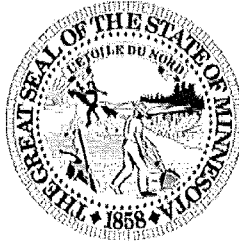


STATE OF MINNESOTA

Executive Department



RECEIVED

DEC 15 2020

Governor Tim Walz

President of the Senate

NOTICE OF APPOINTMENT

Jinger Gustafson

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed you to the office of:

Higher Education Administrator Member Board of School Administrators

Effective: December 16, 2020

Expires: January 2, 2023

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

Signed and sealed December 11, 2020.



Handwritten signature of Tim Walz in black ink.

Tim Walz
Governor

Handwritten signature of Steve Simon in black ink.

Steve Simon
Secretary of State

Replacing: Kimberly Hartung

Filed on December 11, 2020
Office of the Minnesota
Secretary of State,
Steve Simon

Application for the position Higher Ed Faculty Member in an Educational Administration Program

Part I: Position Sought

Agency Name: Board Of School Administrators
Position: Higher Ed Faculty Member in an Educational Administration Program

Part II: Applicant Information

Name: Dr Jinger A Gustafson
Phone: (612) 817-4369
County: Hennepin
In House District: 61B
S House District: 5
Recommended by the Appointing Authority: False

Part III: Appending Documentation

Cover Letter and Resume

Type	File Type
Cover Letter	application/pdf
Resume	application/pdf

Additional Documents (.doc, .docx, .pdf, .txt)

Type	File Name
No additional documents found.	
Veteran:	No Answer

Part V: Signature

Signature: Jinger A. Gustafson
Date: 11/18/2020 2:50:32 PM

RECEIVED

DEC 15 2020

President of the Senate

November 18, 2020

Dear Governor Walz,

Please accept this Letter of Interest as part of my application to be considered for an appointment to the Minnesota Board of School Administrators in the role of Higher Ed Faculty Member in an Educational Administration Program. My interest in this appointment stems from my belief that there are gaps in systems; not gaps in children.

Educational systems, organizations, units, and departments consist of people, processes, protocols, policy, and procedures. People should be first (as you will notice in the list) and the first people should be children. Being a team member of the Board of School Administrators enables an avenue to take care of the children by collaborating, creating, and confronting the processes, protocols, policy, and procedures that may inhibit the success for ALL children.

I am a seasoned, results oriented, educational problem-solver. I take a systems approach in all aspects of education. I am continually energized by opportunities, and I enjoy the teamwork it takes to put in place long-term solutions. I am a collaborative leader, who intently listens and responds to feedback and is not shy about taking innovative, never-before-tried approaches. Having served in several roles throughout the educational system, I believe my career progression and path enables me to tackle challenges with a unique point of view while delivering empathy, practicality and an "I have been there" approach.

I believe my role on the Board of School Administrators will require public engagement work, stakeholder collaboration, and community building. I have successful experiences in these areas; whether, it being with PK-12 or graduate students, PK-12 or Minnesota State and/or University staff and faculty, school boards, and/or community. I work from the understanding that with a best practice there are typically even better practices when generating solutions.

I want to serve the broader educational community and I feel that my role on the Board of School Administrators will open avenues towards that goal. Please find on my resume my comprehensive work experience and accomplishments over two and a half decades. Please do not hesitate to contact me at 612.817.4369 or jinger.gustafson@mnsu.edu with any further questions.

Thanks, and best,

Jinger A. Gustafson
Jinger A. Gustafson, Ed. D.

RECEIVED

DEC 15 2020

President of the Senate

Jinger A. Gustafson

117 Portland Avenue #502 | Minneapolis, Minnesota 55401

P: 612.817.4369 | E: jinger.gustafson@mnsu.edu

Higher Education Experience

MINNESOTA STATE UNIVERSITY MANKATO – Edina Campus, Edina, Minnesota

2016 - Present

Department Chair | Assistant Professor

Department of Educational Leadership

The Department of Educational Leadership is dedicated to developing and enhancing the capacity of leaders who will eliminate predictable racial disparities through project-based learning and learner centered programming in our Master of Science, Specialist, and Doctorate graduate degrees. Responsibilities include:

- **Department Chairperson (Fall 2018 – present)**
 - Provide academic and administrative coordination of programming
 - Foster an environment that enhances individual and departmental growth and development
 - Coordinates activities related to department, college, and university
 - Forward recommendations of the department to appropriate designee
 - Serve as Minnesota State University, Mankato representative on the Licensing Collaborative for Educational Administration (advisory group to the Minnesota Board of School Administrators)
- **Teaching**
 - Professional Development Colloquium I (Doctorate Program)
 - Doctorate Internships I & II (Doctorate Program)
 - Proposal and Dissertation Committee Chairperson (Doctorate Program)
 - Advanced School Administration and Finance (Specialist Program w/ Administrative Licensure)
 - Legal Issues in Administration (Specialist Program w/ Administrative Licensure)
 - Policy and Administration (Specialist Program w/ Administrative Licensure)
 - Internship in Administration (1 & 2) (Specialist Program w/ Administrative Licensure)
 - Portfolio Review (Specialist Program w/ Administrative Licensure)
 - Ethics in Leadership (Master's Program)
- **Research Interests**
 - Organizational Ethics, Special Education, Women in Leadership, and Racial Literacy, Consciousness and Equity
- **Presentations**
 - 2020 Minnesota Association for School Administrators/Minnesota Association for Special Education Administrators Spring Conference
 - *Commitment to Equity: A community-wide effort to educate and engage in courageous conversations about race.*
 - 2019 Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR) Convening
 - Poster session outlining the work of the Minnesota Site Leadership Team (SLT) Technical Assistance Grant
 - 2018 University Council for Educational Administration (UCEA) Convention
 - *Advancing Racially Conscious School Leaders in Higher Education: The Reason, The Focus, and The Action*
 - 2018 National Summit for Courageous Conversations
 - *Advancing Racially Conscious School Leaders in Higher Education: The Reason, The Focus, and The Action*
 - 2017 Women in Educational Leadership Conference
 - *Imaging Inequity: Top-job Gender Inequity in U.S. Public Schools*

RECEIVED

DEC 15 2020

President of the Senate

Gustafson 2

▪ Publications

Gustafson, Rasmussen, & Raskin (2020). START with Race: Designing racially conscious principals. *AASA Journal of Scholarship & Practice*, 16(4), 8-23.

McGinnis, S.D. & Gustafson, J.A. (2020). Can choices be this simple: Survival or status? *ethikos*, 34(7), 7-8.

McGinnis, S.D. & Gustafson, J.A. (2020). Perfecting the recipe for your ethical culture assessment sauce. *Compliance and Ethics Professionals*, 44-46.

▪ Publication In-Press

- Cornelius, K. & Gustafson, J. (2021). Starting Self-Advocacy Early: Working with School Administrators to Improve Relationships, *Teaching Exceptional Children* (January 2021).

▪ Creative Activities

- Two part blog post on the Rethink Compliance blog using Maslow's Hierarchy of Needs to explore communicating and teaching strategies in the time of COVID-19.
 - *Everything Is Different Now: Communicating in the Time of COVID-19 (part one)*
 - <http://www.rethinkcomplianceco.com/blog/everything-is-different-now-communicating-in-the-time-of-covid-19>
- Blog post on the Rethink Compliance blog sharing strategies for measuring culture by applying the Knoster Model of Managing Complex Change.
 - *Perfecting the Recipe for Your Ethical Culture Assessment "Sauce"*
 - https://www.linkedin.com/posts/rethink-compliance_perfecting-the-recipe-for-your-ethical-culture-activity-6718918123312967680-hT7d

▪ Leadership and Professional Development

- Minnesota State Luoma Leadership Academy participant (cohort 10)
- Co-facilitator for the Institute for Courageous Teacher Leadership, through the Center for Engaged Leadership, which creates space and time for teacher leaders to begin and/or continue their racial journey
- Coach for the Institute for Courageous Principal's, through the Center for Engaged Leadership, which brings administrators (school and central office) together for professional development surrounding racial literacy, racial consciousness, and racial equity
- Co-facilitator for Owatonna Courageous Educators (Owatonna Public Schools)
- College of Education Professional Partnership and Support Advisory Board Chairperson
- College of Education Policy, Procedure, and Review Board member
- Policy drafter for a new Grade Appeal Policy
- Site Leadership Team member for Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR) Technical Assistance Grant
- Specialist Program with Administrative Licensure Graduate Program Coordinator (2017 – 2019)

E-12 Administrative Experience

EDUCATIONAL SERVICE CENTER, Anoka-Hennepin School District, Anoka, Minnesota

2011 - 2016

Associate Superintendent for Middle Schools

Served the largest school district in the state of Minnesota encompassing 13 municipalities in Anoka and Hennepin counties and approximately 38,600 students, I was directly responsible for the oversight of six middle schools and also led several District-wide strategic initiatives including the Anti-Bullying and Anti-Harassment program, working directly with the United States Department of Justice, United States Department of Education - Office of Civil Rights - and Great Lakes Equity Center to address the District's five-year Consent Decree; crucial efforts to close the achievement gap among students of color and special populations, a top District priority; positive culture development across the District from classroom to school building to neighborhood and beyond; and the collaborative process to create a state-compliant teacher and principal evaluation process in partnership with the teachers and principals union leadership. Beyond the traditional Associate Superintendent for Middle Schools role, my District-wide leadership often required preparing and presenting reports to the School Board related to oversight areas and participating in community engagement efforts on various topics.

President of the Senate

Gustafson 3

Direct leadership responsibilities included:

- Curriculum, Assessment, and Instruction
Directly responsible for staffing, budgeting, and programming for the following District departments:
 - Birth-to-21 Special Education
 - Quality Compensation
 - Indian Education
 - Secondary Education Curriculum

- E – 12 Student Services
Directly responsible for staffing, budgeting, and programming for the following District programs:
 - Anti-Bullying and Anti-Harassment
 - Title IX
 - School Based Mental Health
 - Achievement Integration Minnesota (Desegregation programming)

- Direct management, in coordination with the District’s Chief Financial Officer and in collaboration with the Superintendent, Associate Superintendents of Elementary and High School, Department Heads, Supervisors, and Principals, approximately 100 million + of the overall annual District budget covering the following funding streams:
 - Special Education = \$43 million (state aid), \$30 million (district expenditure), \$7 million (transportation)
 - Quality Compensation = \$10 million
 - Northwest Suburban Integration School District (Achievement Integration Minnesota) = \$5.4 million
 - Secondary Curriculum, Assessment, and Instruction = \$2.25 million
 - Safe and Drug Free Schools = \$750,000
 - Strategic Investments (Anti-Bullying and Anti-Harassment) = \$250,000 (one-time funding source)
 - Strategic Investments (Gateway to Technology – Project Lead the Way (6 middle schools) = \$470,000
 - Pentair Grant = \$250,000
 - Title III (ESL) = \$3 million

- District Leadership & Advisory:
 - Cabinet Member, Curriculum, Assessment and Instruction and Operations Leadership Team
 - Chairperson: Anoka-Hennepin Anti-Bullying and Anti-Harassment Leadership Team; Desegregation Community Collaboration Council; E – 14 Calendar Committee; Secondary Operations and Leadership Team
 - Facilitator: Anoka-Hennepin, Faith Based, Community Partnership Steering Committee
 - Co-Facilitator: Expanded Cabinet
 - Elementary, Middle, and High School Associate Superintendent Meetings with Superintendent (bi-weekly meetings) and three Associate Superintendents, Superintendent and Directors of Community Education and Elementary and Secondary Curriculum, Assessment, and Instruction (bi-weekly meetings)
 - Levy Referenda Leadership Team Member

- Leader of the Anoka-Hennepin School District World’s Best Workforce Plan
- Leader of the Anoka-Hennepin School District Annual Yearly Progress (AYP) plan

RECEIVED

DEC 15 2020

Leadership Results:

- As Chair of the Anoka-Hennepin Anti-Bullying and Anti-Harassment Leadership team, I led the collaborative effort working with the U.S. Department of Justice, and U.S. Department of Education - Office of Civil Rights - to set a strategic plan to enhance the public’s perception of the District’s schools as offering a safe and respectful learning environment.
 - Key metric: Decision Resources (now Morris-Leatherman) Residential Survey in 2014 reported 3% of the community felt bullying defined to District’s reputation; in 2015 that statistic was 0%, indicating we overcame major challenges and achieved our goals.

- Led the Student Services Department and work in collaboration with other departments to close the achievement gap among students of color and special populations.
 - Key metric: Anoka-Hennepin students of color and special populations are more likely to be proficient in Math, Reading and Science than across the state.

President of the Senate

Gustafson 4

- Oversaw the educational programs for middle schools working directly with principals, collaborating with the neighborhoods to build trust, drive positive cultures, and generate satisfaction with those we serve.
 - Key metric: in the 2013 Parent Attitude Satisfaction Survey, 92% say they are overall satisfied; 95% say they believe staff cares about the students, school is safe, and delivers a quality education. According to the 2015 Student Engagement Survey, middle school students' percent of overall engagement was 87%. According to the 2015 Minnesota Comprehensive Assessments (MCAs), middle school students showed gains in Math, Reading and Science, including an increased margin to 18.4% over the state average for Science.
- Active participant in a year-long effort for teacher/principal evaluations to ensure state law compliance with an efficient, rigorous model.
 - Key metric: streamlined the teacher evaluation process from 68 to 22 rubrics, reducing duplication and workload by two-thirds, while honoring the existing evaluation process.

OAK VIEW MIDDLE SCHOOL, Andover, Minnesota

2006 - 2011

Principal

- Leadership of 120+ staff and 1,300+ students in the most affluent and least diverse community in the District. The school was challenged with students and families living in or close to living in poverty and an increasing diverse population.

Leadership Result:

- Led the school-wide roll-out of Professional Learning Communities, which provided a vehicle to enhance a results-oriented climate and culture around student learning.

ROOSEVELT MIDDLE SCHOOL, Blaine, Minnesota

2003 - 2006

Assistant Principal

- Administrative oversight of 110+ staff and 1200+ students. The school was challenged specifically by over-identification of students for Special Education.

Leadership Result:

- Led the development and roll-out of a Pre-Referral Intervention Team Process, whereby and in-depth team evaluation of students prior to the qualification process for Special Ed resulted in a lower referral rate ratio.

JOHN ADAMS MIDDLE SCHOOL, Rochester, Minnesota

2001 - 2003

Assistant Principal

- Worked with a staff of 120+ and 1300+ students. The school was designated as the "newcomer school" for the District, where all new-to-country students attended, placing staff in a first-point-of-contact role for families requiring additional services delivered by the school.

Key Leadership Result:

- Forged positive school-to-family relationships and a supportive culture to help immigrant families in their transition to life in the U.S.

SCOTT HIGHLANDS MIDDLE SCHOOL, Apple Valley, Minnesota

2000 - 2001

Dean of Students; Athletic Director

SCOTT HIGHLANDS MIDDLE SCHOOL, Apple Valley, Minnesota

1999 - 2000

Student Services Specialist, facilitating student counseling services

RECEIVED

DEC 15 2020

Teaching Experience

SCOTT HIGHLANDS MIDDLE SCHOOL, Apple Valley, Minnesota

1993 - 1999

Physical Education and Health Teacher 6th, 7th and 8th grades; Coach

- Provided academic, social, emotional, and physical instruction in an individual and team-teaching environment
- Coach: soccer, basketball, swimming, and softball

President of the Senate

Public Engagement Experience

ANOKA-HENNEPIN SCHOOL DISTRICT Associate Superintendent for Middle Schools

- School Board appointee, Anti-Bullying and Anti-Harassment Community Task Force. Bring forth concerns of students and parents related to harassment incidents and the District's overall culture/climate; recommend strategies to prevent harassment and improve the educational climate; and develop and implement outreach strategies for parents and families aimed at building awareness around, addressing concerns related to, and gaining feedback regarding the District's anti-harassment efforts

Gustafson 5

- Team member, Labor Management Committee. Served as a member of labor and management committee to address large-scale issues and/or concerns
- Leader, Faith-Based, Community Partnership Steering Committee and Team
- Indian Education Parent Advisory Committee/Johnson O'Malley Committee (Ad Hoc Member)
- Student meetings with Superintendent and Title IX/Equity Coordinator. Avenue to collect input and feedback on school climate and culture

Principal

- Leader, Levy Referenda Site Team. Development of a site-specific levy plan
- School Board appointee, Future Focus Team. Creating financial scenarios surrounding educational services in Anoka-Hennepin School District
- School Board appointee, Facility Use Task Force. Studied capacity of schools, enrollment projections, future program needs and staffing ratio, transportation costs and student support service costs to make recommendations toward the goal of the most efficient use of facilities and district resources
- Middle School Principal Representative, High School Credit Requirement and Schedule Committee. Provided options regarding high school schedule and credit requirements
- Participant, Middle School Schedule and Requirement Committee. Reviewed and proposed changes to the middle school schedule and requirements for middle school students

RECEIVED

DEC 15 2020

District-Wide Internal Operations Experience

ANOKA-HENNEPIN SCHOOL DISTRICT 11

Associate Superintendent for Middle Schools

- Curriculum, Assessment, and Instruction Committee. Superintendent, three school board members, associate superintendents, directors of curriculum, instruction, and assessment and community education meet on a monthly basis to discuss upcoming curriculum, assessment and instruction items that may be forwarded to the school board for action, status reports, and/or approval
- Teacher Meet and Confer. Opportunity for teachers to address the school board three times per year
- Principal Meet and Confer. Opportunity for principals to address the school board three times per year
- Principal Evaluation and Performance Appraisal System Revisions Committee. Alignment of state statute and current evaluation system for Anoka-Hennepin administrators
- Teacher Evaluation and Performance Appraisal System Revisions Committee. Alignment of state statute and current evaluation system for Anoka-Hennepin certified staff
- Quality Compensation Steering Committee. Five labor and five management staff convene to discuss and assist in the planning of the Quality Compensation program
- Technology Steering Committee. Organizational connectedness, guidance for others, thought laboratory
- Best Practices Committee. Examine available technologies which will promote and support best practice in curriculum, assessment, and instruction for engaging students, making school more relevant, and preparing students to be digital citizens
- Student Services Leadership Team. Monthly meetings to review practices, policies, and procedures
- Special Education Restrictive Procedures Oversight Committee. Review the use of restrictive procedures and related data to inform better practices
- Secondary Principals Association Board. Representatives meeting MS and HS Associate Superintendents

Principal

- Quality Compensation Planning Team. Preparing proposal for submission to Minnesota Department of Education
- Race to the Top. Member of A-H delegation to hear state proposal
- Performance Appraisal System. Reviewed and developed updated version of teacher evaluation processes used throughout Anoka-Hennepin School District
- Facebook Pilot Group. Planning and implementation of Facebook as a communication tool
- Curriculum Advisory Council. Collect and study available student achievement data and other information to set direction for curricular programming

Assistant Principal

- Curriculum Support Team. Organize/facilitate Social Studies Department Leader meetings and district staff development; collaborate with district level support person; attend curriculum support team meetings; and propose yearly budget to Director of Curriculum, Assessment, and Instruction
- Special Education Para Educators. Review of training processes used throughout school district

Gustafson 6

ROCHESTER SCHOOL DISTRICT 535

Assistant Principal

- Principal Negotiations. Team of four administrators
- Child Study. Development of pre-referral intervention team to address special education referrals
- Secondary Curriculum Articulation and Mapping Process. Integrated Language Arts study committee, curriculum adoption, and textbook selection
- Administrative Peer Review. Development of district administration process
- Health Services Study. Staffing and responsibilities of district RNs, LPNs, and paraprofessionals

ROSEMOUNT, EAGAN, APPLE VALLEY DISTRICT 196

Teacher

- Peer Review. Elected to serve as a peer reviewer for teachers on performance evaluation
- Physical Education and Health Curriculum Writing. Represented the department from our building.

Leadership Development

ANOKA-HENNEPIN SCHOOL DISTRICT 11

Associate Superintendent for Middle Schools

- Institute for Courageous Principals
- bushCONNECT Minneapolis
- District Management Council
- Multi-Tiered Systems of Support | Response to Intervention
- National Institute for School Leadership, Minnesota Principals Academy (MnPA)
- Stonewall National Education Project “Brick by Brick: Building Safe and Supportive Schools for LGBTQ Youth”
- World’s Best Workforce Legislation
- Broward County Public Schools “The Kids are Alright” Symposium
- Symposium of Women Educational Leaders
- Minnesota “Back to School” Superintendent’s Conference
- Standards Based Grading Training Workshop
- Hiring Process and Veteran’s Preference Training
- Anoka County Educational Roundtable

RECEIVED

DEC 15 2020

President of the Senate

Principal

- Education Leadership System (ELS) w/ Dennis Cheesebrow
- Professional Learning Communities (Coaches Academy, Assessment for Learning, Pyramid of Intervention)
- Cultural Competence and Culturally Responsive Teaching (CRT)
- Seeking Educational Equity and Diversity (SEED)
- Understanding by Design (UbD)
- Sheltered Instruction Observation Protocol (SIOP)
- Anoka-Hennepin New Principal Work Sessions

Assistant Principal

- MAX Academies (internal leadership sessions provided by Employee Services)
- Crisis Prevention Intervention (CPI)

Military Experience

Medical Specialist (E-5), Saint Paul, Minnesota

1996 - 1997

- Administered emergency medical treatment during training and performed flight physicals for Army National Guard personnel
 - Honorable Discharge

Medical Specialist (E-5), Fargo, North Dakota

1990 - 1995

- Administered emergency medical treatment during training and performed flight physicals for Army National Guard personnel

Presentations

Minnesota School Boards Association

Fall 2015

- *Creating a safe environment for all*

Gustafson 7

National School Boards Association

Spring 2015

- *Creating a safe environment for all: anti-bullying and anti-harassment, a systemic approach*
 - Southwest Independent School District, San Antonio, TX, is planning a site visit gather further information surrounding Anoka-Hennepin's better practices

Association of Title IX Administrators Conference

Summer 2013

- *School Based Civil Rights Investigations: Implementing Systemic Protocols in a K-12 School District*

Minnesota Association for School Administrators

Spring 2013

- *Creating a safe environment for all: A systemic approach to anti-bullying and anti-harassment*

Anoka Hennepin School District 11 (Leadership Workshop)

Fall 2011 & 2013

- Anti-Bullying and Anti-Harassment Program Review
- Student Support and Mental Health Model Review

Anoka Hennepin School District 11 (School Board Meetings)

Fall 2011 – Spring 2016

Areas of responsibility presented to the School Board include:

- Middle School Collaborative Successes
- Anti-Bullying and Anti-Harassment Community Task Force Reports
- AH Anti-Bullying and Anti-Harassment Leadership Status Updates
- Quality Compensation Status Reports
- Student Support Model Status Reports
- Student Support Model Recommendations
- Mental Health Report and Recommendations
- Mental Health Report Recommendations: Implementation Status
- Indian Education: Year in Review
- AH Integration Plan and Budget Recommendations
- Calendar Committee Recommendations

Publications

- ABC Newspapers Column, where I take the opportunity to share on various important, non-education topics.
- The articles appear online and in hardcopy newspapers: Anoka County Union, Blaine-Spring Lake Park Life, and Coon Rapids Herald local news
 - <http://abcnewspapers.com/tag/jinger-gustafson/>
 - *Kids get super skills in middle school* (topic: life skill development)
 - *Sense of belonging: a ticket everyone deserves* (topic: belonging)
 - *Friendliness key in experiencing growth* (topic: friendliness)
 - *Train trip shows all conductors may be alike* (topic: new journey)
 - *Seventh grade mile run offers lessons for life* (topic: team)
 - *Not all summers are created equal* (topic: siblings)
 - *There were ups, downs, and poached eggs* (topic: safety)
 - *My mom's rule* (topic: appreciation)
- Gustafson, J. (2006). Staff satisfaction and processes and content of intervention assistance teams at the middle school level. – Unpublished dissertation

Professional and Community Affiliations

Membership and participation with the following:

- Advisory Board, Great Lakes Equity Center
- Executive Committee Co-Chair, Northwest Hennepin Family Services Collaborative
 - Affordable Communities for Health (Brooklyn Center)
- Director, Anoka Hennepin Education Foundation
- Itasca Leadership Cohort
- Minnesota Association of Secondary School Principals
- Minnesota Association of School Administrators
- National Association of Secondary School Principals
- Association for Supervision and Curriculum Development
- Northwest Suburban Integration School District

RECEIVED

DEC 15 2020

President of the Senate

Gustafson 8

- Anoka County Children and Family Council
- Saint Mary's University (Minneapolis) - Administrative Licensure & Ed.D. Supervisor
- Saint Cloud State University - Dissertation Final Defense Committee
- CLIMB Theatre

Community Celebrations

Active participation and engagement:

- Anoka-Hennepin Legislative Breakfast | Delegation Meetings
- Northern Stars Celebration
- Putting Kids First Golf Tournament
- WE Day Minnesota
- Beyond the Yellow Ribbon Ceremony
- Staff Recognition Dinner
- Indian Education Senior Honoring Banquet
- Above and Beyond Awards
- Bridges Graduation
- Transition Plus Graduation (key note speaker)
- River Trails Learning Center Program Completion (key note speaker)
- Martin Luther King, Jr. Breakfast
- Community Parades (Cabinet & School Board members march in local parades representing the school district)
- Anoka County Crime Commission Breakfast
- Youth First Mayor's Prayer Breakfast

Education

Saint Mary's University, Minneapolis, Minnesota 2009
Superintendent Licensure

Saint Mary's University, Minneapolis, Minnesota 2006
Ed. D. in Leadership

Saint Mary's University, Minneapolis, Minnesota 2000
Administrative Licensure Program

University of Saint Thomas, Saint Paul, Minnesota 1994
Master of Arts (Learning Technology)

North Dakota State University, Fargo, North Dakota 1992
Bachelor of Science (Physical Education [K-12] & Coaching [7-12])

Licensure (MN File Folder #344607)

District Superintendent	Expiration 2021
Principal K-12	Expiration 2021
Physical Education	Expiration 2021
Coaching	Expiration 2021

RECEIVED

DEC 15 2020

President of the Senate