8 curriculum, and a 250% increase in enrollment. I have worked with a variety of schools to enhance and develop learning that met the needs of the students. From the development of the new charter school, The Davidson Academy of Nevada, for profoundly gifted students to growing a preschool through eighth grade division, I worked closely with these schools to successfully implement strong core academics and develop the social-emotional qualities truly important in an educated individual. As a resident of Las Vegas I have been able to watch the growth and development of the charter schools of Academics and would appreciate the challenge of assisting the growth of this important segment of public education.

My 12 years as a school leader of independent, charter, and public schools would enable me to work with the schools in the Somerset Academy family to develop a strong sense of community, to enhance academic standards, and to work with the board to ensure mission-driven, financially secure schools.

I would welcome the opportunity to share my administrative experience in creating powerful learning environments with the Somerset Academy. I would truly enjoy collaborating with the board of trustees to support the vision for the schools' future and to see that all of the students receive an education that will allow them to reach their potential and be the leaders of tomorrow.

Warm regards,

Stacy Splane-Colwell

Dawn Robinette

From: Teachers-Teachers.com <noreply@teachers-teachers.com>
Sent: Monday, April 06, 2015 3:47 PM
To: Dawn Robinette
Subject: Applicant for "Executive Director for Somerset Academy of Las Vegas" - Stacy Splane-Colwell

Follow Up Flag: Follow Up
Due By: Monday, April 06, 2015 9:23 PM
Flag Status: Completed

Name: [Stacy Splane-Colwell](#)
Documents: [Manage](#)

Academica Nevada Executive Director for Somerset Academy of Las Vegas

Instructions

If you are interested in applying for the Executive Director for Somerset Academy of Las Vegas, please use this application. You must complete all required fields and submit all required documents in order to be considered for a position.

Applicant Information

Stacy Splane-Colwell

Date applied: 4/6/2015

Education

Sep 1980 - Jun 1983	California State Polytechnic University-Pomona - Pomona, CA Bachelor of Science (B.S.) Major: Communication Arts Minor: Public Relations GPA: 3.2
Jan 1993 - Jun 1996	Washington State University - Vancouver, WA Master of Arts (M.A.) Major: Educational Administration GPA: 3.9
Dec 1988 - Jun 1991	California State University-San Bernardino - San Bernardino, CA Endorsement Major: Elementary Education GPA: 3.9 K-8th Grade Teaching Certificate program

Student Teaching

Dec 1992 - May 1993	Palm Springs Unified School District Della Lindley Elementary - Palm Springs, CA Elementary Classroom Teacher
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Grade: A

Certificates/Licenses

Jul 2013 - Jul 2019 Nevada Department of Education Teacher Licensure
Elementary License As A Professional Teacher
Administrative, School, Communications And Media, Computers And Technology Relating
To The Use Of Computers, English, General Science, Mathematics, Reading, Social
Studies
Number: 0000067842

Certification/Licensure Tests

Feb 1988 California Basic Educational Skills Test
Mathematics
Score: 8
Passed - California

Mar 1988 National Teacher Examination
Mathematics
Score: 8
Passed - California

Dec 1993 GRE
Verbal
Score: 7
Passed - Washington

Work Experience: Education

May 2007 - Dec 2014 The Adelson Educational Campus - Las Vegas, NV
Head of Lower School, Head of Middle School (Full-time)
Oversaw all aspects of pre-school through 8th grade independent school. Led the renovation of curriculum, creation of benchmarks, and assessments that resulted in improved employee and student performance. Students showed marked gains each year on SRI Reading Inventory assessments and ERB tests in middle school. Headed the administrative team in the implementation of the strategic plan, new staff evaluation procedures, creation of differentiated learning program and staff development. Recruited and retained high quality staff, conducted staff training, and facilitated the technology adoption for the building.
At the beginning of this school year there was a change in board leadership and a decision to make administrative cutbacks. My position ended in December.

Dec 2005 - May 2007 The Davidson Academy of Nevada - Reno, NV
Director (Full-time)
Worked as an opening consultant to write the plan to create this new charter school for profoundly gifted students on the campus of the University of Nevada, Reno. Established the instructional program, hired the staff, managed the opening budget, and marketed the new school to the media. Hired the administrative staff to take over after I was completed with the establishment of the new school.

Apr 2000 - Dec 2014 Cengage Learning - Sacramento, CA
Online Instructor (No Contract)
Developed and authored an online course to assist teachers in using technology in the classroom. Facilitated online student learning in this course.

Aug 1997 - Apr 2000 Palm Springs Unified School District - Palm Springs, CA
Rancho Mirage Elementary
Principal (Full-time)

Principal of this Title I school of 670 students with 65% ELL learners and 70% free and reduced lunch. Created staff development in instructional techniques, diversity training, and computer integration that resulted in improved staff performance and increased retention. Increased student performance in core classes, dual language program, immersion program and exceeded state instructional goals. Networked with parents to develop positive school communication through parenting classes, school events, and celebrations.

I left this position on maternity leave.

Aug 1996 - Jun 1997 Evergreen School District (Clark) - Vancouver, WA
Harmony Elementary
Assistant Principal/Teacher (Full-time)
Assisted with the supervision of an elementary school of 800 students. Member of the school leadership team and worked with the parent advisory council.

Aug 1992 - Jun 1996 Evergreen School District (Clark) - Vancouver, WA
Vancouver
Elementary Classroom Teacher (Full-time)
Created a classroom community for students in grades 2, 4, 5, and 6. Implemented differentiated curriculum for students with interdisciplinary units. Served as a district resource facilitator and provided staff training for large school district in the area of guided reading and creating a positive classroom community. Partnered with students to create classroom art gallery representing different periods of art history with a study of all subjects focusing on historical and scientific achievements of each period.

Nov 1992 - Jun 1996 Palm Springs Unified School District - Palm Springs, CA
Della Lindley Elementary
Elementary Classroom Teacher (Full-time)
Effectively educated students in third and fourth grade with differentiated lessons for a Title I school with a large ELL learner population. Created and produced a classroom music video focusing on Earth Day. Served as faculty supervisor for Student Council. Coordinated and coached the school track meet and team. Produced the monthly school newsletter. Served on the school site review council. Developed an after-school homework program and co-directed the annual school wide theater production and talent show.

Extracurricular Activities

Oct 2013 - Present Bishop Gorman High School - Las Vegas, NV
Musical Productions Supervisor
Assisted with musical productions of last two years. Most recently was the costume coordinator and supervisor for the spring musical, "Little Women".

References

Paul Schiffman (Supervisor)
Head of School
The Adelson Educational Campus
9700 W. Hillpointe Rd.
Las Vegas, NV
paul.schiffman@adelsoncampus.org
702.255.4500

Maria Arellano (Former Colleague)
Dean of Middle School
Montclair Kimberly Academy
201 Valley Rd
Montclair, NJ
m.arellano212@gmail.com
646.522.7831

Mark Herron (Supervisor)
Vice President & Chief Financial Officer
The Davidson Academy of Nevada
800 Southwood Blvd
Incline Village, NV
mherron@davidgrp.com
775.530.8922

Background Questions A

Please answer the following questions truthfully. If it is determined at a later date that you were not truthful, your offer of employment will be revoked.

Have you ever been convicted of a crime or offense?

No

Have you ever been discharged or requested to resign from a former position?

No

Have you ever been refused tenure, suspended, or terminated?

No

Have you ever had a teaching license revoked?

No

Have you undergone a criminal history record check within the last 90 days?

No

Signature A

By typing your name, you hereby affirm that all information given by you on this application is true and complete to the best of your knowledge and belief. You understand that any misrepresentation, falsification or omission will be sufficient cause for denial of employment or discharge.

* Name: Stacy Splane-Colwell

Teachers-Teachers.com
120 S. Central Ave, Suite 1000
St. Louis, MO 63105

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: Danielle Connolly DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
	Sup	Sup		
Builds relationships with diverse populations	5	5		5
Inspiring leader	5	5		5
Plans and leads staff development	5	5		5
Adaptability to new ideas	5	5		5
Expert communicator	5	5		5
Ability to work collaboratively	5	5		5
Dependability	5	5		5
Effective liaison between agencies	5	5		5
Professionalism	5	5		5
Instructional leadership	5	5		5
Organizational skills	5	5		5
Maintains accurate data/records	5	5		5
Develops annual school improvement	5	5		5
Strategic thinker and planner	5	5		5
Positive attitude	5	5		5
Coordinates programs with higher education	5	5		5
Coordinates assessments scheduling/ materials	5	5		5
Writes grants	-	-		-
Coordinates school community partnerships	4	5		4.5
Sound judgment	5	5		5
TOTAL SCORE	94/95 (98.9%)	98.9%		98.9%

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Stacy Colwell (APPLICANT)

Reference / Evaluator's Name Maria Arellano Phone [REDACTED] Email [REDACTED]

Company/Organization Montclair Kimberley Academy Applicant's position/job title at time of employment Director of Lower and Middle Schools

Company Address [REDACTED]

In what capacity have you known the applicant? colleague Dates of employment/time known: 8/2008 TO 6/2011

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education					X	
Coordinates assessments scheduling/ materials	X					
Writes grants					X	
Coordinates school community partnerships		X				
Sound judgment	X					

Other strengths the applicant can bring to the position:

Stacy is a consummate professional. She was responsible for the dramatic increase in enrollment at The Adelson School in its first beginning year of operation. She is forward-thinking and thoughtful in her actions. Stacy has a breadth of experience in school leadership. I cannot recommend her highly enough.

Areas of refinement needed to be successful in the position:

At times, colleagues found it difficult "to read her." Sometimes, it would be beneficial for her to "let her guard down" a bit more. I think, though, that this is as much a strength as it is "an area in need of refinement."

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

*Called Personally
and gave a
personal pos-
testament*

CONFIDENTIAL REFERENCE FORM RE:

Stacy Cowell

(APPLICANT)

Reference / Evaluator's Name

Company/Organization

Company Address



adelsoncampus.org

In what capacity have you known the applicant? Supervisor Dates of employment/time known: _____ TO _____

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	✓					
Inspiring leader	✓					
Plans and leads staff development	✓					
Adaptability to new ideas	✓					
Expert communicator	✓					
Ability to work collaboratively	✓					
Dependability	✓					
Effective liaison between agencies	✓					
Professionalism	✓					
Instructional leadership	✓					
Organizational skills	✓					
Maintains accurate data/records	✓					
Develops annual school improvement	✓					
Strategic thinker and planner	✓					
Positive attitude	✓					
Coordinates programs with higher education	✓					
Coordinates assessments scheduling/ materials	✓					
Writes grants					✓	
Coordinates school community partnerships	✓					
Sound judgment	✓					

Other strengths the applicant can bring to the position:

True knowledge of educational practices

Areas of refinement needed to be successful in the position:

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Stacy Colwell (APPLICANT)

Reference /Evaluator's Name [Redacted]
 Company/Organization Dav [Redacted]
 Company Address C [Redacted]

In what capacity have you known the applicant? supervisor Dates of employment/time known: 9/2005 TO 6/2007

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new Ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants					X	
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Stacy is an intelligent, energetic leader with a positive attitude at all times.

Areas of refinement needed to be successful in the position:

Not aware of any.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Interview Writing Sample
Score Sheet

186.9

Applicant: Stacy Colwell

Scorer: Bridget, C. B. Cal

Writing Sample Score: 15 (15 points possible)

Stacy Colwell

Starting the Davidson Academy of Nevada was a wonderful and rewarding experience that has led to many of our brightest students receiving a free, high quality education. This project began with a conversation at a conference in which Bob and Jan Davidson expressed the idea that they wanted to start a school for profoundly gifted students. I shared with them my background in education and the ideas that I thought could help create a dynamic learning environment for students. Little did I know that from this conversation would spring an almost two year project in which I had many details and tasks to fulfill.

The Davidsons had special legislation written in Nevada to allow for the creation of a public school for gifted students. This school would be similar to charter schools, but have more flexibility in the testing and curriculum. This is where my work began. I met with the State Superintendent of Schools, visited many similar schools, and began work on writing the school plan. I used the Nevada charter school format to create this new plan and had it ready to submit for approval.

My next task was to have the plan approved by the State Board of Education. While many believed schools needed to serve the gifted population, some did not believe that a special school was necessary. This was a challenge that I faced during my presentation to the board. I fielded questions, helped calm apprehensions, and succeeded in gaining their approval to move ahead with the school plan.

I soon discovered that this was the easy part of this project. I was next faced with setting up a collaboration with the University of Nevada, Reno and helping to plan the space for the soon to open Davidson Academy. Working in my office while the construction continued, I then hired all of the teaching staff, worked to develop the highly specialized curriculum with the teachers and university professors, and began meeting students that would soon be a part of the initial group taking a leap of faith on this innovative school.

While I sat at the opening ceremony and listened to Margaret Spellings, United State Superintendent of Public Instruction, speak to the new families and supporters of the Davidson Academy of Nevada, I knew that I had just accomplished an incredible task. I felt proud to be a part of something that would promote a high level of academics for students who could potentially be our next innovators or scientists that might find a cure for cancer.

Interview Questions Score Sheet

Applicant: Stacy Colwell

Scorer: Team

Question 1: 12 (15 points possible)

Question 2: 11 (15 points possible)

Question 3: 8 (15 points possible)

Question 4: 13 (15 points possible)

Question 5: 11 (15 points possible)

Articulation and Poise: 10 (10 points possible)

Total Score: 65 (85 points possible)

Stacy C.
Last eight years.
Educ. 20 years.
Davidson Academy
Adelson

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)
Just need to meet with principals. We are the experts in our fields. We are there. Taking that info looking at one site, and also looking at the other site. Putting together plan. Involve stakeholders
2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.
Really working with the site. Really getting that info and feedback. Then what you do sleep. Putting into a presentation. People need hands on. Make it and take it. Prof.
3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.
I would say the challenges, not all students can meet. There are steps back that are difficult. How do we help those student below and those above. →
4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?
So I think in my experience. Evergreen school district. School district. Models of writing. What is a good format we test. What does it look
5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?
Looking at the job description. They show big role. It is really a person. Be able to make connections. University of New. Bens with Davidson. Best way to bridge continue to get to know. Finding out what is →

Somerset Executive Director Interview Questions

Stacy C.
Last eight years.
Over 20 years.
Davidson Academy
Adelson

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)
Just need to meet with principals. We are the experts in our fields. We are there. Taking that info looking at one site, and also looking at the other site. Putting together plan involving stakeholders
2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.
Really working with the site. Really getting that info and feedback. See what you are seeing. Putting into a presentation. People need hands-on. Make it and take it. They
3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.
I would say the challenges, not all student can meet. There are standards that are difficult. How do we help those students below and those above. →
4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?
So I think in my experience. Evergreen school district. School district. Models of writing. What is a good informative text. What does it look
5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?
Looking at the job description. They show big role. It is really a person. Be able to make connections. University of New. Bens with Davidson. Best way to bridge continue to get to know. Finding out what is →

- teacher, prin, Director Academy (sketch it)
- now w/ Addison

Stacy C.

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

meet w/ admin - trends, ideas, - comparing exp to other school sides - what are they doing to improve achievement, involving all stakeholders. Action steps - share back - collaborate.

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

work w/ the site - feedback. One shot PD is ineffective - welcome to parents - survey parents - discuss openly can participate.

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Challenge - not all students can meet them. Gear up - help them attain standards. Meet the needs of kids who get them. Enrichment

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

Dist. frames experience - models of writing - this helps. She is knowledgeable on writing, teaching writing = PD. Used research - specific techniques, rubrics.

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

Liaison - make connections - universities have rules & regs - she has experience w/ this. Learning about what is there - connect - bring ppl together. Conferences - solutions.

Stacy Colwell

Somerset Executive Director Interview Questions

Teacher
Principal
Davidson
wrote plan - approved
un. Nevada Reno
Address - Title I
public school
homeschool
indep.
charter

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area) meet w/ administrators experts @ site areas you see - I need new ideas right there day to day information - compare to other school sites - compare foster ideas & relationships - pieces to put into place - all working to see the plan - action plans - what to do in collaboration - Somerset & amazing schools
2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community. working w/ the site - get info from the site - put together points - bringing it back - revise hands-on - something they can do tomorrow - put into action right away - put plan into action, mentor & help see food for parents - address needs help your child @ home social media engaging format.

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges. assisting - working together
not all @ can meet those standards getting @ to the pt. where they can meet those standards - just teach those standards - differentiation extension - tutoring - solutions pieces in place - tutoring - extra services -

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? draw on ev. sd. - writing process - district trainer models of writing - informative text - model piece - what does it look like as an 8th grade @ - narrative - Lucy Calkins - 1 moment - critical - Pgs. 1 moment
5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy? exciting - focus on critical skills - gauge their own writing

job description liaison -
big roll - university - manage - questions
roles - Davidson - UNR - rules/regulations
best way to bridge - continue what @ should look like.
the conversation - what are exemplars
their challenges - do to help meet
that need - charter school authority - etc

solution or
move forward
discovering
learning -
here are pieces
we need to
work to
talk &
bring on
together

Name Rebecca Johnson

Somerset Experience _____
Extra 2 Points 0

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points 2
Masters + = 3 Points _____

Practical Experience _____
3 Points 2
Total Points 7

Application Questions

Applicant: Bebecca Johnson

Scorer: Team

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 12.5

12.5

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

Rebecca A. Johnson



Career Objective

- To further develop my leadership experiences in order to improve the quality of instruction and, in turn, raise student achievement.

Education

- M.Ed. in Educational Leadership, University of Nevada, Las Vegas, NV, 1996
- B.S. in Physical Education, Minor in Health Education, Moorhead State University, Moorhead, MN, 1990

Administrative Experience

- Principal, Kirk Adams Elementary School, 2002 – Present
- Assistant Principal, Halle Hewetson Elementary School, 2001 – 2002
- Assistant Principal, Cyril Wengert Elementary School, 1999 – 2001
- Assistant Principal, Myrtle Tate Elementary School and Martin Luther King, Jr. Elementary School (split assignment), 1998 – 1999

Teaching Experience

- Physical Education Specialist, Goldfarb Elementary School, 1996 – 1998
- Physical Education Specialist, J.M. Ullom Elementary School, 1994 – 1996
- Dance, Careers, Physical Education teacher and Drill Team coach, Green Valley High School, 1993 – 1994
- Physical Education Specialist, Kirk Adams Elementary School, 1991 – 1993
- Physical Education Specialist, Martin Luther King, Jr. Elementary School, 1990 – 1991

Published Work

- The Practical Guide to RTI; Six Steps to School Wide Success, Maupin House Publishing, 2012

Awards

- Milken National Educator Award Recipient, 2006

Leadership Experiences

- Clark County Association of Elementary School Principals, President, 2014-2015
- Clark County Association of School Administrators and Professional-Technical Employees, Board member, 2014-2015

- CCAESP, President Elect, 2013-2014
- CCAESP, Board, 2012-2013
- CCSD ECS Role Study Committee, 2012 – Present
- CCSD Response to Interventions Collaborative Committee, 2008 – Present
- CCSD Standards Based Report Card Committee, 2006 – Present
- CCSD Instructional Coach Project Facilitator Task Force, 2012 – 13
- CCSD Advisory Committee on Empowerment, 2012
- CCSD Blue Ribbon Task Force on Empowerment, 2011
- CCSD Empowerment Central Design Team, 2008 – 2011
- CCSD Assessment & Accountability Advisory Council, 2008 – 2011
- American Productivity & Quality Center (APQC) presenter, 2009
- American Productivity & Quality Center (APQC) Site Visit, 2008

Professional Presentations

- NAESP National Convention, Implementing RTI presentation, 2013
- National Model Schools Conference, Implementing RTI and Model School presentation, 2012
- Southern Nevada Regional Professional Development Program Leadership Conference, Leading from Outside the Box presentation, 2011
- Nevada Department of Education, Model Schools Conference, Empowerment Presentation, 2008
- National Professional Learning Communities Conference, PLC Presentation, 2007
- Northeastern Nevada Regional Professional Development Program, Special Education Conference, Interventions Systems Presentation, 2006
- NDE Model Schools Conference, Nevada State Department of Education Initiatives Presentation, 2006
- NDE District Leaders Conference, Intervention Systems Presentation, 2006
- CCSD Visions for the Future Conference, RTI and Professional Learning Communities (PLC) Presentation, 2006
- National Association of School Psychologist Conference, RTI and PLC Presentation, 2005
- CCSD Leadership Conference, RTI and PCL Presentation, 2004
- NDE Mega-Conference, RTI and PLC Presentation, 2004

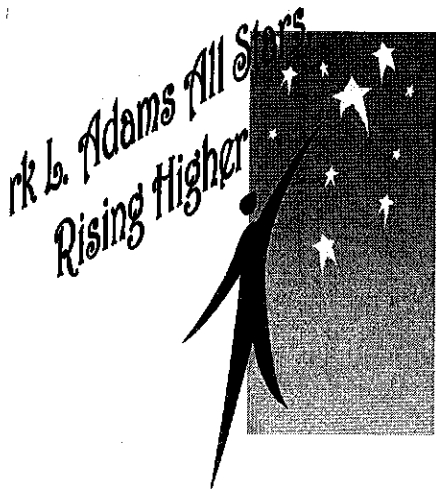
Professional Organizations

- Association of Supervision and Curriculum Development, 1995 – Present
- Clark County Association of School Administrators and Professional Technical Employees, 1998 – Present
- Clark County Association of Elementary School Principals, 2002 – Present
- Nevada Association of School Administrators, 2002 – Present
- National Association of Elementary School Principals, 2002 – Present

Professional References

-
-
-
-





Kirk L. Adams Elementary School



To Whom it May Concern,

I am writing to express an interest in the Executive Director position for the Somerset Academy in Las Vegas. I have 25 years of experience in Education in the Las Vegas area with the Clark County School District. After teaching for 8 years, I served as an Assistant Principal for 3 ½ years, and have been the Principal at Kirk Adams Elementary School for the last 13 years.

Although I do not have experience with charter school programs and are unfamiliar with the Somerset Academy Charter School Instructional Model, I have a great deal of experience in leadership roles and instructional improvement. I am very driven and passionate about school improvement and have experience working "outside of the box" in my role as an Empowerment Principal for the last 9 years. I am a fast learner and hard working. I believe I can succeed in this position.

Thank you for your time and consideration.

Sincerely,

Rebecca Johnson

Doral Academy of Nevada
Academica Human Resources Division

Reference Scoring

Name of Applicant: Rebecca Johnson DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
	4	4		
Builds relationships with diverse populations	5	4		
Inspiring leader	5	5		
Plans and leads staff development	5	5		
Adaptability to new ideas	4	5		
Expert communicator	4	5		
Ability to work collaboratively	4	5		
Dependability	5	5		
Effective liaison between agencies	5	4		
Professionalism	5	5		
Instructional leadership	5	5		
Organizational skills	5	5		
Maintains accurate data/records	5	5		
Develops annual school improvement	5	5		
Strategic thinker and planner	5	5		
Positive attitude	4	4		
Coordinates programs with higher education	5	4		
Coordinates assessments scheduling/ materials	5	5		
Writes grants	5	5		
Coordinates school community partnerships	5	5		
Sound judgment	5	5		
TOTAL SCORE	96.0	96.0		96.0

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Rebecca Johnson (APPLICANT)

Reference /Evaluator's Name [REDACTED]
 Company/Organization CC [REDACTED]
 Company Address [REDACTED]

In what capacity have you known the applicant? Principal Dates of employment/time known: 1996 TO 2015

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas		X				
Expert communicator		X				
Ability to work collaboratively		X				
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude		X				
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Ms. Johnson is an outstanding administrator.

Areas of refinement needed to be successful in the position:

N/A

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Rebecca Johnson (APPLICANT)

Reference /Evaluators Name _____
 Company/Organization ^{Clark} _____
 Company Address 5 _____

In what capacity have you known the applicant? ^{Supervisor & Colleague} _____ Dates of employment/time known: 8/2001 TO current

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations		X				
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new Ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies		X				
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude		X				
Coordinates programs with higher education		X				
Coordinates assessments scheduling/ materials	X					
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Excellent instructional leader as well as strong manager of teams.

Areas of refinement needed to be successful in the position:

None

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Interview Writing Sample
Score Sheet

182.5

Applicant: Rebecca Johnson

Scorer: Bridget C. B. Cal

Writing Sample Score: 12.5 (15 points possible)

Creating a Response to Intervention process from scratch:

When IDEA was reauthorized in 2004, school psychologists were given the opportunity to move away from the discrepancy model of eligibility and determine response to interventions for determining a learning disability. However, at this time there were very little established models or research to assist schools and state departments of education in the development of this process.

At this time I had been the principal of my school for about two years and had established a strong professional learning community. We had developed a team philosophy and were using data to guide our decisions. The Director for Psychological Services for the Clark County School District approached me and asked if I would be willing to try something new.

The first thing I did was welcome a new school psychologist to our school who had the right attitude and mind set for change. I then put together a group of teachers that would be willing to "think outside the box" as our Intervention Team. We used end of year assessments to create "watch list" of students that were below proficiency and selected students to start the process.

The important thing that I had to consider when moving forward with this process, was to start small and take stock of how things were progressing. I also read every article and clipping that I could to find out how RTI was supposed to work. I shared everything I learned with the team and the teachers at the school to keep the process transparent and establish buy-in. Supports were put in place to help the teachers as they moved forward, and most importantly, we assessed and monitored progress of the students every week.

After about a year we were asked to present at the state level on how we were progressing with the process. We had been very successful in moving our students forward in their learning and putting steps in place that other schools could follow. This led to several schools around the state coming to visit our school to learn how to duplicate the process at their own schools.

Over the time span of about 5 years, we had presented at several conferences at the local and state level, were identified as a pilot site for the school district, and were training several schools a month on how to implement RTI.

The final accomplishment of this task was the writing and publishing of a book to help schools across the nation with the implementation of RTI. I presented at the National Model Schools Conference for ICLE and the National Association of Elementary School Principals Conference.

Interview Questions Score Sheet

Applicant: Rebecca Johnson

Scorer: Team

Question 1: 12 (15 points possible)

Question 2: 11 (15 points possible)

Question 3: 13 (15 points possible)

Question 4: 11 (15 points possible)

Question 5: 10 (15 points possible)

Articulation and Poise: 10 (10 points possible)

Total Score: 67 (85 points possible)

Somerset Executive Director Interview Questions

- 1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

2

I would want to take stock. Really look at what they had in place. Conversations with principal, what is their area of focus. Pulling analyzing looking at the data -

- 2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

11

Look at what is in place. What is internally, ideas and. Research, what is available. Getting people to come. Some to work together. Current literature. What is the forefront. Instruction

- 3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

13

Biggest challenge, shift also of time, number level. Looking at them together. Biggest push back, fact. Opening eyes to get concept of it. Don't push back, money ->

- 4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

Want to start with teachers to look at writing. Writing, explain rubrics quality piece of writing. Give them some opportunities. Other teachers sitting success.

- 5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

Idea collaborate, reach out to local universities, what type of skills. Start with quality graduates. Top universities. What does it take. Bring guest speakers. Have, if you want it. Should look like. Looking at Master, Dalcute ->

10

Create the plan of action. See what is working. What else is out there. Looking at other finding out what is working in other nations creating that plan.

you need an expert. Connecting forefront Universities. In the fields. Just look

decimals. Math the biggest. EBA really speaking read at their highest level. Close head of smaller passages using literature reading to teach content. What do we learn from that. Not so deep and move to next level. Some shifted probability. Some have been moved up.

provide them with access. Career Fair, Counselors, student registering on campus. Everything to see College as ppl

Rebecca Johnson

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

take data, look @ data, what's not working, what is already in place. Create plan together - school visits -

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

What is in place - strengths & weaknesses - share - analyze data - review current work reports on what needed.

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Shift - shift from algebra to number sense, ELA - Monkey - read at a high level - close reading - write on text - learn through reading.

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

write very simple & complex - looking @ writing. establish rubrics that about quality; see instruction work standards

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

local universities, use, great speakers in other reports into our buildings, cover fees -

Rebecca Johnson

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area) Take stock - strength, weakness

create plan - what's working, what isn't working - improvement plans - areas of focus - data - analyze - looking w/ Principals - Plan of action together - what new thing haven't they tried - network - FL.

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community, in field find out, D.C. - working across nation

what's how working can we share those success first who has expertise - researching PD - coordinate PD - strengths - internal - other schools - share ideas collaborate analyze data - literature - forefront how it's working w/ those schools - connect w/ researchers -

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Math - shift - algorithms - number sense - how to work #'s push back - not the way I learned math concepts of #'s - decimals - whole understanding of #'s - thinking, rigor, read @ the highest level - cloze - evidence -

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? very specific - getting teachers to look

@ exemplars - why are these high levels establish rubrics - establish quality writing see instruction - talk to other - apply -

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy? registration on campus -

collaborate - answers local universities - skills knowledge do need to have quality graduates - upper top 10 universities - guest speakers back - sharing this is what they have / don't have - research - dr. candidates share research -

shift middle / his - teachers - integration - write about it & apply it - changing understanding not options college as a plan counseling complete research career fair

knows - cc probability - tell time - integrate reading / writing - score - use rubric what it takes to do it.

Name Julie Britt

Somerset Experience _____
Extra 2 Points 0

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points _____
Masters + = 3 Points 3

Practical Experience _____
3 Points 3

Total Points 9

Application Questions

Applicant: Julia Britt

Score: Budgets of D. Cal

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 15

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

Julia E Britt Ed.D



ju

EDUCATION

Ed. D. Education Leadership Concentration

Liberty University, Spring 2013

Dissertation: *“Teacher-Student Relationships and Student Achievement in Grades Six- Seven Mathematics.”*

International Association of Continuing Education and Training Certified (IACET)

January 2014

Recently Appointed Administrators Institute VA Tech

September 2009-March 2010

MS. Ed in Educational Leadership

Longwood University, Dec. 2006

Dual BA in Elementary and Early Childhood Education

magna cum laude

Alvernia University, May 1998

AAS in Early Childhood Education

Reading Area Community College, Dec. 1992

ADMINISTRATION

CTE Director/AP/ Dean of Alternative Education School CDLC

Caroline High School March 2012 – Present

- In collaboration with the principal, administered all components of a comprehensive educational program for 1500 9-12 students with a faculty and staff of more than ninety- five employees. CTE School Administrator
- English Department Administrator
- Science Department Administrator
- Crisis Administrator
- Custodial Administrator

Adjunct Professor Master’s Degree Program (On-going)

Concordia University Portland Oregon Online Program – Assessment & Evaluation of Teaching & Learning - Ethics in Leadership

Independent Educational Consultant (On-going)

Evans Newton Inc. Phoenix AZ - Turnaround specialist and common core implementation

Curriculum Writer – (On-going)

Meridian Public Chart School Washington D.C.

Principal

Colonial Beach Elementary School August 2011- March 2012

Administered all components of a comprehensive elementary educational program for 1500 Pre-K-8 students with a faculty and staff of more than fifty-five employees.

Assistant Principal & Co-Principal During Administrative Changes

Prince Edward County Middle School, July 2008 –June 2011.

- In collaboration with the principal, administered all components of a comprehensive educational program for 758 5-8 students with a faculty and staff of more than seventy-five employees. Summer School Coordinator 2010.
- Discipline 5-8
- AVID Coordinator
- Project Adventure Administrator
- SHAB Committee Co-Chair
- Alpha Program Design Committee
- CII Training for Improving Schools DOE
- Talented and Gifted Committee
- Crisis Management for the building

PRESENTATIONS & PROJECTS

InTASC Evaluation of Concordia PU

Extensive experience teaching national standards and frameworks such Danielson's Framework for Teaching, InTASC Standards, and Common Core State Standards.

Virginia Association Career and Technical Education Administrators

Targeted Assessment and Evaluation in CTE

Conference Omni Hotel & Conference Center Sept. 2014

Dr. Julia E. Britt, CTE Administrator, Caroline County Public Schools

This is an interactive session. In preparation for industry certifications and state assessments, this session will prepare teachers and administrators for targeted classroom assessments with blueprints and learning targets to create effective classroom assessments in which to base instructional decisions for higher student achievement.

TEACHING EXPERIENCE

Middle School Teacher

Buckingham County Middle School, August 2001-July 2008

- Taught sixth grade science.
- Taught math and pre-algebra.
- Facilitated Virtual VA class.
- Odyssey of the Mind coordinator and coach
- Science fair coordinator

Elementary School Teacher

Cumberland County Elementary School, August 1998- July 2001.

- Taught fifth grade science and increased the SOL scores from 23% when I arrived to 80% when I left.
- Served on the superintendent's advisory committee.
- Served as the Building a Presence for Science leader for the whole division.

Preschool Teacher

- Harker Heights Day Care 1985-1986
- Taught pre-school during a yearlong stay in Texas. Several years after I left Texas, the school closed down.

LICENSURE

Division Superintendent

Valid through June 2020; eligible for renewal.

Administration and Supervision, Pk-12

Valid through June 2020; eligible for renewal.

Elementary Education PreK-6

Valid through June 2020; eligible for renewal.

PUBLICATIONS & PRESENTATIONS

Teacher Student Relationships and Achievement in Grades Six and Seventh Mathematics - 2013 Dissertation**Featured VEA Journal**

Ten Minutes with a Virginia Educator – Feb. 2011

Keys to Success

Published in *Principal Leadership Magazine*, September 2010.

Science and Math Inquiry and Hands on Investigations

Authored and presented as a professional development to Local School Division 2008-present.

Hands on Science Inquiry Authored and presented to the SVEA, March 2008, Virginia Beach, VA.

Sweet Briar College Science and Math by Inquiry

Co-presented with Sweet Briar College, VAST Williamsburg, VA Nov. 2008

NASA Partnership with KSNM NASA Student Published

While a science teacher I collaborated with NASA in a partnership to publish student work on the following website:

<http://ksnn.larc.nasa.gov/home.html>

Integrating Math and Science in the Classroom

Presented at the Math Colloquium 2002, 2003, 2004 at Longwood University

VACTEA

Virginia Association of Career and Technical Education Administrators

WELV

Women Educational Leaders of Virginia

KDPI

Kappa Delta Pi Great Lynchburg Professional Chapter

VASSP

Virginia Association of Secondary School Principals

VAST

Virginia Association of Science Teachers

VEA

Virginia Education Association

ASCD

Association of Supervision and Curriculum Development

Educational Technology Program

Odyssey

I Can Learn

Plato

Tutor Vista

Virtual VA

Read 180

Istation

Powerschool

Subfinder

Achieve 2000

CII – Center for Innovation and Improvement

Interactive Achievement

SPR – Crisis Management

IDMS – Testing

Accelerated Math & Reading

Cortz Math

Saxon math

References Furnished Upon Request

Strategic Entry Plan

Dr. Julia E. Britt

Somerset Executive Director

This plan is developed to help accelerate a successful, carefully planned and skillfully executed entry into the position of executive director of Somerset Academy. It is a means of ensuring that the needs of students, teachers, and the community are the focus during this transition and in future planning.

Outcomes

- Ensure a smooth transition of leadership
- Create a plan for the first ninety days as executive director to learn more about Somerset Academy.
- Ensure constituents are given the opportunity to be heard.
- Structure the transition to ensure a balance between instructional improvement and support for students and teachers.
- Review efficiency in all areas to ensure the needs of students are being met.

Activities

Constituency Groups

Board

- Review the roles of the school board and the executive director
- Clarify the relationship of school board chair and the executive director
- Review/develop board communication protocol
- Develop an entry plan with board input

Central Office

- Clarify structure of the central office
- Review roles and relationship of each office
- Review areas for alignment and proper coordination

Building Administrators

- Analyze the climate of each school's learning environment
- Clarify the responsibilities of the central office versus school

- Determine how to support each principal

Employees (Professional)

- Listen to concerns and hopes
- Identify ideas for change
- Design a communication plan
- Understand the varied groups and associations related with each group

Employees (Classified)

- Design a communication plan
- Understand the varied groups and associations linked with each group

Students

- Clarify issues that are important to students
- Communicate with key student groups

Parents

- Listen to concerns and hopes
- Clarify issues that are important to parents
- Communicate with key parent groups

Community

- Gather perceptions within the community
- Clarify the message to be conveyed to the community
- Enhance communication to the community to gain support for the school

Data Collection

- Review interview data (see groups listed below)
- Visit all schools
- Conduct focus groups with key communicators
- Review accreditation and achievement data

- Examine report cards
- Analyze assessments and other standardized data by school
- Explore all data collected

Interviews to Be Scheduled

- School Board members
- Building administrators
- Teachers
- Support staff
- Central office departments
- Athletic directors
- Association presidents
- Department chairs
- Student leaders
- PTO
- Parents
- Community (e.g., city officials, fire/police chief, senior citizens, clergy)

Documents to Be Reviewed

- Efficiency Study
- Curriculum Audit
- Comprehensive Plan
- Accreditation reports
- Capital Improvement Plan
- Special Education reviews/reports
- Pacing guides for curriculum and instruction
- School Improvement Plans

- Key state reports
- Policies and Regulation Manuals
- Budget documents
- Personnel documents (e.g., job descriptions, reduction in force, various evaluations)
- Teacher Handbook and evaluation
- Administrative Handbook and evaluation
- Student and Faculty Handbooks
- Crisis Management Plan
- Technology Plan
- Grants
- Board agendas and minutes

Studies to Be Conducted (This may take longer than ninety days.)

- Personnel procedure audit

Introduction Letter from Julia E Britt EdD

I have passion and excitement for education. I have learned to ignite that passion in others and I can lead organizational cultures to that same sentiment. My belief in the educational system and the influence that education can have to change lives, as it did mine, inspires me to want the very same positive change for the students and staff that I lead. The notion of equity in education is very powerful and propelled me to an associate's degree in early childhood education, a dual bachelor's degree in early childhood education and elementary education, a master's degree in educational leadership, and finally a doctorate degree in educational leadership at Liberty University. The educational path that I traveled has given me the knowledge, resources, and instincts to make the right choices for children and staff with courage and integrity.

As an educational leader in public schools, I believe that it is important to model for and educate students, parents, and families, on the importance of education and the involvement in the community. We reveal our true self when we interact with our students, staff, community, and families. By encouraging community involvement and business partnerships, we were able to accomplish a bond referendum for much needed renovations at a small rural public school district. The persistence and tenacity to toil for this referendum provided multimillion dollar renovations to buildings constructed in the 1970s. I am thankful for the strong work ethic that my family instilled in me and I believe that parents who provide strong work ethics and values foster a foundation of achievement for students. It is my duty as a leader, with veracity and ethics, to instill those same attributes in those with whom I interact and lead.

As our educational world and the world of technology changes around us, it is my job to keep abreast of those changes and to manage the growth for our students and staff. As an instructional leader, it is my responsibility to build professional learning communities to align and focus the instruction and curriculum to best fit the needs of our students to create an atmosphere of teaching and learning excellence. I was able to assist the science team to flip their classrooms which resulted in an incredible increase in scores in an already successful department. I believe that I instill in those I lead, a sense of lifelong learning and personalized learning for the greatest possible student achievement for each student and staff member. As educators, we need to believe in our profession and to provide the best comprehensive learning experience for each individual student. Our economic world is changing at a rapid pace and we need to create opportunities for students to become career and/or college ready as they step into post-secondary life. In two years, I strategically planned the increase of industry certifications from 125 student certifications per year to over 700 student certifications a year for the student body of 1500. This gave the students the edge in work place readiness in the surrounding metro area and helped to employ those students as they entered post-secondary life.

To meet our vision for students that are career and college ready, it is crucial for me, as the school leader, and the school board to seize every opportunity to research and obtain grant funding opportunities into the District. Therefore I would like to explore every funding opportunity from the local, state, and federal levels to provide educational resources for our students and staff to provide them with an exemplary education. It is important to me that we elicit the input from all stakeholders in

the community, and to compile a school leadership team comprised of stakeholders who will collaborate and solve issues hand in hand with me to lead the school district to be the best in the state. As the principal of a small school district, I brought more grant money into our discretionary funds than spent out in one single year.

I am committed to being a long term school leader who will provide consistency, honor, and integrity in this position. I believe that education is a service to our greater society, and importantly it is a means to make the future brighter for our students. Given the opportunity to lead the division I will proceed with faith, honesty, and transparency, so that all stakeholders feel valued. I will interact with my staff, the parents, the community and importantly the students with dignity and respect, as I model those qualities for our students.

Duty	Experience	Example
Department Chairs Oversight	8 Years Direct Experience	I created agendas and led department chair meetings for the eight years that I have been in administration. We studied data and discussed school incentives to elicit teacher buy in for programs and for the monitoring of school incentives.
Coordinators for Core Areas	8 Years of Direct Experience I work closely with the coordinators of our core areas in relation to teacher improvement and strategically sharing resources and creating assessments for teachers.	Working with teacher support specialists, we created and implemented new teacher institutes scheduled throughout the school year. Assisted teachers in creating technology enhanced assessments to practice for standardized testing.
Monitoring the Academic Programs	4 Years Direct Experience Vertical and Horizontal Alignment with Core and Specialty areas. I created and closely monitored the initiative to integrate all core areas with the CTE programs which included the arts to create whole child personalized learning. The superintendent and I had discussion of testing for the multiple intelligences for all students and implemented it into the special education classrooms.	I instrumented the partnership with Architecture and Design combined with graphic arts, geometry, and carpentry to design the 38 th Parallel Korean War Memorial for Caroline County.
Creating environments in which student achievement and student success.	This is my area of research; my research supported that good teacher-student relationships created student achievement.	I have presented my research to the staff here at our school that helps teacher understand relationship barriers, how to build appropriate relationships with students, and maintaining respectful classrooms with teacher-student relationships.
Art Infusion	STEM to STEAM In PE County I worked closely with the arts to enhance and boost core areas in preparation for the year end standardized	I had professional development in which moving from STEM to STEAM with art infusion is practiced. This follows your mission to the letter. I

	testing with great success.	understand the importance of the arts driving innovation.
Designing lesson plans with Howard Garner's Multiple Intelligence model.	Testing which traditionally is accomplished through print, may be handled by electronic media. Media are better able to assess learners' visual skills than are print media and can be used to assess learner performance in realistic situations.	I researched HG since 1983 with his link from psychology of learning and education. He attempts to bridge the gap between advances in cognitive studies and neurosciences and to demonstrate their practical applications in education. I would love to work in a program that embraces his theory.
Faculty Recruitment	Ongoing Experience with best hiring practices. My passion is working with new teachers to orient them to the school culture and best practices.	My philosophy of hiring is to hire highly qualified teachers, reduce out of field teaching, check references, and observe and monitor the new hired teachers. Recruiting for teachers is done on a national level and I implemented the teacher-teacher site for our division. I participated yearly in job fairs and interviewing at all teaching levels.
Design and implement PD	Love, love, love this area.	I presented on the national, state, and local level through the years. I am passionate about providing quality PD to teachers targeted for areas of need and areas that teachers request for continual improvement.
Lesson Plan Monitoring	Highly Experienced	In every school that I administered in, I initiated the lesson plan monitoring system. At the current school, I have the department lead teachers collect and monitor the lessons under my direction. I used the lesson plans to guide me in checking for high quality instruction, matching Blooms to levels of inquiry, and for classroom observations to monitor academic alignment.
Observations & Evaluations Recommendations for classroom assignments, continued	Highly Trained and Experienced Dr. James Strong Model and seven levels of performance	Currently, I observe and evaluate 30 teachers. To do this I have a highly organized system of

employment and/or termination	standards and indicators. 30 Teachers 3 times a year and one final evaluation. Teacher Goal Setting	teacher evaluation in which informal walk throughs, formal scheduled and formal unscheduled observations are organized to create a thorough and comprehensive end of year final evaluation is completed.
Substitutes	Area of need for all schools Hiring quality subs and retaining the subs.	I implemented a program in which substitute teachers are hired, trained, and monitored to ensure instruction is taking place in absence of the classroom teacher.
Policies and Procedures	Highly Experienced	I work hand in hand with teachers and administration to create, maintain, and tweak teacher and student manuals for departments and individuals including the division employee handbooks and student code of conduct.
Standardized Testing Data	Highly Experienced! International Association of Continuing Education and Training Certified (IACET) Trainer INTASC Evaluator SACS Accreditation Monitor	I have school turn around experience as an educational consultant and various training from the state of VA for SOL testing and assessment. I also teach the Common Core for the online Master Degree classes I teach for Concordia.
Grant Proposals	FEED VA Environmental Mini Grants Perkins	I most recently wrote and received a 5000.00 FEED grant for the science department for science probe ware. Over the years I have written many mini grants for teachers and I oversee the Perkins Grant for CTE programs in excess of 60000.00. As a principal in Colonial Beach, I wrote grants to fund above and beyond the discretionary funds for the school.
Textbooks & Software Licenses	Highly Experienced	I order, evaluate, and monitor the purchase orders for all textbooks and software licenses for the division.

Curriculum Budget	Write Curriculum Oversee a Large Budget Bond Referendum	I am currently writing the curriculum with budget projections for a public charter school in Washington DC. I was also on a team which proposed and passed a county bond referendum for a multimillion dollar school renovation project.
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Dawn Robinette

From: Teachers-Teachers.com <noreply@teachers-teachers.com>
Sent: Wednesday, March 25, 2015 10:58 AM
To: Dawn Robinette
Subject: Applicant for "Executive Director for Somerset Academy of Las Vegas" - Dr. Julia Britt

Name: Dr. Julia Britt
Documents: Manage

~~Academica Nevada~~
~~Principal - K-8 Charter School~~

ERROR.

Instructions

~~If you are interested in applying for a position for the position of Principal at Pinecrest Academy of Nevada, please use this application. You must complete all required fields and submit all required documents in order to be considered for a position.~~

Applicant Information

Dr. Julia Elizabeth Britt, Maiden Name: Salaneck

Date applied: 3/25/2015

Education

- | | |
|---------------------|---|
| Sep 1982 - Dec 1995 | Reading Area Community college - Reading, PA
Associate of Applied Science (A.A.S.)
Major: Early Childhood
GPA: 3.8 |
| Sep 1996 - May 1998 | Alvernia College - Reading, PA
Bachelor of Arts (B.A.)
Major: Elementary Education Minor: Early Childhood
GPA: 3.8
Dual Ba |
| Sep 1998 - Jul 2006 | Longwood College - Farmville Va, VA
Master of Science (M.S.)
Major: Educational Leadership
GPA: 3.9 |
| Oct 2007 - May 2013 | Liberty University - Lynchburg, VA
Doctorate
Major: Administration & Supervision (Educational Leadership)
GPA: 4.0
Teacher-student relationships in middle school math. |

Student Teaching

May 2006 - Sep 2006 Buckingham County Public Schools
Buckingham County Schools - Buckingham, VA
Assistant Principal k-12
Grade: A

Certificates/Licenses

Jun 2010 - Jun 2015 Virginia Department of Education
Postgraduate Professional License
Admin and Supervision PreK-12, Division Superintendent License

Jun 2015 - Jun 2018 Florida Department of Education
Professional Certificate
Educational Leadership
Number: xxxxx ([Lookup](#))

Certification/Licensure Tests

Jan 2008 School Leaders Licensure Assessment (SLLA)
Score: 172
Passed - Virginia

Work Experience: Education

Aug 1998 - Jul 2001 Cumberland County Public Schools - Cumberland, VA
Cumberland County Schools
Science Teacher (Full-time)
Science

Aug 2001 - Jul 2008 Buckingham County Public Schools - Buckingham, VA
Buckingham County Schools
Middle School Teacher (Full-time)
Grade 6 science

Jul 2008 - Jul 2011 Prince Edward County Public Schools - Farmville, VA
Prince Edward County Middle School
Assistant Principial (Full-time)

Aug 2011 - Mar 2012 Colonial Beach Public Schools - Colonial Beach, VA
Colonial Beach Public Schools
Principal (Full-time)
Oversee the instructional program for Pre-K-5
Coordinate parental involvement
Oversee all discipline Pre-K-5
Instructional leader

Mar 2012 - Present Caroline County Public Schools - Milford, VA
Caroline County High School
Assistant Principal (Full-time)

Apr 2014 - Present Concordia University - Portland - Online, OR
Professor (Part-time)
Master Degree Level Professor for the CTE Masters Degree Program

Jan 2013 - Present Evans Newton - Phoenix , AZ
Educational Consultant (Part-time)
Education Consultant in Common Core implementation and school turn around.

Associations & Affiliations

Unknown - Present	National Education Association - Member
Unknown - Present	National Association of Elementary School Principals - Member
Unknown - Present	Virginia Association for Secondary Principals VASSP - Member
Unknown - Present	Virginia Association of Science Teachers VAST - Member
Unknown - Present	Association for Supervision and Curriculum Development ASCD - Ed Leadership - Member
Unknown - Present	VEA - Member
Unknown - Present	Women Educational Leaders of Virginia - Member
Oct 2012 - Present	VACTEA - Member

Awards & Honors

Published in Principal Leadership Magazine Sept. 2010. "Keys to Success".

Who's Who of American Universities

Featured in VEA Journal Feb. 2010.

Special Skills

Talented and Gifted Advisory Committee

SPED Alternative Day Placement Committee

New Teacher Orientation

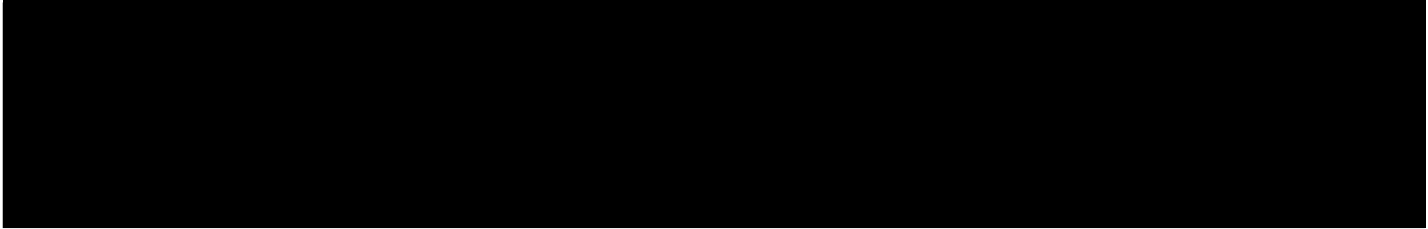
LEIA - Longwood Leadership Program

Center for Innovation - VA DOE Participant

AVID Coordinator Building Level

Project Adventure

References



Background Questions A

Please answer the following questions truthfully. If it is determined at a later date that you were not truthful, your offer of employment will be revoked.

Have you ever been convicted of a crime or offense?

No

Have you ever been discharged or requested to resign from a former position?

No

Have you ever been refused tenure, suspended, or terminated?

No

Have you ever had a teaching license revoked?

No

Have you undergone a criminal history record check within the last 90 days?

No

Signature A

By typing your name, you hereby affirm that all information given by you on this application is true and complete to the best of your knowledge and belief. You understand that any misrepresentation, falsification or omission will be sufficient cause for denial of employment or discharge.

* Name: Dr. Julia Britt

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: Dr. Julia Britt DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
Builds relationships with diverse populations	4	5		
Inspiring leader	5	5		
Plans and leads staff development	5	5		
Adaptability to new ideas	5	5		
Expert communicator	4	5		
Ability to work collaboratively	4	5		
Dependability	5	5		
Effective liaison between agencies	5	5		
Professionalism	5	5		
Instructional leadership	5	5		
Organizational skills	4	5		
Maintains accurate data/records	5	5		
Develops annual school improvement	5	-		
Strategic thinker and planner	5	5		
Positive attitude	5	5		
Coordinates programs with higher education	4	-		
Coordinates assessments scheduling/ materials	3	5		
Writes grants	4	-		
Coordinates school community partnerships	5	5		
Sound judgment	5	5		
TOTAL SCORE	92	100		96

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Dr. Julia Britt (APPLICANT)

Reference /Evaluator's Name

Company/Organization

Company Address

In what capacity have you known the applicant? Supervisor Dates of employment/time known: 8-2013 TO Present

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations		X				
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator		X				
Ability to work collaboratively		X				
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills		X				
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education		X				
Coordinates assessments scheduling/ materials			X			
Writes grants		X				
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Dr. Britt is very passionate about improving instruction and giving students the best opportunity to prepare for college or a career. She was instrumental in improving the quality of our CTE offerings and the process that leads to industry certification.

Areas of refinement needed to be successful in the position:

Dr. Britt is very concise in managing and fulfilling multiple tasks, which can be a disadvantage at times. She can improve on recognizing when it is advantageous to invest extra time on a task or issue.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Dr. Julia Britt (APPLICANT)

Reference/Evaluator's Name: Dr. Camille Hedden (424) 547-7724 camillehedden@somersetnv.com

Company/Organization: P [REDACTED]

Company Address: [REDACTED]

In what capacity have you known the applicant? supervisor Dates of employment/time known: July, 2008 TO June 2011

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement					X	
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education					X	
Coordinates assessments scheduling/ materials	X					
Writes grants					X	
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Dr. Britt is dedicated, determined, and possesses a rare combination of academic ability and common sense. She would be an asset to your organization!

Areas of refinement needed to be successful in the position:

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Interview Writing Sample
Score Sheet

169

Applicant: ~~Team~~ Julie Britt

Scorer: Bridget, C.B. *calv*

Writing Sample Score: 15 (15 points possible)

Julia E. Britt Ed.D

With every large task there are just rewards to be obtained along the path to success. Large tasks take careful strategic planning, communication, implementation, and modeling. As an innovative educational leader, my fondest large task is the expansion and realignment of the Career and Technical Education Center at the school with who I am currently employed. Please remember that I mentioned that the rewards are rich.

New to the CTE (Career and Technical Education) field and new to the school, I was asked to head up the administration of the CTE center at our school. Being new to CTE not only benefited me for what I knew, it did as well for what I did not know. I was a teacher and administrator of core subject only for my career before this moment. I might note that I never even took a CTE class. My journey began.

Being organized and detailed oriented, I jumped into the data and to the CTE arena with both feet. I read everything there was to read about the state level CTE policies and procedures. I observed and made notes about the CTE classes, teachers, and equipment in those classes. I asked questions and I made a point to form relationships with these educators, because I knew these educators were from the career world, and most did not have education as a background. I started notebooks for assessment, public relation pieces, and most importantly the strategic plan.

I listened to the community, the teachers, and my direct supervisors for the vision they had about what these programs would look like. We had round table discussions, meetings, and one on one conversations to formulate the driving force of the strategic plan. This centered on industry certifications, student clubs, and state competitions. We needed community support.

As the strategic plan developed, I made sure to share all of the steps, objectives, and goals of the plan with all of the stakeholders in advisory meetings to make sure all items were communicated and well thought out. I added items and deleted items, as well tweaked items for the sake of the plan. At this point, I realized this would be a living document that stayed on top of my desk top, in meetings, and at the forethought of all we did in CTE.

The results amazed us! In one school year we went from 125 student industry certification to over 750! Our SkillsUSA membership increased and our state completions propelled us into national competitions, all for a school of only 1500 students! The level of leadership and professionalism for this staff rose to amazing levels. This staff was integrating language arts and math into their curriculum and forming partnerships with the teachers of these subjects.

I have to say as I walk away this year for other dreams, I worked very hard with the new administrator to make sure the transition is seamless. I am thankful that I leave the program I helped to develop, and by leadership with integrity, by placing my thumbprint in this rural county. I know that students of this school are competing and surpassing career dreams of others by graduating from a quality program.

Interview Questions Score Sheet

Applicant: Julie Britt

Scorer: Team

Question 1: 9 (15 points possible)

Question 2: 8 (15 points possible)

Question 3: 10 (15 points possible)

Question 4: 7 (15 points possible)

Question 5: 10 (15 points possible)

Articulation and Poise: 5 (10 points possible)

Total Score: 49 (85 points possible)

Julie Britt

Somerset Executive Director Interview Questions

integrity - leadership
power trip - good w/
education - different -
celebrate success -
teachers highlights -
new

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a

Core Area) strategic planning document goals objective evidence w/getting communicate from people doing the work 1st 90 days - good to have someone from outside all about team - surround intelligent people

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community. love of my life state local - as much as to CTE people

blueprint their assessments - teachers walk away - learning strategies - housekeeping issues K-8 - all elementary + middle schools - survey teachers to find out what they need + want

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Leverage Leadership - work w/ Principals - training we attacked - my teachers - sticks up for ECSS - testing - benchmarking every 4 wks. testing common tests - seeing where they are

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? Do you mean a parquement

CTE - ran their program area - wrote read about it partnerships - ideas about integrate into nonfiction reading + writing

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

all aspects experience w/ community into one college - career center area - idea person get partnerships want to work w/ them to solve issues benefits then they are getting good kids - funding fell through MOU - art design architecture

Ms. Smith stuck in her ways - communicate 20% increase flipped class - planning it - out tweaking fidelity -

writing curriculum meridian charter schools barriers + hurdles standards limit SP Learning quit talking about it. execute the play -

state dept. - share ideas work session so it lines up vertical + horizontal -

Show what they know - that's not what I asked you.

reading perspective automotive needed cars on - worked

Somerset Executive Director Interview Questions

- 1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

Strategic planning, stakeholder buy-in - surround yourself w/ good ppl who don't think like me. Conversations were the cement that made scores go up. - innovation

- 2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

Present at state, local, & CTE teachers.
Strong teachers - look @ data.

- 3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

1999 - Standards - Leverage Leadership - Common core is not the enemy - testing is.
Newsprint - barriers - hurdles, address those differently.

- 4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

CTE - think about non-lecture reading & reading - resources, etc. Reach out to English Experts. Utterly & horrendously aligned.

- 5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

Expansion of community colleges - idea passes - reach out - 2 way conversation. - Benefit college b/c they get good kids. MOW² of physicians -

Julie Britt
• Relationships, see success. Want the teacher to be highlighted.

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)
Strategic planning is my game. Living document. Have to communicate a lot first. Getting input. Sometimes good to have someone from the outside. Obama surrounded with the brightest ->
2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.
Love of my life. I have presented to State, CTA, latest how to blueprint. Tweaked. They ate it up. Learning centers, faculty - survey teachers.
3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.
1998 all to families with. Trained on turn around schools. Fantastic training. CC loves to hate. Common ->
4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?
Same video, being college and career ready. So then I put them together. Integrating into nonfiction writing. Real life stuff, Prof ->
5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?
I have a lot of experiences with that. I am an idea person. Getting those partnerships solidified. What can we do for you. Good old common sense. PR lunches, spread out nursing. etc. - Non local physicians office.

Somerset Prof

Carpenney all aspects

interrupt together. We had that talk. Good educational discussion. Innovation. Miss Smith stuck in her way. Kept talking about flipping classroom. Parents had some problem. Plan it out, communicate, ... follow-up.

3. Core is not the enemy. One of things. Virginia is test to death Unit tests. Using a variety of tests. She is writing curriculum. Chunks it in units. Challenges are the naysayers. Some schools fly. Some of the best performers. Have to execute the play. Taking the emphasis
4. See how it is being done. Contact the Apple Dept. Vertically and horizontally aligned.

Name Danielle Connolly

Somerset Experience _____
Extra 2 Points 0

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points _____
Masters += 3 Points 3

Practical Experience _____
3 Points 3

Total Points 9

Application Questions

Applicant: Danielle

Scorer: Budget, B

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 5

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

Dawn Robinette

From: Teachers-Teachers.com <noreply@teachers-teachers.com>
Sent: Wednesday, March 25, 2015 7:01 PM
To: Dawn Robinette
Subject: Applicant for "Executive Director for Somerset Academy of Las Vegas" - Danielle Connolly

Name: [Danielle Connolly](#)
Documents: [Manage](#)

Academica Nevada Executive Director for Somerset Academy of Las Vegas

Instructions

If you are interested in applying for the Executive Director for Somerset Academy of Las Vegas, please use this application. You must complete all required fields and submit all required documents in order to be considered for a position.

Applicant Information

Danielle Joy Connolly

Date applied: 3/25/2015

Education

Aug 2013 - Jun 2016	Argosy University - Phoenix, AZ Doctorate Major: Administration & Supervision (Educational Leadership) GPA: 3.0
Apr 2007 - Oct 2009	Argosy University - Phoenix, AZ Master of Education (M.Ed.) Major: Educational Leadership GPA: 3.9
Aug 2000 - Aug 2006	Ottawa University - Phoenix, AZ Master of Education (M.Ed.) Major: Curriculum and Instruction GPA: 3.5
Aug 2000 - Aug 2006	Ottawa University - Ottawa, KS Bachelor of Arts (B.A.) Major: Elementary Education GPA: 3.0

Student Teaching

Mar 2006 - May 2006	Washington Elementary School District Moon Mountain Elementary - Phoenix, AZ
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Sixth Grade Classroom Teacher
Grade: A

May 2009 - Aug 2009 Dysart Unified School District
Willow Canyon High School - Surprise, AZ
Principal Internship
Grade: A

Certificates/Licenses

Jun 2014 - Jan 2021 Arizona State Department of Education
Elementary K-8/Principal
SEI

Jan 2015 - Jan 2018 Nevada Department of Education Teacher Licensure
Elementary License
Administrative, School, English, General Science, Mathematics, Reading, Social Studies
Number: 764784749A

Certification/Licensure Tests

Jun 2006 Arizona Educator Proficiency Assessment
Elementary
Passed - Arizona

Jun 2006 Arizona - Subject Knowledge Assessment
Elementary Education
Passed - Arizona

Jul 2009 Arizona - Administrator Assessments
Principal
Passed - Arizona

Work Experience: Education

Sep 2014 - Present Turning Winds Academic Institute - Troy, MT
Academic Director (Full-time)
Developed School Improvement Plan
Prepare the Annual Budget
Hire and Supervise Teaching Staff
Prepare all reports/data, including financial for monthly and weekly meetings
Grant Writing
Fundraising

Jun 2014 - Nov 2014 New Schools For Phoenix - Phoenix, AZ
Fellow (No Contract)
In this Fellowship I was trained in every aspect of founding, building and running a Charter School as well as writing the charter to be approved by the state.

Grant Writing
Fundraising
Community Involvement

Jul 2011 - May 2013 S. Sturgeon Middle School - Glendale, AZ
Dean of Students (Full-time)

Jul 2010 - Jun 2011 Globe Unified School District - Globe, AZ
Globe Unified School District

Director of Special Services (Full-time)
I was the Director over three departments; SPED, PD, and District Testing (including School wide testing and State mandated testing). I also was over the Federal Grants Department, writing, applying, and overseeing those grants.

- Jul 2009 - Jul 2010 Globe Unified School District - Globe, AZ
High Desert Middle School
Assistant Principal 5-8 (Full-time)
- Jul 2008 - May 2009 Imagine Prep at Surprise - Surprise, AZ
Seventh Grade Science (Full-time)
- Sep 2006 - Mar 2007 Dysart Unified School District - Surprise, AZ
Luke Elementary School
Eighth Grade Mathematics Teacher (Full-time)
- Jul 2000 - May 2006 Dragonfleye Charter School - Phoenix, AZ
Teacher (Full-time)

Extracurricular Activities

- Sep 2002 - Mar 2007 Phoenix, AZ
Student Council
I have been the student council advisory at multiple schools, and enjoy it immensely.

Special Skills

A+ Training

Kagan

Data Driven Instruction

Core Knowledge

Galileo Testing

Smartboards

Accelerated Math and Reading

Spalding

Grant Writing

References



Background Questions A

Please answer the following questions truthfully. If it is determined at a later date that you were not truthful, your offer of employment will be revoked.

Have you ever been convicted of a crime or offense?

No

Have you ever been discharged or requested to resign from a former position?

No

Have you ever been refused tenure, suspended, or terminated?

No

Have you ever had a teaching license revoked?

No

Have you undergone a criminal history record check within the last 90 days?

No

Signature A

By typing your name, you hereby affirm that all information given by you on this application is true and complete to the best of your knowledge and belief. You understand that any misrepresentation, falsification or omission will be sufficient cause for denial of employment or discharge.

* Name: Danielle Connolly

Teachers-Teachers.com
120 S. Central Ave, Suite 1000
St. Louis, MO 63105

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: Danielle Connolly DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
Builds relationships with diverse populations	5			
Inspiring leader	5			
Plans and leads staff development	5			
Adaptability to new ideas	5			
Expert communicator	5			
Ability to work collaboratively	5			
Dependability	4			
Effective liaison between agencies	5			
Professionalism	5			
Instructional leadership	5			
Organizational skills	5			
Maintains accurate data/records	5			
Develops annual school improvement	-			
Strategic thinker and planner	5			
Positive attitude	5			
Coordinates programs with higher education	-			
Coordinates assessments scheduling/ materials	5			
Writes grants	-			
Coordinates school community partnerships	-			
Sound judgment	5			
TOTAL SCORE	(98)			98

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: **Danielle Connolley**

(APPLICANT)

Reference / Evaluator

Company/Organization

Company Address



In what capacity have you known the applicant? her administrative assistant Dates of employment/time known: _____ TO _____

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability		X				
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement						
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education						
Coordinates assessments scheduling/ materials	X					
Writes grants						
Coordinates school community partnerships						
Sound judgment	X					

Other strengths the applicant can bring to the position:

We worked well together and she always made you feel good about the jobs you did. Danielle will do her very best to succeed in what ever she puts her mind to.

Areas of refinement needed to be successful in the position:

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

**Interview Writing Sample
Score Sheet**

Applicant: Danielle Connolly

Scorer: Carrie, Carrie, Bridget

Writing Sample Score: 5 (15 points possible)

The school that I am currently at has been in operation since 2002, at one time I believe that it was in good standing, this year I was asked to rebuild that school from the ground up. This included hiring teachers, teacher training, writing or purchasing curriculum, writing and putting policies and procedures in place, and writing both the academic piece of NIPSA and the School Improvement Plan for AdvancED.

I started this process by going through the curriculum that was available to the school, and helping teachers to develop a curriculum map and pacing guide, going through grades and transcripts of students and auditing files.

We found students had been placed in inappropriate classes, and mid-stream had to adjust the focus and be more student-centered. While it was hard to explain to parents, phone calls were made explanations given and students were moved to appropriate grade level classes.

Once students were in correct classes, I went looking for researched-based proven curriculum that gave our students what fits best for their needs, we have students who range from AP, Honors, to students who need credit recovery. I wrote course guidelines. I also researched and chose four programs, and presented to our board. The board gave approval for a trial period of one of the programs, after that trial period the school purchased the digital curriculum.

Within the year that I have been a part of my current school we have gone from a school that had students read out of a book and take a test and earn a credit to a school that has a blended program, and actual classes that students rotate through, our teachers are using the EEI guide for lesson planning. Students have had to adjust and they have, they are happy, see their hard work pay off, ask for their GPA and are learning to be self-advocates.

My teachers have found that being part of a team with a shared vision and direction makes the day better, the culture is better and they seem happier. I am now seeing my teachers take on different roles such as one who wants me to teach them more about data and how we move forward by paying attention to data driven instruction, I have one who has taken on the role of teaching other teachers how to prepare better lesson plans, and I have a first year teacher who has had to go through four Academic Directors in one year and now has a better love for teaching and wants to go into administration.

I feel that being able to accomplish this on a small scale with diligence and fidelity while holding high standards for myself has prepared me build a strong team of teachers and lead them to a shared vision and goal keeping in mind that we should always have the students in the forefront of our minds.

Interview Questions
Score Sheet

161

Applicant: Danielle Connolly

Scorer: Team

Question 1: 8 (15 points possible)

Question 2: 10 (15 points possible)

Question 3: 8 (15 points possible)

Question 4: 8 (15 points possible)

Question 5: 8 (15 points possible)

Articulation and Poise: 7 (10 points possible)

Total Score: 49 (85 points possible)

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

- Taught to sit back and watch.
- Assistant Principal, building a really good team.
- These are the changes. →

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

- Director of Professional Dev. what does everyone need?
- What do principals need. Going out and reading
- Survey Collect personal
- I don't really need that. →

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges

- Arizona, one of things. Arizona standards what they had already. Teachers had always done beyond to job. With the help of... They were able to work with teachers already

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

- Cross Curricular. So they are working together. Cornell notes. Narratives reading. Many Cross Curricular. Cornell notes. Actually don't take notes.

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

- Have been thinking. Not only principal, register by. Duo enrollment. Having them taking SAT ACT Program. Like taking out to other colleges. Duo →
- Watch teach take notes.

200 Student 24/7 Boarding

Approach team building.

Looking at data.

What are the items. What are the items
we need to move on

Consider mapping. Skilled Chalmers.
Still open, back for the Tough

enrollment. People coming to visit.
New school to Phoenix, how to grow from the
ground up - Insurance Company, Educ.
consultant, Mediator. Trying to
fundraise use to date Playweathers
coach

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

site visit - AP - build a strong team. Look to principals - data, curriculum - wants to be a part of it
2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

Dir of PD - what do principals need - what do teachers need - surveys - diff. between elem & hs. focus on need - not top down PD
3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Beyond textbooks (book) - unworked standards - challenge to get teachers to accept changes.
4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing; what are some effective ways to provide professional development to teachers?

Cross curricular training for all types of writing - Cornell Notes. If students need training in how to take notes.
5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

Courtly wearing many hats - advocate for dual credit, AP, Business owners in LU - has taken course in this area

Danielle Connolly

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

sit back and watch - building a team.
changes making - running smoothly
team/building team - test scores -
my principals - part of team.

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

director for P.D.
principals/teachers need -
survey - getting feedback -

finding right
P.D.

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

AZ -
try to rebuild - beyond textbooks
big idea - PD work w/other teachers
pacing supplemental materials -

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

writing across the curriculum
cross-curricular - writing across
use writing for all subjects
reading - narratives -

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

ins. co. - work w/
BYU -

love reaching out to

college - dual enrollment
high school principal
SAT ACT
mediator - GCU -

take notes -
more how to
take notes
how to take notes
different choices
visit always for
schools -
for phoenix -

Name Scott Hammond

Somerset Experience _____
Extra 2 Points 2

Leadership Experience _____
3 Points 2

Education Experience _____
BA = 1 Point _____
Masters = 2 Points 2
Masters + = 3 Points _____

Practical Experience _____
3 Points 1

Total Points 7

Scott Hammond

March 18, 2015

Somerset Academy Board of Directors
1378 Paseo Verde Pkwy, Suite 200
Henderson, NV 89012

Dear Board Members,

Please accept this letter and resume as my application for the position of Executive Director of Somerset Academy. This position requires a leader who can communicate, build consensus and motivate to action. As a committed educator and long time Charter School advocate, I believe that I am the right person for this job.

Five years ago, I was asked to join the Somerset Academy Board of Directors in order to establish the first Somerset Academy and the first Academica school here in Nevada. I participated in all aspects of opening a new charter school from outlining our vision, to deciding on a location, to hiring our first principal. I have played an active role in the establishment of Somerset Academy, from the first meeting with a small group of parents in a living room to what has now grown into thousands of students and families and five school campuses. I have volunteered my time from the first day to the present and have been absolutely honored to be a part of what has become one of the premier charter schools in the state of Nevada. No one understands who Somerset Academy is, where we hope to go and what we will be able to accomplish better than I do.

I currently serve on the board of the Charter School Association of Nevada. In collaboration with our fellow charter schools throughout the state, both large and small, I have educated and advocated on behalf of Nevada charter schools.

As a state legislator, I have gained experience in building relationships with diverse groups, problem solving, negotiating, finding solutions to complex problems, and making sound decisions. I have established strong working relationships with Academica, the State Charter School Authority, the State Department of Education, business leaders and others who are key to the growth of Somerset Academy.

As an educator, I have a clear understanding of how top performing schools function, and I am aware of the importance of building relationships with stakeholders who are willing to help set us apart from traditional public schools as well as other schools of choice. My experiences in various educational roles from classroom teacher to adjunct faculty member, from charter school board vice chairman/member to senate education committee

vice chairman will be extremely beneficial in the role as the Executive Director of Somerset Academy.

I will work tirelessly to continue executing our vision, moving forward establishing Somerset Academy as an innovator in education. I look forward to working with administrators and teachers who have exciting new ideas. I value the contribution of parents who understand the vital role they play in the academic success of their children. I am prepared to fulfill the promise of Somerset Academy providing an outstanding education to all of our students.

Sincerely,

Scott Hammond

Scott Hammond

Experience

Clark County School District

Teacher-Current

- Government Teacher
- Spanish Teacher/Spanish Club Advisor-planned, organized, and executed student trips to Mexico, Spain, and Costa Rica
- Student Council Advisor
- Girl's Varsity Basketball Coach
- Girl's Varsity Softball Coach

During my 16 years as a public school teacher, I have always worked very closely with my administrators, parents and students. I understand the importance of school choice and I see clearly the tremendous opportunities for innovation and forward thinking available to Somerset Academy. I have consistently maintained excellent relationships with my fellow teachers and administrators, parents and students.

Nevada State Senate

Member-Current

I have actively built relationships with education stakeholders from businesses, to non-profits, to parents and community members. I am familiar with current and past charter school legislation and laws. I have an understanding of the roles of the NDE and the State Charter School Authority. I am very familiar with education reform efforts and have working relationships with many of the education reform think tanks who are actively promoting the charter school movement. I have experience fundraising which will be an asset in helping to raise additional money to support new ideas and programs at each of Somerset's campuses.

Nevada State Assembly

Member-2011-2013

As a candidate, I managed my entire campaign. I organized a committee of volunteers, fund raised, created a budget, designed mailers, and knocked on thousands of doors.

University of Nevada Las Vegas

Adjunct Faculty-1999-2013

I taught Nevada Constitution and Introduction to Political Science classes both in a traditional classroom setting as well as online/distance education. This teaching experience familiarized me with online learning and gave me insight into the learning experiences it can provide for students as a stand-alone program or in conjunction with traditional classroom learning.

Scott Hammond

Boards and Committees

Charter School Association of Nevada

Board Member-Current

As a member of this board I work together with representatives from charter schools throughout the state to advocate for charter schools. In this position I have been able to observe the successes and struggles at charter schools of all sizes and structures. I have experienced first hand the relationship between state charter schools, the state charter authority and the Nevada Department of Education.

Somerset Academy Curriculum Committee

Chairman-Current

Serving as the chairman of this committee has allowed me to hear the differing ideas of each school administrator. I find it exciting to see that they each have unique and innovative ideas for using new curriculum and exploring the methods that will best fit each of their diverse populations of students.

Nevada Senate Transportation Committee

Chairman-Current

I decide which bills, presentations, amendments, and bill draft requests the committee will hear and vote on. I assign floor statements, approve committee minutes and action reports. The committee has five senators, a policy analyst, legal analyst, and four other staff members for which I have responsibility of overseeing.

Nevada Senate Education Committee

Vice Chairman-Current

I fulfill all of the duties of the committee chair in her absence.

Nevada Senate Judiciary Committee

Member-Current

Somerset Academy Board of Directors

Member, Vice Chairman-2010-2015

It has been a great pleasure for me to be a part of the establishment of and rapid growth of Somerset Academy. I clearly understand the relationships between the schools administrators, the board of directors and Academica. I have reviewed each yearly school budget and have participated in yearly administrator evaluations for each campus. I have participated in the opening of each new Somerset campus.

Scott Hammond

Nevada Interim Legislative Committee on Education
Member-2014

Task Force for the Prevention of Sexual Abuse of Children
Member-2014

Nevada Senate Government Affairs Committee
Member-2013

Nevada Assembly Health and Human Services Committee
Member-2011

Nevada Assembly Judiciary Committee
Member-2011

Nevada Assembly Transportation Committee
Member-2011

Education

University of Nevada Las Vegas

- **Teaching Credential - 1999**
- **Master of Arts, Political Science - 1997**
- **Bachelor of Arts, Political Science - 1995**

National Association of Charter Schools Conference
2012-2014

Education Commission of the States Conference
2013

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: Scott Hammond DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
Builds relationships with diverse populations	5	5		
Inspiring leader	4	5		
Plans and leads staff development	-	5		
Adaptability to new ideas	5	5		
Expert communicator	4	5		
Ability to work collaboratively	5	5		
Dependability	5	5		
Effective liaison between agencies	5	5		
Professionalism	5	5		
Instructional leadership	-	5		
Organizational skills	5	5		
Maintains accurate data/records	-	5		
Develops annual school improvement	-	5		
Strategic thinker and planner	5	5		
Positive attitude	5	5		
Coordinates programs with higher education	-	5		
Coordinates assessments scheduling/ materials	-	5		
Writes grants	-	5		
Coordinates school community partnerships	-	5		
Sound judgment	5	5		
TOTAL SCORE	5 (96)	5 100		98

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Scott Hammond (APPLICANT)

Reference /Evaluator's _____
 Company/Organization _____
 Company Address _____

In what capacity have you known the applicant? State Senator and friend Dates of employment/time known: _____ TO _____

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

Scott is one of the finest public servants, educators, and men I've ever met. He possesses the highest levels of integrity and honor. He is a leader in every sense of the word.

Areas of refinement needed to be successful in the position:

N/A

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Scott Hammond (APPLICANT)

Reference /Evaluator's Name

Company/Organization N

Company Address

In what capacity have you known the applicant? Professionally Dates of employment/time known: 2012 TO Present

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader		X				
Plans and leads staff development					X	
Adaptability to new ideas	X					
Expert communicator		X				
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership					X	
Organizational skills	X					
Maintains accurate data/records					X	
Develops annual school improvement					X	
Strategic thinker and planner	X					
Positive attitude	X					
Coordinates programs with higher education					X	
Coordinates assessments scheduling/ materials					X	
Writes grants					X	
Coordinates school community partnerships					X	
Sound judgment	X					

Other strengths the applicant can bring to the position:

Scott's position as a State Senator gives him unique insight and understanding regarding the policy debates that shape your industry. I have always found Scott to be a fair and honest participant in the policy making process. My assessment above is based on working with him on education policy. I have not had the

Areas of refinement needed to be successful in the position:

Everyone can get better, so I am sure that Scott could hone his craft. However, I am not in a position to comment directly in this regard. The following question regarding rehiring Scott is not something I could answer as I would have to do a more thorough personal interview to make a decision like that. That being said

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Other strengths the applicant can bring to the position:

Scott's position as a State Senator gives him unique insight and understanding regarding the policy debates that shape your industry. I have always found Scott to be a fair and honest participant in the policy making process. My assessment above is based on working with him on education policy. I have not had the opportunity to observe Scott as a teacher so I was not able to comment on the questions relative to that position.

Areas of refinement needed to be successful in the position:

Everyone can get better, so I am sure that Scott could hone his craft. However, I am not in a position to comment directly in this regard. The following question regarding rehiring Scott is not something I could answer as I would have to do a more thorough personal interview to make a decision like that. That being said Scott has demonstrated the qualities I would be looking for to give him serious consideration for a leadership position.

Scott
Hammond

scored by
C. Boehlecke

I know that in life, the hardest thing to do is to get started on an endeavor. Luckily, as a youth I learned that the hardest part is to trust yourself and take the first step. Standing around a 2nd grade classroom sink, Rosemary Foster, Rex, David and I concluded that our teacher, Mrs. Bohmer was the best teacher ever. We had to show her our appreciation, we just did not know how. I believe it was David who said, "we should have a surprise party for Mrs. Bohmer". That was it. We picked a date, figured we should make something for her and organized the menu for the party all in two days. We told our parents, enlisted a few moms who happened to be crafty and made Mrs. Bohmer a one-of-a-kind skirt replete with every type of imaginable kid designs drawn in acrylic paints. Looking back, it was most likely the most hideous piece of cloth known to man. The date chosen, the food prepared and the gift in hand we had our principle call her to the office while we prepped the room. Upon her return we had everything in place and boy did she cry. Years later, I learned that she actually did like the skirt. The moms knew what they were doing. The lesson I learned, know what you want to do and then take the first step.

Now I go back to 2010. Although I hold a masters in political science, my interest was never in American politics. I preferred to look at and research political structure and function in other countries. As a "comparativist", I was able to use my love of language and culture to make cross comparisons of not only political structure but also how the people acted within that political scheme. This all change when my wife suggested that I run for a state legislative office. Knowing my skills better than I know myself, my wife rattled of a rather lengthy list of qualities and skills she believed I possessed. I looked good on paper and decided to take the next step. I called a few people who are "in the know" and asked for advice. Together we a few influential friends and one political insider I developed a plan. I determined that if I was going to win in a primary contest I needed to look back at the voting trends of the last 6 primaries from the assembly district I was trying to win. The data provided me a target number to reach. Working backwards from the date of the primary I deduced that I needed to have 3400 people vote in my favor. In order to get that number, and not having much money, I knew that I had to knock on X number doors a day, this would in turn lead to have 30 face to face contacts with potential votes. Of those 30 daily contacts I had to secure 7 positive votes. This took place over a five month period. No matter the time of day or the weather, I had to go out for at least 4-5 hours a day. Dragging my children with me, as we practiced our spelling, math and all sorts of school material. In the end, primary day came. Out spent by every one of my for opponents, I still managed to win with around 3414 votes.

While there are more than 5 typos in this paper, it is, overall, well crafted in comparison to lower-scoring papers. The writer has command of the language, and while he spends a bit too much time on the lead and shorts the conclusion, it does meet most middle/high rubric elements. would score it a 10.

Interview Questions
Score Sheet

150
no writing

Applicant: Scott Hammond

Scorer: Team

Question 1: 5 (15 points possible)

Question 2: 8 (15 points possible)

Question 3: 8 (15 points possible)

Question 4: 6 (15 points possible)

Question 5: 8 (15 points possible)

Articulation and Poise: 10 (10 points possible)

Total Score: 45 (85 points possible)

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

how do you facilitate - charter authority
 school choice - establish what it looks like
 flexibility - great education - different
 technology - switch - help out - charter school

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community. PD - evaluation systems - PARR system - to help those who are probationary. 1st, 2nd, 3rd year teachers - valuable, support similar. effective - student achievement - PARR - Maryland -

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

change standards - more - test won't take into more questions - keep scores up - changed gaps significant to remove from consortium - solution - slow down - feedback - problems -

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? 3 types of writing - charter school authority - \$ for PD - Title II - ask for it all schools - Director - RPDP - good job explaining how to implement so critical - love a good teacher -

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

① RPDP - work development relevant 16 years of teaching university - nit or miss -

② do we need to have someone take a class - what do math/ELA teachers need to higher education - fill in gaps - content knowledge skills - ELA Math

switch -
 tried as a
 board member
 resources -
 community to
 establish
 support &
 access to
 community

I'll teach -
 All challenges -
 implementation
 70% informational
 70% text
 70% science
 SS Eng

\$ for P.P.
 PARR -
 access this - \$ for
 observations

* MA Political
 science -
 relevant -
 same for
 all teachers
 relevant

educator -
 classroom -
 stop teaching
 flexibility -
 resources
 principals

bring to the
 school

Somerset put
 of standards

informational
 text

tool we
 can't afford
 to lose

make sure
 development
 is there -

Scott Hammond

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

5

I have been on the board to come on. Always believed in school choice. So much of a one size fits all. They put us on committee curriculum. We have to establish what

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

8

Again another excellent question. Evaluation systems. CAREER assistance designed to try and help 2, 3 year teachers. How do we give them support like CAREER system. Keep them in the system. 4 and 5 year teacher

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges

8

Challenges -> Core, the problems because we have a test developed by a consortium we have a test that we can't adjust. State Supt. recognizes that. During the committee some feel

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

6

I was shocked out that this is title I funds and charters are not tapping in to. P.P.D.P. we need to tap into funds. Professional Development part is so

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

(In D)

8

R.P.D.P. For me the con I have went through 16 years and some times Staff Development is hit or miss. If we need access to pay someone from the university money to teach a class. Hands on teacher class. R.P.D.P. Higher Ed people all in

Somerset looks like. Reached out to
Switch. Put those together. They now have
a pipeline. Saw Adam today. Tried
to help out the principals. Getting
more resource. Establish resources,
access to community. I can provide
resources. Those are the things we
can bring to the school. This job
give feedback. Know what
becomes really good.

3. we have some gaps. If we remove, costs, slow
it down a bit. As the schools slow it
down. Most of what is done, slowing it down.
What is done of what is done, slowing it down.
BIA a lot of English learn informative
text. Had to explain that 70% of the information
can come from other areas explain what
the CC wants to come across. Most want
the kids to miss out for what the context
are miss

4. Classroom visits, monitor observations immediate
feedback. A lot more professional development
5 gaps. Content knowledge. I am talking to
three educators. - Make sure relevant
high ed.

Hammond

Somerset Executive Director Interview Questions

- 1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

flexibility - establish what Somerset looks like -
 connect with - across community -
 can provide resources - autonomy, flexibility

- 2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

PD/evaluation - PAR system - 1st, 2nd, 3rd year teachers, - retention -

- 3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

testing - decided by a committee. We can't change standards b/c we don't write the test
 feedback - state statute -

- 4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

PAR
 thousands of \$ left on the table in charter school
 PD, RPP - need training - kids need good teaching - retain

- 5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

RPP's 300 days pd works, some days it doesn't, retain pd - more public than better get hybrid in front of our people.

Name David Lamb

Somerset Experience _____
Extra 2 Points 0

Leadership Experience _____
3 Points 3

Education Experience _____
BA = 1 Point _____
Masters = 2 Points 2
Masters + = 3 Points _____

Practical Experience _____
3 Points 2
Total Points 7

Application Questions

Applicant: *David Land*

Scorer: *Bridget A. B.*

Directions: Please read and score the attached writing sample using the provided rubric.

Total Score: 10

Question One (1)	5 - Below Average	10 - Average	15 - Above Average
<p>Explain a time that you displayed initiative in leading a large task and how you were able to accomplish this task with a high level of quality.</p>	<ul style="list-style-type: none"> Lacked clarity in identifying and describing the situation related to the question. The large task was at the classroom level. Steps to complete the task were difficult to follow and/or incomplete. Limited explanation to define high level of quality for the task. Limited discussion on the impact of the large tasks. Five (5) or more errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Lack of effective organization of the composition. At the request of a supervisor, a task or project was completed. 	<ul style="list-style-type: none"> Identified and described the situation related to the question. The large task was at a grade/content-area level. Identified steps to complete the task. Defined high level of quality for the task. Described the impact of the large task. Four (4) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the composition. A task or project was enhanced or brought forth as a new idea. 	<ul style="list-style-type: none"> Clearly identified and described the situation related to the question. The large task was at the District, Organization or the School level. Identified steps to complete the task and described reflective thought processes. Defined high level of quality for the task in detail by providing examples. Described the impact of the large task and explained how this affected people (teachers, students, community, etc.). Three (3) or fewer errors in grammar, usage, vocabulary, spelling, and/or sentence structure. Effective organization of the well written composition. A need was identified and a task or project was developed and completed.

Dawn Robinette

From: David Lamb <david.louis.lamb@gmail.com>
Sent: Saturday, March 21, 2015 11:56 AM
To: Dawn Robinette
Subject: Executive Director Job Application
Attachments: Lamb Resume.docx; Educational Philosophy.docx; Letter of Rec.pdf

Dear Board of Directors and Hiring Committee,

I enthusiastically submit my resume and interest in applying for this exciting new leadership position at Somerset Academy. I have been an educator for over 25 years, the last 20 of which have been at The Meadows School here in Las Vegas and feel that my experience has prepared me well for this new opportunity. As a parent of a current 7th grade student at Somerset and the spouse of a former 4th grade teacher at Somerset, I have gotten to know a little bit of what the school is all about and have been very impressed.

I was struck by a couple of parts of the Somerset mission statement regarding the mission to prepare students to excel in academics and attain knowledge through life-long learning as well as the fact that Somerset Academy promotes a culture that maximizes student achievement and fosters the development of accountable 21st Century learners in a safe and enriching environment. Excellence in education and student achievement have been my focus my entire career. I've also been instrumental the past few years in implementing 21st century skills into the curriculum at The Meadows as we have combined with the 3 R's, **Reading, Writing, and Arithmetic**, the 4 C's of 21st century learning, **Critical Thinking, Creativity, Communication, and Collaboration** as we have raised the "technological floor" to better prepare our students for the years to come.

I have also attached my Educational Philosophy and a letter of recommendation from my former supervisor of many years. Please let me know if there is anything else you would like from me. I look forward to the opportunity to speak with all of you in greater detail regarding this position.

My best.

David Lamb

*emailed David
4/27 ☺*

David Lamb

Experience

- June 2010 to present **Upper School Director, The Meadows School, Las Vegas, NV.**
I direct all academic and extracurricular activities related to grades 9-12. I supervise a highly professional and able faculty and staff as well as work with an able and ambitious student body as they prepare for college. Among my many responsibilities are recruiting knowledgeable teachers and capable students who can be successful in our school.
- June 2004 to June 2010 **Dean of Students, The Meadows School, Las Vegas, NV.**
My responsibilities ranged from advising on all student activities, student council, and areas of student leadership to developing the assembly schedule, developing the master schedule, coordinating the AP Exams, and handling all behavioral issues.
- June 2000 to June 2004 **Upper School Spanish Teacher, The Meadows School, Las Vegas, NV.**
I taught at all levels of Spanish, I, II, III, and V Conversational. I utilized many communicative activities in the classroom to engage the students in the language. I also followed the accepted curriculum preparing the majority of the students for AP language.
- Aug 1995 to June 2000 **Middle School Spanish Teacher, The Meadows School, Las Vegas, NV.**
I developed the entire 6th grade Spanish program with an emphasis in oral communication. I also taught at the 7th grade level working closely with my colleague to develop an appropriate program for students entering the 8th grade. We also developed the Cinco de Mayo event.
- Aug 1993 to July 1995 **High School Spanish Teacher, Salinas High School, Salinas, CA.**
I taught Spanish I, II, and III where I used an eclectic style with such methods as TPR, Cooperative Learning, and Picture Descriptions to facilitate the developing of oral and written communication as well as listening comprehension.

Education

- Apr. 1999 to May 2001 **University of Phoenix, Las Vegas, NV Campus.**
I earned my Master's of Arts in Education Counseling.
- Sep. 1992 to June 1993 **Cal State University Fullerton, Fullerton, CA.**
I earned my teaching credential for the state of California.
- Jan. 1990 to June 1992 **Cal State University Fullerton, Fullerton, CA.**
I earned my BA in Spanish with an emphasis in Spanish literature.

Related Experience

- Department Chair:** I headed a Spanish task force to realign our vertical curriculum K-12. I continue to work with faculty members in the Lower, Middle, and Upper Schools as the Department Chair.
- Master Scheduler:** I have designed the Upper School Master Schedule of courses for 10 years.
- Faculty Recruiter:** I have interviewed and hired several new faculty and staff members in the Upper School.
- Admissions Committee:** I have participated on the Admissions Committee for 11 years.
- Advisor Student Activities:** I have planned and helped to carry out student activities for 11 years.
- Coach:** I coached boys' and girls' basketball in middle and upper school as well as boys' football in middle school.

INTERESTS &

HOBBIES

I enjoy reading, all sports, current affairs, movies, serving in my church, and spending time with my family. I am married with four children. I also enjoy scouting and camping and have earned the rank of Eagle Scout. I lived abroad for 2 years (85-87) in Spain.

**Doral Academy of Nevada
Academica Human Resources Division**

Reference Scoring

Name of Applicant: David Lamb DATE: _____

Traits/Qualities	Reference #1	Reference #2	Reference #3	Average Score
Builds relationships with diverse populations	5	5		
Inspiring leader	4	5		
Plans and leads staff development	5	5		
Adaptability to new ideas	5	5		
Expert communicator	4	5		
Ability to work collaboratively	5	5		
Dependability	5	5		
Effective liaison between agencies	5	5		
Professionalism	5	5		
Instructional leadership	5	5		
Organizational skills	5	5		
Maintains accurate data/records	5	5		
Develops annual school improvement	5	5		
Strategic thinker and planner	4	5		
Positive attitude	5	5		
Coordinates programs with higher education	5	5		
Coordinates assessments scheduling/ materials	-	5		
Writes grants	5	4		
Coordinates school community partnerships	5	5		
Sound judgment	5	5		
TOTAL SCORE	96	99		97.5

ATTN: Dawa Robnette

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: David Lamb

(APPLICANT)

Reference /Evaluator's

Company/Organization

Company Address

In what capacity have you known the applicant? Supervisor Dates of employment/time known: To current

Traits/Qualities	Excellent	Good	Fair	Poor	Unobserved	Additional Comments
	5	4	3	2	1	
Builds relationships with diverse populations	X					
Inspiring leader		X				
Plans and leads staff development	X					
Adaptability to new ideas	X					
Expert communicator		X				
Ability to work collaboratively	X					
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					
Instructional leadership	X					
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner		X				
Positive attitude	X					
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials						
Writes grants	X					
Coordinates school community partnerships	X					
Sound judgment	X					

Other strengths the applicant can bring to the position:

David is a solid, dependable, mild-mannered educational administrator who would be an asset to any institution.

Areas of refinement needed to be successful in the position:

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

David Lamb

HENRY L. CHANIN



February 23, 2015

Ladies and Gentlemen:

I am pleased to write on behalf of **Mr. David Lamb**, my colleague of many years at The Meadows School. During the time I served as Upper School Director there, David served as the Upper School's Dean of Students. When I became Head of School in 2010, I appointed David to succeed me as Upper School Director, in which capacity he continues to serve after my retirement in 2014.

David has proven himself to be comfortable in many different roles—i.e., as team leader, team player, counselor, consensus-builder, disciplinarian, academician, and friend. As an educational administrator, David has a long track record of fully supporting institutional goals and developing innovative and technologically advanced means of implementing them.

The mission at The Meadows is to turn able and ambitious students into life-long learners, 100% of whom go on to four year colleges and universities after graduation from the Upper School. This necessarily creates a competitive and intense environment, in which David always has managed to be calm and steady regardless of the nature of the storms occasionally swirling around him. He has worked effectively with all of the constituencies of the Upper School, including parents, faculty, and students. No matter how difficult a parent, how stubborn a faculty member, or how troubled a student facing him, David has demonstrated an uncanny ability to find just the right approach to get people to be positive and move forward in their own best interests.

As Upper School Director, David led the implementation of a major upgrade in technology between 2012 and 2014, including the introduction of online grading and scheduling software, the installation of a Smart Board in every classroom, and the requirement of all students to bring a laptop computer to school on a daily basis.

And, finally, although David's priorities as Upper School Director have aligned with the School's, putting academics first and foremost, he won the hearts and minds of the student body by being a vocal and consistent supporter of athletic and artistic endeavors as being a key to fostering well-rounded young men and women prepared for a lifetime of success.

David is personally decent, loyal and kind, and I recommend him to you without qualification. Please feel free to contact me for further information: drchan45@gmail.com, (702) 374-4269

Sincerely,

A handwritten signature in cursive script, appearing to read "H. Chanin".

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: David Lamb (APPLICANT)

Reference /Evaluators Name [REDACTED]

Company/Organization Th [REDACTED]

Company Address [REDACTED]

In what capacity have you known the applicant? US Director Dates of employment/time known: 1996 TO 2015

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					
Inspiring leader	X					Incredibly Inspirational
Plans and leads staff development	X					
Adaptability to new ideas	X					Extremely Innovative
Expert communicator	X					
Ability to work collaboratively	X					Best Colleague I have had
Dependability	X					
Effective liaison between agencies	X					
Professionalism	X					Professional in every way
Instructional leadership	X					
Organizational skills	X					Highly Organized
Maintains accurate data/records	X					
Develops annual school improvement	X					
Strategic thinker and planner	X					Always thinks ahead
Positive attitude	X					
Coordinates programs with higher education	X					This is his area of speciality
Coordinates assessments scheduling/ materials	X					
Writes grants		X				
Coordinates school community partnerships	X					
Sound judgment	X					Absolutely

Other strengths the applicant can bring to the position:

David is an extremely effective communicator and organizer. He is well read, intellectual, and personable. It has been an honor to work directly for him.

Areas of refinement needed to be successful in the position:

David possesses the qualities necessary to be coordinate the Somerset programs. He has a vast amount of knowledge and experience and is highly regarded.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

Somerset of Nevada

Academica Human Resources Division

CONFIDENTIAL REFERENCE FORM RE: Mr. David Lamb

(APPLICANT)

Reference / Evaluator's

Company/Organization

Company Address

In what capacity have you known the applicant? Administrator and teacher Dates of employment/time known: 1996? TO 2015

Traits/Qualities	Excellent 5	Good 4	Fair 3	Poor 2	Unobserved 1	Additional Comments
Builds relationships with diverse populations	X					Because he is a great listener.
Inspiring leader	X					Dignified leader by example.
Plans and leads staff development	X					Challenges himself to make staff development highly relevant
Adaptability to new ideas	X					Not impulsive. Committed to a well-written mission statement and philosophy
Expert communicator	X					
Ability to work collaboratively	X					
Dependability	X					Arrives early, stays late, and works hard
Effective liaison between agencies	X					
Professionalism	X					Not just professional, but a veteran professional in education
Instructional leadership	X					Teaches a Spanish class yearly and effectively models teaching pedagogy
Organizational skills	X					
Maintains accurate data/records	X					
Develops annual school improvement	X					Always thinking of producing better results. Pragmatic
Strategic thinker and planner	X					Enjoys the process of evolving and thinking forward
Positive attitude	X					I have always enjoyed my personal communication with him on a variety of topics
Coordinates programs with higher education	X					
Coordinates assessments scheduling/ materials	X					
Writes grants					X	
Coordinates school community partnerships	X					
Sound judgment	X					Deliberate thinker with the ability to extrapolate results from a decision

Other strengths the applicant can bring to the position:

I took the time to look on your web site the responsibilities and preferred capabilities that your institution is looking for in an executive director. There is no doubt in my mind that Mr. David Lamb fulfills these requirements and would be a great fit for your institution. I also know some of the principals at different campuses.

Areas of refinement needed to be successful in the position:

He is an inspiring leader in my eyes because I am drawn to a thoughtful, inquisitive, evolving leader of substance; however, he is not a charismatic personality.

Would you rehire this person to lead the organization you are involved with? YES NO

Have you been limited in your responses in any way? YES NO

DAVID LAMB

Other strengths the applicant can bring to the position:

I took the time to look on your web site the responsibilities and preferred capabilities that your institution is looking for in an executive director. There is no doubt in my mind that Mr. David Lamb fulfills these requirements and would be a great fit for your institution. I also know some of the principals at different campuses and am extremely confident in Mr. Lamb's ability to work well with these campus leaders!

**Interview Writing Sample
Score Sheet**

Applicant: David Lamb

Scorer: Team

Writing Sample Score: 10 (15 points possible)

About five years ago when I took over as the Director of our Upper School my boss, who has the title of the Head of School, asked me my opinion on our Foreign Language Department. I shared with him at that time that I always felt that we short changed our Spanish students in that we seemingly started them over in 6th grade and then again in 9th grade. Or in other words, our vertical curriculum was not seamless between 5th and 6th grades and then again between 8th and 9th grades. In my opinion, the transition between those grades should have been as easy as the transition from 3rd to 4th or 7th to 8th grade but they weren't.

The first thing I did was go and observe every Spanish teacher teach at every grade level K through 12. My assumptions were confirmed as I saw marvelous things happening at each level and then two major steps back every time the students transferred from elementary school to middle school or from middle school to high school. It was disappointing to see so much good that would be undone simply because the teachers were making incorrect assumptions about the students they receiving from the other divisions.

I created a task force that included all of the Spanish teachers K through 12, the elementary and middle school principals, and our Dean of Studies at the time. At first, I thought this task force would be a simple exercise in helping the faculty members understand the great things each one was doing. However, I soon realized that they were more concerned that I was criticizing their work and that their jobs were in jeopardy. They also felt that if it wasn't broken why fix it. My task was much larger than I had anticipated.

The next step was to interview a random sampling of students and parents. With that information I was able to go back to the task force and show them the perception that was out there in our community of our Spanish department. It was painful, but at least I had their attention and was able to move forward with their cooperation. I then asked them to observe each other teach, especially those classes that fed into their own, and then sit down together and discuss their observations. (For the record, my most favorite class of all time to observe is kindergarten Spanish. It is inspiring!) This communication was vital to the success in our department.

After a year of observing and discussing we were able to redesign the vertical curriculum to make it seamless between divisions. Our students now enter middle school and keep going with their Spanish studies as if they had never left elementary school. The same can be said of the students entering high school. This has also given our high school students more freedom to learn at their pace. We now have sophomores taking and passing the AP Spanish Language Exam with juniors taking and passing the AP Spanish Literature Exam. Then as seniors, they continue their



Interview Questions Score Sheet

Applicant: David Lamb

Scorer: Team

Question 1: 5 (15 points possible)

Question 2: 5 (15 points possible)

Question 3: 5 (15 points possible)

Question 4: 4 (15 points possible)

Question 5: 8 (15 points possible)

Articulation and Poise: 5 (10 points possible)

Total Score: 32 (85 points possible)

David Lamb

Somerset Executive Director Interview Questions

- 1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

Position working with principals at the Meadows by myself. Have someone to work with. First get to know each principal, find out each other, come up with a plan of action. Not correct

- 2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

Similar talk with each admin. This is my very first day of teaching we had professional development. What do your administrators do well, concerns

- 3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

Biggest challenge is getting parents & teachers on the board. We don't do it and they have a valid point. I have gotten to know a little bit about it.

- 4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

There is a lot of different ways. When it comes to professional development we look outside and we have expertise. Teach and train, observe each other. Hire our people out there

- 5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

That is a great question. U.N.H.V. shed light on education depart. All of the departments there. Extensions. Come up with programs that would meet their needs. Other business. Reaching out and having relations. Mr. & Lawyer some of taught. Started will go off with an alumni

*Alex Karabachew
Ryan
Morgan
Apples*

acting like the smartest person in the room.
Wonderful opportunity. Measures & divisions.
Like H.3. Principal. Typically, leaves
you alone then comes in and says "Bad"
you need to do this - seen good and ^{Bad} walked
shouldn't be. Best thing to help student
achievement, help teacher have resources.
Seen good and bad. Every year contract,
if someone doesn't like. I have been
criticized for not getting rid of teachers.
We as a group.

2. Didn't hold back. Given a task address
concerns. We are going to get together
regularly. Never went back to them.
Learned what not to do. I am sure
you have been in many that didn't go
well. You need to be inspiring. Some
to use the tool. In many times don't
give them time. Part of that
professional dev.

3. My wife sees that Common Core, P.I.
Standard based grading. What made
her believe. Seeing the success.
made connections

in town. We had a student shadow
special teacher. That is a fabulous
program. As it has its own prof.
Doesn't have to be for alumni can be
parent

Dave Lamb

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

work closely w/ principals, bounce ideas - get to know princ & leadership teams - plan that meets needs of each school. Similar to what he does now - like the house piece. Teacher has resources to be successful.

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

needs (weakness & strength) of the school - go back - not one - done. immediate too - time

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

getting teachers & parents on board & standards doesn't do it. Goal of standards-based grading - 11/12

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers?

look at your own teacher to provide PD. Get ppl to provide PD.

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

- UNLV - all departments
- Reach out to professionals
- externship program
- alumni, parents.

David Lamb

Somerset Executive Director Interview Questions

1. Please share how you would work with Somerset principals to improve student achievement in the elementary, middle and high schools? How will you go about implementing a plan of action? (Candidate can pick a Core Area)

Head of School - H.S. Principal -
I've seen good - bad
structure - *Closely with Principals - excited to be here*
resources - help teachers identify stren. weaker
long man - have someone to bounce things off
get to know - strengths, weaknesses
teams - site - plan of action - not one

2. Describe how you would assist in developing and coordinating professional development activities for administrators, teachers, and parents/community.

criticized for not getting rid of teachers
I'm the boss -
Head of School - bounce ideas off size fits all - not smartest man in room
out the door - owe it to everyone to help teacher succeed
weaknesses/strengths - J. Steinbeck -
very first day as a teacher - H.S. - faculty - PD -
P.D. team - what do administrators do well? What do they do that is no well? get together to monitor -
PD - any concerns - what not to do - want to use tool - how to integrate -
file & forget PD to digest + what am I going to do w/ it now
getting teachers & parents on board
valid points - Somerset - Kitty Ward
son student Somerset
differentiated instruction - CC + standards-based grading

3. Beginning in the fall of 2011, the implementation of the Common Core State Standards K-8 for English Language Arts was initiated in all elementary and middle schools. Describe what you see to be the challenges with implementation and solutions to these challenges.

getting teachers & parents on board
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son student Somerset
differentiated instruction - CC + standards-based grading

4. The Common Core State Standards clearly outline three types of writing our students should be instructed in so that they are truly Career and College Ready. Attached is an article that lists the three types of writing, what are some effective ways to provide professional development to teachers? a lot of different ways -

look outside - quite a few people who can teach & train & help colleagues - go and observe each other - around here who are right in our own backyard successful -

5. What ideas do you have to effectively collaborate with higher education institutions and other professional development providers, bringing additional resources to Somerset Academy?

college campuses
do's & don'ts
give back great? - fabulous opportunities
to the school - UNLV - all depts. not just opportunities -
parents - happy to host - Brainstorm - site administrators -
activities that meet their needs
speed teacher -
reach out in - professions - drs. lawyers -
school - externship - Senior - alum - shadow the person -

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015

Agenda Item: 5 – Discussion and Action to Appoint Executive Director.

Number of Enclosures: 0

SUBJECT: Discussion and Action to Appoint Executive Director.

Action

Appointments

Approval

Consent Agenda

Information

Public Hearing

Regular Adoption

Presenter (s): Board

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 60-90 Minutes

Background: After having interviewed the Executive Director candidates, the Board will determine their selection for the Executive Director position.

Submitted By: Staff

SOMERSET ACADEMY OF LAS VEGAS

Supporting Document

Meeting Date: May 20, 2015
Agenda Item: 6 – Discussion and Possible Action Regarding Board Member Search.
Number of Enclosures: 0

SUBJECT: Discussion and Possible Action Regarding Board Member Search.

Action
 Appointments
 Approval
 Consent Agenda
 Information
 Public Hearing
 Regular Adoption

Presenter (s): Ryan Reeves

Recommendation:

Proposed wording for motion/action:

Fiscal Impact: N/A

Estimated Length of time for consideration (in minutes): 10-15 Minutes

Background: Previously, the Board had requested Academica to do a search for Board member candidates that were both a parent of an enrolled student and an educator.

An additional Board seat has become available since the original search. It is asked that the Board provide direction for a continued search and what parameters the Board would like to see in potential candidates.

Submitted By: Staff