

19 – Years in Public Education

14 – Years as Administrator

6 – Years as Superintendent

7 – Years as Principal (at all levels)

- **Awarded ESC Region 18 “Superintendent of the Year” (2017-18)**
- Achieved “Met Standard: five consecutive years (Kermit & Winona)
- Achieved a total of 8 Distinctions (Kermit & Winona)
- Turned around and moved all campuses out of IR (KISD)
- Awarded Early College High School Designation in 2016 (KISD)
- Successfully implemented program to recruit International Teachers from India for math/science due to teacher shortage (KISD)
- Balanced budget for the first time in 10 years; added to fund balance; audit Property values; restructure QSCAB bonds (Winona ISD)

Profile — of — Accomplishments

KERMIT ISD

- Early College High School Designation awarded in 2016
- Implemented *Grow Your Own Teacher* program
- Curriculum Initiatives - Guided Reading and Neauhaus Phonics in Elementary; *Advancement via Individual Determination (AVID)* as a cohort model in junior high school and Project Based Learning (PBL) for district
- Planning T-STEM Academy for KJHS funded by grants
- Created Professional Learning Communities (PLC) embedding within the instructional day
- Recruit International Teachers for math / science due to teacher shortage
- Hip2Hip - program to coach/model instruction and planning for induction year teachers and alternative certified teachers
- Strategic planning for student support services for major renovations, facilities maintenance and major purchases of equipment.
- Implement “90-day plan” with in the T-PCESS framework for all administrators so that goals and progress are transparent.

- Balanced budget for the first time in 10 years; added to fund balance; audit Property values; restructure QSCAB bonds
- Curriculum Initiatives - Project Based Learning (PBL), restructured course sequencing and new CTE offerings, and *Advancement via Individual Determination (AVID)* as a cohort model
- Curriculum and engagement innovations, using “Fundamental Five” instructional program by refocusing professional support staff roles.
- Strategic planning for student support services for major renovations, facilities maintenance and major purchases of equipment.
- Grant partnership with UT Tyler for enrichment activities. Also awarded Teacher Quality Grant to help middle school math and science teachers improve skills and student achievement.
- Strategic Technology Plan to implement a one-to-one technology initiative.
- Developing teacher retention model to include subsidizing Masters degree, longevity and attendance incentives.
- Implement “90 day plan” for all administrators so that goals and progress are transparent.

WINONA ISD