



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

DATE OF MEETING: May 30, 2023

TITLE: Approval of Appointment of Administrative Personnel

BACKGROUND:

Administration presents the below candidates to the Governing Board for review and approval for hire into an administrative position for Fiscal Year (FY) 2023-2024. Pertinent information about the interview process for each position is set forth below.

1. Amphitheater High School Assistant Principal

The position of Assistant Principal of Amphitheater High School was advertised as open for FY 23-24 and qualified applicants reviewed. Matt Munger, Tassi Call, Julie Valenzuela, A.J. Malis screened eighteen files for the position. Three candidates were selected to interview with the committee. The interview committee consisted of:

- Matt Munger, Associate Superintendent for Secondary Education
- Vanessa Harding, Parent of an Amphitheater High School student
- Ben Hurley, Teacher at Amphitheater High School
- Kayla Kipley, Teacher at Amphitheater High School
- A.J. Malis, Principal of Amphitheater High School
- Christine Sandate, Athletic Secretary at Amphitheater High School

Based on the ratings of the interview committee, a second interview occurred on May 8, 2023, with the following individuals serving as the interview panel:

- Todd Jaeger, Superintendent
- Tassi Call, Associate Superintendent for Elementary Education
- Matt Munger, Associate Superintendent for Secondary Education
- Elizabeth Jacome, Director of Curriculum and Assessment
- Rich LaNasa, Executive Manager of Operational Support
- Scott Little, Chief Financial Officer
- A.J. Malis, Principal of Amphitheater High School
- Kristin McGraw, Executive Director of Student Services
- Julie Valenzuela, Director of 21st Century Education
- Michelle Valenzuela, Director of Communications

Superintendent Todd Jaeger conducted a final interview later that same day.

Superintendent Todd Jaeger recommends **Tyrone Cephers** for the position of Assistant Principal of Amphitheater High School for FY 23-24.



GOVERNING BOARD AGENDA ITEM AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10

2. Ironwood Ridge High School Assistant Principal

The position of Assistant Principal of Ironwood Ridge High School was advertised as open for FY 23-24 and qualified applicants reviewed. Matt Munger, Orante Jenkins, Jason Weaver, and Elizabeth Jacome screened nineteen files for the position. Six candidates were selected to interview with the committee. The interview committee consisted of:

- Matt Munger, Associate Superintendent for Secondary Education
- Trish Ambrosio, Math Teacher at Ironwood Ridge High School
- Valerie Campodall'Orto, Parent of an Ironwood Ridge High School student
- Jacob Cypert, Counselor at Ironwood Ridge High School
- Orante Jenkins, Principal of Ironwood Ridge High School
- Lorraine Kroell, Bookstore Clerk at Ironwood Ridge High School
- Cathy Letkeman, Parent of an Ironwood Ridge High School student

Based on the ratings of the interview committee, a second interview occurred on March 10, 2023, with the following individuals serving as the interview panel:

- Todd Jaeger, Superintendent
- Tassi Call, Associate Superintendent for Elementary Education
- Matt Munger, Associate Superintendent for Secondary Education
- Orante Jenkins, Principal of Ironwood Ridge High School
- Kristin McGraw, Executive Director of Student Services

In addition, Superintendent Todd Jaeger held a final interview on March 22, 2023.

Superintendent Todd Jaeger recommends **Emily Rios** for the position of Assistant Principal of Ironwood Ridge High School for FY 23-24.

3. Ironwood Ridge High School Assistant Principal – Interim Appointment

Following the appointment of Ms. Rios as Assistant Principal at Ironwood Ridge High School, another Assistant Principal vacancy at the school remains unfilled. Since there is insufficient time to undergo another competitive search to fill the vacancy, administration recommends the appointment of an interim to fill that vacancy for the 2023-2024 school year. Fortunately, Amphitheater Public Schools has an experienced administrator that will be able to serve as *Interim* Assistant Principal for the 2023-2024 school year and will support the students, staff and community until a competitive process can be completed.

Patricia “Patsy” Harris, currently serving as a counselor at Ironwood Ridge, previously served as an *Interim* Assistant Principal at Ironwood Ridge in the 2021-2002 school year. She is an experienced administrator in the District and is familiar with the school and community.

Mrs. Harris’ appointment will ensure that a competitive hiring process occurs and will include input from Ironwood Ridge’s staff and parent community.



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

Superintendent Todd Jaeger recommends that Patricia Harris be appointed into the position of Ironwood Ridge High School Assistant Principal on an interim basis for the 2023-2024 school year.

RECOMMENDATION:

It is the recommendation of Administration that the Governing Board approve the above identified administrative appointments as presented.

INITIATED BY:

Michelle H. Tong, J.D.
Associate to the Superintendent and General Counsel

Date: May 24, 2023

Todd A. Jaeger, J.D., Superintendent

5/30/2023

GOVERNING BOARD MEETING
APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Harris	Patricia	Assistant Principal	CT-AD-RET	Ironwood Ridge High	HSA	5+ years	Replacement		*Interim; \$102,705.54
Sullivan	Christine	Principal	CT-AD-RET	Wilson K-8 School			Rehire		*\$110,110.62
Valenzuela	Julie	Director of 21st Century Education	CT-AD-RET	Wetmore Center			Rehire		*\$97,200.15
Bucciarelli-Fay	Tiffany	Director of Early Childhood Educatic	CT-AD	Wetmore Center			Rehire		*
Cephers	Tyrone	Assistant Principal	CT-AD	Amphi High School	HSA	+\$9,531.84	Promotion	Mr. Munger	*
Rios	Emily	Assistant Principal	CT-AD	Ironwood Ridge High	HSA	0 years	Replacement	Mr. Munger	*

*	2023-2024 School Year	HSP High School Principal	ADCT	Addendum Certified
Addendum	Former employee or new hire receiving extra-curricular position	MSP Middle School Principal	ADCL	Addendum Classified
New	New hire filling a newly created position	ESP Elementary School Principal	ADACS	Addendum Amphi Community Schools
Rehire	Former employee returning to a position in the district	HSA High School Assistant Principal	ADDM	Addendum Only
Replacement	New hire filling a vacated position	MSA Assistant Middle School Principal	CT-AD	Certified Administrative
Rescind	Declined position after appointment	ESA Elementary Assistant Principal	CT	Certified
		SAS Support Administrator	CL-AD	Classified Administrative
			CL	Classified
			PR	Professional
			ASW	Student Worker

Tyrone Cephers

Summary

Educator with 17 years' experience, primary strengths include changing lives. Giving students the confidence to achieve their goals. Specific strengths in getting parents involved with their children's education and raising the awareness of my peers on education.

Goal Setting

Team Leader

Mentoring Motivator

Group Coordinator

Performance Building

Education

Principal Certification

Northern Arizona University July 2007

Masters of Arts in Educational Counseling

University of Phoenix August 2004

Bachelor of Arts in Broadcast Journalism

Southern University, Baton Rouge, La May 1995

July 2022 to Present

Assistant Principal

Amphi Middle School

Having the opportunity to be a part of a well diverse staff and student body I've been charged with supervising a dynamic team that solicits positive energy for our students. I work with all sixth grade students on mentoring and formulating positive solutions for discipline, helping them acclimate to middle school expectations while watching them foster the necessary relationships with all staff. I also work with the seventh grade boys who are in a very challenging part of their lives physically and emotionally. Working with our security and technology teams have allowed me to stretch my administrative tools to learn how to work with multiple personalities and continue to work to put them in positions to be successful.

December 2021 to May 2022

School Counselor (Canyon Del Oro High School)

Working with students on goal setting, college preparatory skills, and a wealth of social/emotional techniques. Building schedules for students in our various program offerings that fits their skill set whether it's IB, AP, Honors, or the traditional classes. I also get to be a part of special education meetings that highlight an initial or updating a 504 plan, and IEP, or supports systems to help our special education students transition flawlessly. Writing recommendation letters, hosting college and career events, and supporting our middle schools with transitioning those students through our registration processes and a broad outlook on high school. Collaborating with our administration team to build the master schedule by entering in all course selections for all students to ensure the proper balance is obtained. Most of all building solid relationships with students and families to build the necessary trust to get their students to the next level in life and support the path of success they want to obtain.

July 2021 to November 2021

Police Academy (Marana Police Dept)

Police recruit responsible for adhering to the laws through AZPost along with the physical training to become a police officer. Daily learning that consisted of officers teaching courses via power point and live combat through defensive tactics. It prepared us to test every week with the expectation of passing with an 85% or better in order to continue through the academy. Learning everything from building relationships with the community to making proper arrest and using the correct handcuffing techniques.

July 2015 to June 2021

Assistant Principal (Athletics/Activities)

Sahuaro High School (Tucson Unified School District): Effectively being part of positive change at a school that relies heavily on open enrollment that makes Sahuaro one of the largest schools in TUSD. At the beginning of my tenure I was in charge of Operations along with the Social Studies, and Exceptional Education Departments. Through Operations our team created progressive change as we had to successfully change the mindset of our students to assist in keeping our campus clean through a plan, I developed to have the students who bought school lunch to eat in a designated area until we could get other areas under control and cleaned under our expectations. Transitioning into the 2016 school year I was charged with taking over Athletics and Activities. Through my time in this position, I realized structure change would help us work more efficiently by delegating certain duties to the skill sets of those in our department. This has allowed us to work more fluid with district expectations/policies while leading the charge in areas such as processing the necessary guidelines for how booster clubs should work with schools to follow all policies pertaining to sports, clubs, and activities. Through our efforts, our department was recognized as a top Title IX school by winning the Tony Komadina

award, "which recognizes schools who obtain overall excellence in interscholastic activities in their girl's athletic programs." This is highest recognition a school can get for being in total compliance with Title IX initiatives.

July 2014 to June 2015

Assistant Principal

Westminster High School (Westminster Colorado): Leading the charge for the School Counselor's, Special Education Department, AVID, Adco Diversion, Truancy, Front Range Community College, College Career Day, Eighth grade Showcase, Youth Conference and Truancy Task Force Team. Along with supporting them through all of their meetings and district, lead objectives. Directing the ninth and tenth grade level ACT-Aspire testing, AP testing, PARCC, and making sure that all data aligned with these tests are recorded and reported accurately.

September 2009 to June 2014

Assistant Principal/Regional Athletic Director:

Far Northeast Region (Denver, Co): Responsible for all athletics that includes 10 high schools as well as coordinating with all youth leagues and feeder schools. Hiring of coaches and completing all tasks aligned with the Colorado High School Athletics Association. Manager of a comprehensive Intramurals program that feeds the organized high school sports programs that includes close to 3000 students. Tutoring and mentor programs are included in order to help student athletes maintain a high GPA that will allow them to participate at the collegiate level in intramurals or college level athletics. With the goal being 90 percent participation across the region I collect and report monthly participation percentages from each school. During the years of 2009-2011 mentored and evaluated the foreign language, Arts, Maintenance, and AVID departments. Assisting in hiring of new teachers and mentoring Teachers In Residence while recruiting new teachers to the Far Northeast. Controlling a comprehensive budget of more than One Hundred Thousand dollars that encompasses Athletics and Activities that allow me to promote a successful environment for coaches, athletes, and students who seek extracurricular activities as a part of their overall educational experience.

August 2007 to September 2009

Associate Principal- Estes Elementary (Tucson, Az): Responsible for Discipline, Special Education meetings for our Special Education Preschool Program. I also have the responsibility of monitoring our grade level aides, making sure they are fulfilling their duties for their teachers and our students. I also collaborate with our custodians as the site supervisor.

August 2005 to May 2007

Counselor/Assistant to the Principal- Estes Elementary. Responsible for classroom guidance lessons and school discipline. I also facilitate support groups for students who are in need upon request of parents. I'm also responsible for our grade level aides and their responsibilities towards our students and school.

August 2004 to May 2005

Counselor-Hohokam Middle School (Tucson, Az)

Responsible for sixth grade students through planning, and enabling them to deal with issues that pertain to middle school students.

August 1997 to June 1999 Special Education Teacher- Southeast Middle School (Baton Rouge, La)

Taught special education students ages 12-16 in public school system. Met and exceeded all educational goals by establishing a positive teaching environment.

August 1996 to June 1997 Upper Level Special Education Teacher-

Banks Elementary (Baton Rouge, La).

Responsible for the students ages 10-14.

Increased test scores by 25% in one year (two students were able to transition to regular education classes).

Educational Accomplishments

2013-14-5A Colorado Athletic Director of the year nomination. 2010 developed the Next Level Plan that increased the GPA across the region for the athletic department. PowerPoint available. Led a teacher successfully through a probation plan that was successfully completed and is now a district model. Led an athletic program back to being relevant in several sports along with starting up a cross cross-country program that was non-existent. Brought a soccer program to its first national ranking and second consecutive playoff berth.

Emily C. Rios

Education/Certification

M.Ed. (In-Progress)	Educational Leadership, Northern Arizona University, Flagstaff, AZ, 2023
M.A.	Latin American Studies, University of Arizona, Tucson, AZ, 2022
B.A.	Dual Spanish & History, University of California, Los Angeles, CA, 2008
Teacher Certificate	Arizona, Subject Matter Expert, Substitute, & Principal (Anticipated, May 2023)

Leadership Experience

Administrator on Duty/Admin. Intern Tanque Verde High School, Tucson, AZ, 2022 – Present

- Under the guidance and mentorship of the principal, saw to general administrative duties throughout the day including discipline, planning, supervision, guidance, and any other tasks or responsibilities assigned by administrators.

Teacher Clarity Co-Facilitator for Tanque Verde Unified School District,, Tucson, AZ, 2021 – Present

- Planned and implemented training for K-12 teachers in TVUSD on Teacher Clarity in Instruction.
- Received overwhelmingly positive feedback from both administrators and faculty as to the utility of the training.

Site Council Co-Chair, Tanque Verde High School, Tucson, AZ, 2021 – Present

- Posted meeting agenda and minutes each month for community viewing.
- Led Site Council meetings using Robert's Rules to approve minutes and agenda, vote on action items, give school updates and reports.

Instructional Council, Tanque Verde High School, Tucson, AZ, 2019 – Present

- Participated in weekly or monthly planning meetings to determine the plan and direction of curriculum and instruction on campus.
- Represented the World Languages department to bring up pressing issues, concerns, and questions from the World Languages team and share with the team the upcoming changes or updates to instruction and curriculum.

Challenge Success Leadership Team, Tanque Verde High School, Tucson, AZ, 2021 – Present

- Attended research based training in research driven educational practices and approaches including Grading for Equity, Social Emotional Learning, Well-Balanced Students, & Making Homework Work. Upcoming training at Stanford planned for May 2022.
- Participated in monthly leadership team meetings to develop communication plans, survey questions, professional development and training opportunities.

AVID Site Team, Catalina High School, Tucson, AZ, 2018 – 2019

- Attended a three-day training and national conference in Denver, CO.
- Participated in monthly AVID Site Team meetings to decide on the plan and progress of the AVID certification process.
- Led AVID strategies training for teachers during professional development.

Community Health Educator, United States Peace Corps, Mozambique, Africa, 2009 – 2011

- Enhanced capacity by working with organization staff to better understand principles of organizational development, program design and implementation, income generation, and financial management.

- Strengthened youth development programs for a local community center by improving curriculum, particularly that which focused on HIV prevention education, sexual education, and gender issues.
- Developed and improved health programs focused on HIV and AIDS education, transmission prevention, and treatment.
- Taught community classes on hygiene, behavior change, gender empowerment, community theater, art, computer skills and English.
- Coordinated community demonstrations, health fairs, theatrical presentations, trainings and conferences that focused on public health and social welfare.

Teaching Experience

High School Spanish Teacher, Tanque Verde High School, Tucson, AZ, 2019-Present

- Nominated by administration and colleagues for University of Arizona Circle K Teacher of the Year 2021.
- Received the highest evaluation score of Highly-Effective/Distinguished for all three years.
- Increased Spanish enrollment by 50% each year.
- Chosen to lead Professional Development training for district educators.
- Served on in Site Council as Co-Chair, Leadership Team/Instructional Council as World Languages department lead, Challenge Success Leadership team, New Construction Planning Committee, and Freshman Orientation Committee.

High School Spanish Teacher, Catalina High School, Tucson, AZ, 2017-2019

- Increased Spanish enrollment numbers by 300% in two years.
- Received the highest evaluation score of Distinguished each year.
- Known for developing strong professional relationships with students, parents, and colleagues.
- Worked with a Professional Learning Community (PLC) and attended regular Professional Development (PD) training.
- Chosen to participate in AVID Summer Institute as a member of the AVID Site Team leadership.

Substitute Teacher, Tucson Unified School District, Tucson, AZ, 2017

- Hired late in the year as a long-term substitute for Spanish.
- Developed curriculum, plan lessons, administer tests and state exams, track grades, manage classrooms, discipline students, attend all departmental and school-wide faculty meetings.

Substitute Teacher, Palm Spring Unified School District, Palm Springs, CA, 2008 – 2009

- Hired as a long-term substitute for 11th grade US History and Leadership.
- Developed curriculum, plan lessons, administer tests and state exams, track grades, manage classrooms, discipline students, attend all departmental and school-wide faculty meetings.

Grants Awarded

- \$100,000 Grant for National Girls Empowerment Retreats throughout Mozambique. (2010)
- \$20,000 HIV/AIDS Education Grant from the US Embassy Mozambique. (2010)
- \$2,000 Research Grant from the Graduate Professional Student Council for research and fieldwork in Oaxaca, Mexico. (2016)
- \$1,500 Professional Development Grant from the Graduate Professional Student Council for departmental retreat for Latin American Studies. (2016)
- \$1,000 Director's Fund for Excellence Grant from the Confluence Center for Latin American Studies Student Organization trip to Nogales. (2016)

- \$1,800 Tinker Foundation Research Grant for Fieldwork in Latin America. (2016)
- \$500 Travel Grant from the UA Office of Global Initiatives (2016)