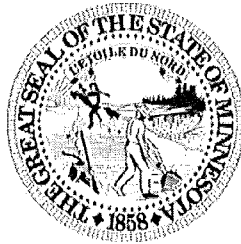


STATE OF MINNESOTA

Executive Department



RECEIVED

DEC 15 2020

President of the Senate

Governor Tim Walz

NOTICE OF APPOINTMENT

Tracy Reimer

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 Faculty in an Educational
Administration Program Member
Board of School Administrators**

Effective: January 4, 2021

Expires: January 6, 2025

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it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.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

Reappointment

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. Tracy Lynn Reimer
Phone:
County: Wright
In House District: 29A
S House District: 6
Recommended by the Appointing Authority: True

Part III: Appending Documentation

Cover Letter and Resume

Type	File Type
Cover Letter	application/vnd.openxmlformats-officedocument.wordprocessingml.document
Resume	application/msword

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

Type	File Name
No additional documents found.	
Veteran:	No

Part V: Signature

Signature: Tracy Reimer
Date: 11/10/2020 11:50:22 AM

RECEIVED

DEC 15 2020

President of the Sons



BETHEL UNIVERSITY

Graduate School
3900 Bethel Drive
St. Paul, MN 55112

651-635-8000
800-255-8706 ext.8000

November 10, 2020

Dear Office of the Minnesota Secretary of State,

Please accept this letter as an application for the position of Higher Education Faculty Member in an Educational Administration Program for the Board of School Administrators.

It has been an honor to serve on the Board of School Administrators for the last three years. During my tenure, I served on the Professional Development and Program Review Committee, which included participating in multiple university program reviews. My role during program reviews included leading the review team through Form E (final report) completion. In the summer of 2020, I began serving on the Ethics Committee. I have had a steep learning curve and find intrinsic value in the Ethics Committee work. Broadly, I strive to contribute and serve the BOSA board graciously where needed. For example, when the administrative assistant was on medical leave, I served as secretary and took minutes for BOSA board meetings.

I have served as an adjunct faculty member for two years and a full-time faculty member for seven years at Bethel University in the Leadership in K-12 Administration Program. Bethel offers a K-12 principal license, superintendent license, and director of special education license. I have obtained tenure and full professorship at Bethel University.

Prior to Bethel University, I taught at the elementary level for five years, carried out the responsibilities of district curriculum coordinator for Annandale Public Schools for two years, and successfully led Bendix Elementary School as principal for ten years. In addition, I have served as a consultant in the areas of guided reading, data driven decision making, and Response to Intervention (RtI). I attained a B.A. in Psychology and Elementary Education, M.S. in Curriculum and Instruction, Sixth Year Degree in Educational Administration, and Ph.D. in Education, Curriculum and Instruction: Literacy Education.

Thank you for considering this letter.

Sincerely,
Tracy Reimer, Ph.D.

RECEIVED

DEC 15 2020

President of the Senate

Tracy Reimer
60 Pintail Drive #221 Annandale, Minnesota 55302
t-reimer@bethel.edu (320) 493-8784

OBJECTIVE Higher Education Faculty Member in an Educational Administration Program, Board of School Administrators

EDUCATIONAL ACHIEVEMENT

University of Minnesota, Minneapolis, Minnesota 2010
Ph.D. Education, Curriculum and Instruction: Literacy Education

St. Cloud State University, St. Cloud, Minnesota 2002
Sixth Year Degree Educational Leadership and Administration
K-12 Principal License, Superintendent License

St. Cloud State University, St. Cloud, Minnesota 2000
M.S. Curriculum and Instruction

Bethel University, St. Paul, Minnesota 1996
B.A. Psychology and Elementary Education
Grades 1-6 Teaching License

PROFESSIONAL EXPERIENCE

Director, Leadership in K-12 Administration

Bethel University, St. Paul, MN 2013 – present

- Student Service Provision - serve as academic cohort advisor for learners within the program, maintain a teaching load, serve as University Supervisor for principal internships and superintendent internships, serve as an advisor and reader on dissertation committees, conduct research and present/publish with doctoral students and professional colleagues
- Personnel – recruit advisors and instructors, assign course loads, serve as a subject matter specialist for the Leadership in K-12 Administration Program, provide support and encouragement for program faculty, supervise and evaluate instructors which includes a review of course evaluation results and developmental discussions when necessary
- Program Development - collaborate in the maintenance and expansion of the Doctor of Education Program, create new courses to meet student and market need, provide primary leadership for K-12 accreditation preparation, update and develop principal internships, superintendent internships, and director of special education internships
- Curriculum - provide curriculum and instructional leadership within the Doctor of Education Program, assist in the design and implementation of summer residencies, implement program course review cycle and processes with a focus on program outcomes and license competencies
- Finance - oversee the Doctor of Education Program budget, collaborate and communicate with university staff and department team

Elementary Principal

Bendix Elementary School, Annandale, MN 2003 – 2013

- Instructional Leadership – increased student achievement, implemented data driven decision making, developed SMART goals for core subject areas, monitored curriculum and instruction, initiated at-home reading program, organized after school reading and math programs, implemented authentic Response to Intervention (RtI)
- School Culture for Learning – cultivated a professional learning community, facilitated book studies, organized and led professional development, increased staff capacity
- Staff Supervision –utilized Charlotte Danielson’s Framework for Teaching, created a probationary staff support program

- School-Community Relations – created Community Reader Day, organized Visit Your School Day, coordinated Breakfast with Parents, co-facilitated Parent Staff Advisory Committee, presented to local community service organizations, authored monthly newsletters and media publications
- Title I Coordination – scheduled Title I staff, conducted staff observations, monitored intervention program curriculum, organized paraprofessional training to meet federal mandates, facilitated Title I Advisory Committee, wrote grant narratives, implemented grant programming, monitored fiscal expenditures, completed end of year reports
- School Behavior Management Oversight – implemented Positive Behavior Intervention System (PBIS) based on Responsive Classroom strategies, Restorative Justice, and Choice Theory
- Fund Raising Initiatives – solicited donations from area community service organizations, authored grant applications, organized a silent auction and shirt sales

Curriculum Coordinator

Annandale Public Schools, Annandale, MN 2001- 2003

- Curriculum Review Facilitation – procured curriculum recommendations, content development, and material purchases, co-authored yearly Accountability Report, maintained recommendations from previous curriculum review studies
- Federal Education Acts (ESEA, NCLB) Coordination – aligned curriculum, instruction, and assessment and the Minnesota Academic Standards, co-facilitated Minnesota high school graduation requirement transition, monitored schools' and district adequate yearly progress (AYP), communicated information to media, School Board, and district staff
- Summer School Oversight – solicited student referrals, obtained enrollment permission, hired teachers and paraprofessionals, monitored curriculum, attendance, and academic progress

Elementary Teacher

Bendix Elementary, Annandale, MN 1996-2001

- Fourth Grade (1999-2001) and First Grade (1996-1999) – instructed balanced literacy program, ELL experience, hands on math curriculum, co-chair F.O.C.U.S. committee, cluster (gifted and talented) instructor, technology trainer for elementary staff, Parent Staff Advisory Committee, Health Curriculum Committee, organized and lead student school meetings, team teaching classroom, assisted in IEP implementation, created 504 plans, team leader responsible for resource allocations, delegation, and organizational oversight, Discipline Committee, Staff Development Committee

PRESENTATIONS

- Reimer, T. (2020). Institutional Contextualization of Class-Based Inequities: A Poverty Responsive School Leadership Framework. University Council for Educational Administration (UCEA) Annual Convention
- Reimer, T. (2020). Addressing the Opportunity Gap: A Poverty Responsive School Leadership Framework. International Council of Professors of Educational Leadership (ICPEL) Conference
- Hartung, K. & Reimer, T. (2020). Preparing Equity Focused School Leaders: The Effectiveness of Online Administration Preparation Programs. International Council of Professors of Educational Leadership (ICPEL) Conference
- Reimer, T. (2020). Addressing the Opportunity Gap: The Urgency of Equity. National Social Science Association (NSSA) National Technology and Social Science Conference
- Mayer, J. & Reimer, T. (2020). The Urgency of Equity: Addressing the Opportunity Gap. Minnesota Elementary School Principal Association (MESPA) Institute
- Reimer, T. (2019). The Urgency of Equity: Teaching Students in Poverty. Phi Delta Kappa, Educators Rising National Conference
- Reimer, T. (2019). Preparing Equitable & Culturally Responsive Leaders (white paper presentation). National Social Science Association (NSSA) National Technology and Social Science Conference
- Reimer, T. (2019). The Urgency of Equity. Metro ECSU Winning Strategies Conference for Paraprofessionals and Future Teachers
- Cameron, A., Reimer, T., Schmitz, M. & Wang, M. (2019). Rethinking Professional Development. Minnesota School Board Association (MSBA) Leadership Conference

RECEIVED
DEC 15 2020

- Reimer, T. (2018). Preparing Equitable School Leaders: Focus on Adaptive Leadership. University Council for Educational Administration (UCEA) Annual Convention
- Hartung, K. & Reimer, T. (2018). Preparing and Supporting Administrators for Culturally Responsive Leadership (white paper presentation). University Council for Educational Administration (UCEA) Annual Convention
- Reimer, T. & Wang, M. (2018). Creating and Sustaining Innovative Leaders. Minnesota Association of School Administrators (MASA) Minnesota Administrators for Special Education (MASE) Spring Conference
- Reimer, T. (2018). Everyone Has a Story. Metro ECSU Winning Strategies Conference for Paraprofessionals and Future Teachers
- Reimer, T. (2017). What You Bring to a Winning Team. Bloomington School District
- Gerdes, B. & Reimer, T. (2017). Transforming Culture as a Collaborative & Relational Leader. Minnesota Administrators for Special Education (MASE) Fall Conference
- Daniels, J., Paulson, C., & Reimer, T. (2017). Professional Practice: Collaborative & Relational Leadership. Spring Leadership in Higher Education Conference, St. Cloud State University
- Reimer, T. & Robinson, J. (2017). What You Bring to a Winning Team. METRO ECSU Winning Strategies Conference for Paraprofessionals and Future Teachers
- Mayer, J. & Reimer, T. (2017). Building Leadership Capacity (unconference session). Minnesota Elementary School Principal Association (MESPA) Institute
- Reimer, T. & Wang, M. (2016). Principal as Lead Learner: It Begins with Self-Awareness. Minnesota Elementary School Principal Association (MESPA) Institute
- Reimer, T. (2015). University License Program Review Process. Minnesota Board of School Administrators (BOSA) Collaborative
- Reimer, T. & Wang, M. (2015). The Changing Role of the Principal: Authentic Coach & Lead Learner. National Association of Elementary School Principals, St. Cloud State University
- Fee, M. & Reimer, T. (2014). K-12 Reading Interventions. Howard Lake-Waverly School District
- Reimer, T. & Wang, M. (2014). PBIS Simplified. Minnesota Elementary School Principal Association (MESPA) Institute
- Reimer, T. (2011, 2006, 2005). Balance Literacy Framework. Glencoe-Silver Lake School District, Howard Lake -Waverly School District
- Fee, M. & Reimer, T. (2011). Authentic RtI: Embedded Implementation. Minnesota Elementary School Principal Association (MESPA)
- Reimer, T. (2011, 2008). Data Driven Decision Making. St. Cloud State University, St. Mary's University
- Reimer, T. (2004). Impact of Gender Inequities in Education. Bethel University

CONSULTING

President of the Senate

- University Council of Educational Administration (UCEA) Convention Proposal Peer Reviewer, 2018
- Book endorsement, *Reclaiming Our Calling: Hold on to the Heart, Mind, and Hope of Education* by Gustafson, B., 2018
- Minnesota Association of Charter Schools (MACS) New Directors Cohort Simulation Facilitation, 2018
- In Our Schools Presentation Judge – Phi Delta Kappa: Educators Rising National Conference, 2017
- Board of School Administrators (BOSA) Accreditation Committee Member, 2015-current
- Minnesota Department of Education (MDE) Principals and Evaluators Resource Group, 2015-2016
- *Administrative Licensure Program Approval Process: Handbook of Procedures and Protocol* Editor, Minnesota Board of School Administrators Program Approval – Minnesota Department of Education, 2015
- Literacy Curriculum & Instruction Audit – Blue Earth Area Schools, 2014
- 21st Century Scheduling & Programming – Maranatha Christian Academy, 2014

PUBLICATIONS

- Daniels, J. & Reimer, T. (in progress). Collaborative Course Redesign: The Art & Science of Online Programming in Higher Education. Georges, L. & Martin, J. *Challenges and Opportunities in the Online Education Environment: Voices from the Crowd in Today's Complex Higher Education Contexts*.
- Reimer, T. (2020). Addressing the opportunity gap: The urgency of equity. *National Social Science Proceedings, Virtual Conference*.
- Reimer, T. & Wang, M. (2020). Adapt or Perish. *Principal*, September/October, 100(1).
- Reimer, T. (2020). Echoes of a student voice: Education in an emerging country. *MESPA Advocate blog*, February.
- Hartung, K. & Reimer, T. (2019). Preparing equitable and culturally responsive school leaders. *National Social Science Proceedings, Las Vegas Conference #1*, 117- 130.
- Gerdes, B. & Reimer, T. (2018). Reforming dysfunctional teams. *MESPA Advocate blog*, June.
- Reimer, T. (2017). When to lead, when to learn. *Principal*, May/June, 54.
- Reimer, T. (2017). Four essentials of future ready leaders. *MESPA Advocate blog*, March.
- Reimer, T. (2014). Recognition, appreciation, and celebration. *MESPA Advocate*, December, 44(2).
- Reimer, T. (2014). From faltering to award winning. *Principal*, May/June, 42.
- Reimer, T. (2010). Professional learning communities: Transforming the culture of a school. *MESPA Advocate*, December, 9.
- Reimer, T. (2010). *A Study on the Principal's Role in the Development of Professional Learning Communities in Elementary Schools that "Beat the Odds" in Reading* – University of Minnesota
- Reimer, T. (2008). Dimensions of leadership. *MESPA Advocate*, 11.
- Reimer, T. (2007). Sustainability; More than instructional leadership. *MESPA Advocate*, March, 5-11.
- Reimer, T. (2003-2013). Monthly newsletters for Bendix Elementary School families
- Reimer, T. (2001-2013). Numerous articles for the Annandale Advocate (local newspaper)
- Reimer, T. (2001). *The Impact of Gender Inequities on Females in a Fourth Grade Classroom* - St. Cloud State University

COURSES INSTRUCTED AT BETHEL UNIVERSITY

EDUC805 Principles of Organizational Leadership
EDUC835 Measurement and Assessment
EDUC855 Leaders as Agents of Change
EDUC883 Scholarly Advancement in K-12 Leadership
EDUC884 Applied Leadership
EDUC886 Principal Internship
EDUC887 Superintendent Internship
EDUC888 Teaching Internship

Supervised numerous Directed Studies on topics such as: Implementing a Literacy Framework, Principal Mentorship, Curriculum & Instruction at the Secondary Level, Asian Parents' Perspective of K-12 Education and Higher Education, Superintendency

INSTITUTIONAL SERVICE (Bethel University)

Provost Search Committee, Co-chair, 2020
Faculty Scholarship Brown Bag Coordinator, 2019- current
InterGroup Dialogue Training and Certification, 2019
Graduate School Mission Statement Committee, 2018-2019
CAPS/Sem/GS Fall Retreat Planning Chair, 2018-current
Bethel University Professor Selection Committee, 2018
HLC Criterion Four Team Chair, 2017-2019
CAPS/Sem/GS College Leadership Committee (CLC), 2017-current
Prayer Champion for Bethel Comprehensive Campaign, 2017-current
Leadership Evolution, Partnership with Resource Training & Solutions, 2018-current
Graduate Education Research Showcase Planning Coordinator, 2016-current
CAPS, Seminary, and GS Faculty Affairs Council (FAC), 2014-2018; Vice-Chair, Chair, Past Chair 2014-2017

RECEIVED

DEC 15 2020

President of the Senate

University Faculty Policy Review Committee (FPRC), 2015-2017; Co-Chair 2016-2017
Committee Member for PA Research Project and Community Service Project, 2016-2018; 2020-current
Faculty Colleague/Mentor, 2016
CAPS/Sem/GS Faculty Development Committee, 2015-2016; 2018-current
Master's Thesis Reader (upon request), 2015-current
CAPS and GS Fall Advance Planning Committee, 2014-2017
University Faculty Leadership Council, 2014-2016
Woven Lives Mentor, 2014-2017; 2018-2019
Staff Bethel booth at conferences and institutes, 2016-current
Innovation PLC "Innovation Summit", 2014
CAPS, Seminary, and GS Outcome Assessment Committee, 2013-current
CAPS and GS Academic Quality Committee (AQC) Course Reviewer, 2013-2017
CAPS and Graduate Education Team, 2013-current
Dissertation Advisor and Reader 2011-current

DOCTORAL DISSERTATION ADVISOR (Bethel University)

- Johnson, M. "Professional Learning Communities and Collective Mindfulness." 2020.
- Baker, J. "Factors that Contribute to High School Senior African American Male Students' Academic Success." 2020.
- Patnode, P. "Understanding the Whole Child and Its Influence on the Graduation Rates of Hispanic/Latino ELL Students Within Catholic High Schools." 2020.
- Anderson, J. "The Impact of One-to-One Technology Initiatives on the Racial Achievement Gap in the High School Setting." 2019.
- Gerdes, B. "Principals' and Teachers' Perceptions of the Importance of Transformational Leadership Behaviors of Effective Principals." 2019.
- Gibbs, S. "The Potential of Principal Mentorship." 2018.
- Wang, M. "Adaptive Leadership and Student Achievement." 2018.
- Weis, C. "Factors Contributing to School Placement for Students with Emotional Behavior Disorders." 2018.
- Zahn, M. "Teacher Tenure and Pay for Performance: How Does the Teacher Evaluation System Q-Comp Impact the Achievement of Minnesota Students?" 2018.
- Achter, K. "The Role and Responsibilities of the International School Principal." 2017.
- Damiani, B. "Establishing and Maintaining Collective Faculty Trust in the High School Principal." 2017.
- Lang, R. "Through the Eyes of Teachers: Relationships between Principal Communication Style and School Climate." 2017.
- Hansen, C. "Rural Principals on the Move: Why They Leave." 2016.
- Hill, J. "Midwest Elementary Principals and the Use of Social Media." 2016.
- Gustafson, B. "A Phenomenological Study of Professional Development in the Digital Age: Elementary Principals' Lived Experiences." 2014.

AWARDS/RECOGNITION

Bethel University College of Adult & Professional Studies and Graduate School Faculty Excellence Award, 2018
Board of School Administrators (BOSA) Board Member; Higher Education Representative, 2017-current
- Ethics Committee, 2020-current
- Professional Development and Program Review Committee, 2017-current
Bethel University Alumni Grant, 2016
National Blue Ribbon School Award, 2013
Minnesota School of Excellence, 2012
Minnesota Reward School, 2011 & 2012
Minnesota Academic Excellence Foundation (MAEF) Spotlight Award, 2008

RECEIVED

DEC 15 2020

President of the Senate

MEMBERSHIP (2015-current)

TeachBeyond, Associate Missionary Member

- Professional Support Partner/Mentor
- K-12 School Leadership Program Review Panel/Consultant

Minnesota Board of School Administrators (BOSA) Collaborative for Educational Administration

- 3512 BOSA Work Group
- Principal License Comprehensive Redesign Advisory Group
- Administrative Licensure Program Approval Process Work Group

National Association of Elementary School Principals (NAESP)

- National Principal Mentor Certification 2016-2019, renewed 2019-2022

Minnesota Elementary School Principals' Association (MESPA)

- Leadership Board, Central Division School of Excellence (SOE) Representative

Symposium of Women in Educational Leadership (SWEL) Planning Committee

National Social Science Association (NSSA)

St. Cloud State Alumni Association Board Member, 2019-current

- Alumni Award Committee Chair
- University Homecoming Committee

Resurrection Lutheran Church

- Generosity Ministry Committee Member
- Spiritual Gifts Class
- Leadership Development Project Team Lead

Cardinal Athletic Foundation (CAF)*

Annandale Kiwanis – Board Member, Key Club Liaison*

Annandale High School Parent Advisory Committee*

*denotes not a current member

REFERENCES AVAILABLE UPON REQUEST

RECEIVED

DEC 15 2020

President of the Senate