

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

DATE OF MEETING: March 28, 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. La Cima Middle School Principal

The position of Principal of La Cima Middle School was advertised as open for FY 23-24 and qualified applicants reviewed. Matt Munger, Tara Bulleigh, Elizabeth Jacome, Laurie Sheber, Andrew Szczepaniak, and Angela Wichers screened five 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
- Rebecca Gutierrez, Speech and Language Pathologist at La Cima Middle School
- Neely Johnson, 7th Grade History and AVID Teacher at La Cima Middle School
- Breanna Lindner, 7th Grade Science Teacher at La Cima Middle School
- Alex Litchfield, Administrative Assistant at La Cima Middle School
- Lauren McIntyre, Parent of a La Cima Middle School student
- Monet Richards, Self-Contained ED Teacher at La Cima Middle School
- Chris Trimble, Principal of Walker Elementary
- A.J. Malis, Principal of Amphitheater High School

Based on the ratings of the interview committee, a second interview occurred on March 22, 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
- Michelle Tong, Associate to the Superintendent and General Counsel
- Scott Little, Chief Financial Officer
- Kristin McGraw, Executive Director of Student Services

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

Superintendent Todd Jaeger recommends **David Humphreys** for the position of Principal of La Cima Middle School for FY 23-24.

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:



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- 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 **Rowdy Frederiksen** for the position of Assistant Principal of Ironwood Ridge High School for FY 23-24.

3. Wilson K-8 School Assistant Principal

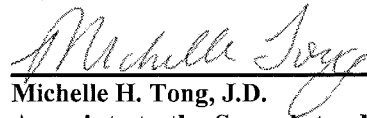
Susan Shoopman is currently serving as *interim* Assistant Principal at Wilson K-8 School. She was appointed into the interim role when a second Assistant Principal position became temporarily available during the competitive process to fill the first Assistant Principal vacancy at Wilson K-8 School. Ms. Shoopman was a finalist in that competitive process and, therefore, recommended to fill the interim Assistant Principal position while it was temporarily vacant. Because the position that she was filling temporarily is now vacant for FY 23-24, the Superintendent recommends that Ms. Shoopman be appointed into the position for FY 23-24 without the requirement of another competitive process.

Superintendent Todd Jaeger recommends **Susan Shoopman** for the position of Assistant Principal of Wilson K-8 School for FY 23-24.

RECOMMENDATION:

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

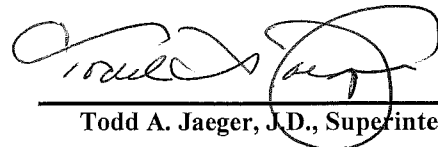
INITIATED BY:



Michelle H. Tong, J.D.

Associate to the Superintendent and General Counsel

Date: March 22, 2023



Todd A. Jaeger, J.D., Superintendent

3/28/2023

**GOVERNING BOARD MEETING
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Frederiksen	Rowdy	Assistant Principal	CT-AD	Ironwood Ridge High		+\$3,629.17	Promotion	Mr. Jaeger	*
Humphreys	David	Principal	CT-AD	La Cima Middle School		N/A	Rehire	Mr. Jaeger	*
Shoopman	Susan	Assistant Principal	CT-AD	Wilson K-8 School		N/A	Rehire	Mr. Jaeger	*

* 2023-2024 School Year
 Addendum Former employee or new hire receiving extra-curricular position
 New New hire filling a newly created position
 Rehire Former employee returning to a position in the district
 Replacement New hire filling a vacated position
 Rescind Declined position after appointment

HSP High School Principal
 MSP Middle School Principal
 ESP Elementary School Principal
 HSA High School Assistant Principal
 MSA Assistant Middle School Principal
 ESA Elementary Assistant Principal
 SAS Support Administrator

ADCT Addendum Certified
 ADCL Addendum Classified
 ADACS Addendum Amphi Community Schools
 ADDM Addendum Only
 CT-AD Certified Administrative
 CT Certified
 CL-AD Classified Administrative
 CL Classified
 PR Professional
 ASW Student Worker

Rowdy J. Frederiksen

Academic Preparation

Western Illinois University

Education Specialist Degree- Graduated December 2019

Masters of Science, Educational Administration and Supervision- Graduated May 2014

Macomb, IL

University of Phoenix

Middle School Teaching Endorsement

Fall 2009-Spring 2010

Phoenix, AZ

Eastern Illinois University

Bachelors of Science in Elementary Education

Graduated December 2007

Charleston, IL

Study Abroad Student Teaching (Summer 2007-Fall 2007)

Taught 6th and 7th grade students under the direction of the classroom teacher.

Christchurch, NZ

Vaxjo Universitet

Exchange Student in Education Department

Spring 2005

Vaxjo, Sweden

Professional Experience

Principal, Holaway Elementary School (July 2019-Present)

Serve as instructional leader supporting and equipping 25 teachers and 22 classified staff focused on educating and meeting the unique needs of 320 students.

Tucson, AZ

Assistant Principal, Woodrow Wilson Middle School (August 2014-June 2019)

Trained and mentored 49 teachers and 25 classified staff as well as assisting the building principal in the discharge of his duties at all times and act in the capacity of the principal during the principal's absence from the school.

Moline, IL

Elementary and Middle School Teacher (January 2008-August 2014)

Taught 4th, 5th and 6th grade at All Saints Catholic School, Franklin and Bicentennial Elementary, as well as John Deere Middle School. During this time I served as the grade level chair for two years working on Professional Learning Communities, Balanced Assessment and Common District Assessment development aligned to the Common Core State Standards.

Moline, IL

Certifications

Arizona Standard Professional Principal License

Educator ID: 5295418

Illinois Professional Educator's License

Certificate #1997405

Endorsements: General Administrative (K-12); Elementary Education- Self Contained (K-9); Social Science (5-8)

Honors and Grants Received

- Amphi Foundation Grant- 2022- Portrait of a Graduate Wall Graphics
- Amphi Foundation Grant 2020- Kagan Cooperative Learning Staff Professional Development
- 2008-2009 Moline-Coal Valley School District Rookie of the Year
- Received grant titled, "iPads, the Window to Learning" for the Moline Public School's foundation (Received 8 iPads with Cases) 2013
- Co-Wrote grant titled, "Click to Engage" for the Moline Public School's Foundation (Received Smart Board Clickers) 2012
- Co-Wrote a grant titled, "Reach for the Stars" for the Moline Public School's Foundation (Received a classroom projector) 2010

Administrative Experience

Principal, July 2019-Present

Holaway Elementary School, Tucson, AZ (320 Students)

- Teach and mentor 25 teachers and 22 classified staff members related to teaching and learning aligned to the district mission of fulfilling the Portrait of a Graduate
- Develop and implement Positive Behavior Intervention and Supports (PBIS) across campus including a Check-In and Check Out (CICO) and behavior data analysis
- Utilize technology to accelerate student learning and access (SmartBoards, Juno Voice Systems, Chromebooks, Google Drive Platform, and Schoology)
- Grow and develop community partnerships (Amphi Foundation, St. James Church, Roche, Literacy Connects and United Way)
- Collaboratively implement and develop personalized learning strategies for students in collaboration with the Center for the Future of Arizona, Knowledge Works and the Amphitheater School District
- Support and partner with district staff to implement and guide curriculum
- Provide professional development aligned to the school and district strategic plan (AVID, Kagan Cooperative Learning, Student Led Conferences, Social Emotional Learning, Student Data Analysis and 21st Century Skills)
- Create and monitor STEM classroom focused on the Engineering and Design Process
- Monitor and facilitate discussion and response to student data analysis focused on meeting student needs
- Created a new "Ready Bodies, Learning Minds" student intervention through collaboration focused on sustainability
- Communicate with families, community partners, and school community related to school and student progress
- Facilitate and maintain "Imagine Preschool" with focus on inclusion and access for students and families
- Responsible for student discipline and intervention plans

Assistant Principal, August 2014- June 2019

Woodrow Wilson Middle School, Moline, IL (900 students)

- Implement and guide building improvement plan in collaboration with administration and teachers focused on capacity building
- Engage and equip 49 certified staff and 25 classified staff members in professional development in regards to instruction, student engagement, and teacher professional growth
- Provide professional development in relation to monitoring student achievement and behavior interventions
- Worked with teachers, administrators, as well as upper administration to streamline and provide clarity to the RTI process at the middle level
- Facilitated teacher professional growth focused on student engagement and best practices by developing a book studies in line with district and school priorities
- Created a new student and truant student transition procedure to ensure school connectedness
- Collaboratively guide the building Professional Learning Community in line with district and building priorities
- Responsible for evaluating certified staff members with a focus on improvement and goal setting
- Communicate with students, staff, parents and stakeholders in regards to student achievement and discipline
- Maintain and develop student discipline policies with input from staff and students
- Responsible for student scheduling
- Guide and monitor student intervention plans in relation to academics and behavior
- Serve as LEA representative for IEP meetings
- Monitor student achievement collaboratively on building problem solving team

Teaching Experience

Classroom Teacher, August 2008- May 2014

Franklin, Bicentennial and John Deere Middle School Moline, IL

- Led book study focused on student engagement
- Facilitated professional development in area of district non-negotiables
- Bring Your Own Device presenter for the Moline School Board of Education
- Bring Your Own Device classroom representative for district pilot
- Google early adopter for Moline School District
- Led professional development on reading comprehension
- Created Franklin Rising Star school improvement plan
- Franklin Common Core Capacity Builder
- Facilitated 5th grade level district meetings as the grade level chair
- Facilitated professional development with classroom iPads (Franklin)
- Worked after school with students struggling in math (All Schools)
- Participated in Continuous Improvement Meetings
- Led professional development meeting on Comprehension Toolkit
- Aligned new math book with current Compass Learning program
- Active participant in district Mentor program

Classroom Teacher, January 2008-June 2008

All Saints Catholic School, Davenport, IA

- Served as 5th grade classroom teacher.

David Humphreys

PROFILE

I am the Interim Principal at La Cima Middle School. I have 15 years of experience working and volunteering in a public school setting. During my time in the Amphitheater School District, I have dedicated myself to participating in a variety of professional development opportunities while seeking leadership roles with the purpose of becoming a well-rounded and impactful educator.

PROFESSIONAL EXPERIENCE

Interim Principal: La Cima Middle School

January 2023 to Present

- Facilitator of an administrative team on a campus of 400 students (6th – 8th Grade).
- Developed a positive and inclusive campus climate and provided stability for campus stakeholders throughout transition.
- Provided support, supervised and led a staff of certified and classified school stakeholders.
- Led and provided oversight for the School Leadership Team and worked to establish a culture of shared and collective campus leadership.
- Worked with school stakeholders to review and revise curriculum, safety regulations and school policies.
- Planned and led faculty and parent meetings relating to both school and district-wide initiatives.
- Managed budget plans relating to funds from a variety of resources including Title 1.
- Provided instructional coaching, feedback, and professional development opportunities for all teaching staff.
- Worked closely with ASD Human Resources to seek and hire quality candidates for vacant positions.
- Established a Campus Facilities Team consisting of both campus and district-level members to ensure that the La Cima Campus was safe and accessible for students, staff, and guests.

Assistant Principal-Athletic Director: Amphitheater High School

July 2017 to December 2022

- Acted as the Principal in the absence of the Principal
- Worked closely with staff members to develop strong instructional programs to meet both the specific and wide-ranging needs of our student body
- Led staff training and assisted in the implementation of the Danielson Framework for Teaching
- Created and developed the Interscholastic Leadership Council and Student-Athlete Tutoring Program
- Conducted investigation and grievance reports for students, staff, families and community members. Organized and coordinated solution-based mediation reviews for all school stakeholders.
- Works with the Human Resources department to recruit and hire both certified and classified staff members.
- Meet bi-weekly with members of the ASD School Operations Department to manage and maintain a safe, secure, and clean campus.

- Engaged and participated in community-based movements/organizational in order to stay informed and to ensure that AHS is an active stake-holder in our community

Assistant Principal: Coronado K-8

July 2016 to June 2017

- Acted as the Principal in the absence of the Principal
- Assisted the Principal in coordinating and implementing programs for students, teachers, parents, and community stakeholders
- Developed and maintained a positive communication system in the school community
- Worked closely with classroom teachers to implement instructional and behavioral classroom programs and interventions
- Utilized the ATPES evaluation system as a tool to support teachers in maximizing culture building and student learning
- Frequently met with classified personnel to plan and complete school-wide tasks in an efficient and team oriented manner
- Supervised student behavioral interventions and worked with support staff members to develop plans for student assistance as needed
- Assisted the administrative team in supervising the building and grounds for maintenance needs and safety concerns

Summer School Administrator: Amphitheater School District

May 2016 to July 2016

- Worked with the administrative team to facilitate and lead teacher development opportunities
- Frequently visited classrooms to provide teacher feedback and assist in curriculum development
- Communicated and collaborated with school-site personnel to facilitate daily operations
- Frequently monitored student discipline issues ranging from tardy/absence issues to classroom/campus disruptions
- Communicated the Amphitheater Summer School guidelines and expectations with students, parents and staff

Instructional Support Assistant: Amphitheater High School

January 2015 to May 2015

- Managed school-wide activities and programs
- Communicated with parents and community stakeholders
- Coordinated Advanced Placement EOC examinations
- Coordinated teacher training opportunities
- Facilitated a wide-range of student discipline and interventions
- Attended and participated in student manifestation and discipline hearings
- Attended and participated in monthly Assistant Principal Meetings
- Monitored and evaluated student growth through a variety of data sources

Cambridge Coordinator: Amphitheater High School

August 2012 to May 2016

- Monitored the implementation of the University of Cambridge Curriculum and Board Examination System
- Facilitated professional development opportunities for teachers and staff members
- Monitored student progress toward the achievement of the Grand Canyon High School Diploma
- Worked closely with the Center for the Future of Arizona to develop strategies to promote an increase in rigor and achievement at Amphitheater High School

Classroom Teacher: Amphitheater High School

August 2009 to May 2016

- Responsible for planning, implementing, and evaluating classroom activities
- Participated in professional development sessions and implemented research-based strategies with fidelity to increase student achievement
- Frequently met with students, parents and colleagues to monitor student progress

EDUCATION

- **School Principal Certification**, State of Arizona, March 2013
- **Master of Education in Educational Leadership**, Northern Arizona University, May 2013
- **Bachelor of Arts in Secondary Education**, University of Arizona, May 2009

ADDITIONAL SCHOOL RELATED LEADERHIP ROLES

- **School Leadership Team**
 - La Cima Middle School, January 2023 to Present
 - Coronado K-8, August 2016 to July 2017
 - Amphitheater High School, August 2011 to Present
- **301 School Site Coordinator**
 - Amphitheater High School, August 2013 to May 2016
- **District ATPES Committee Member**
 - August 2013 to Present
- **Pima county Superintendent Office – Vaping Task Force**
 - February 2020 – Present
- **AVID Site Team – Team Member**
 - August 2017 – Present
- **School Safety Grant – Site Grant Advisor**
 - August 2019 – Present
- **Arizona Interscholastic Conference Committee – 4A Gila Region Chair**
 - August 2018 – December 2022

Susan Shoopman, M. Ed.

Professional Mission

Motivated educator with eighteen years of experience in education seeks to obtain an assistant principal position to assist in fostering a community of learning where all members work collaboratively to ensure every student performs at his or her full potential.

Education

Master of Education, Educational Leadership (Principalship)	May 2021
Arizona State University, Glendale, Arizona	
Bachelor of Arts, Communications	1999
University of Texas – San Antonio, San Antonio, Texas	

Credentials

• Arizona Principal Certificate, Pre-K-12	May 2021
• Qualified Evaluator Certificate	2020
• Arizona Standard Elementary Certificate, 1-8	2016
• English as a Second Language Endorsement, Pre-K-12	2016

Administrative Experience

Interim Assistant Principal **2022-Current**

Wilson K-8 School, APS, Tucson, Arizona

- Responsible for student supervision and discipline
- Act as Principal in the absence of the Principal
- Assist with effective implementation of district adopted curriculum: McGraw-Hill *Everyday Math* and Harcourt Houghton Mifflin *Into Reading*
- Assist with effective implementation of the *Danielson Framework for Teaching*
- Evaluate, coach and support teachers and staff
- Screen and hire certified and classified personnel
- Assist in the coordination and supervision of school activities and programs
- Supervise the inventory and distribution of Chromebooks, assist teachers with digital curriculum including Tyler SIS and Schoology, promote 21st Century Skills
- Attend District Administrative Retreats and Assistant Principal Meetings
- Responsible for the overall safety and welfare of students and staff

Administrative Principal Internship

2019-2020

Wilson K-8 School, APS, Tucson, Arizona

- Observed, evaluated, and conferenced with certified employees
- Led professional learning community in instructional and differentiation strategies
- Monitored a school-wide Social Emotional Learning (SEL) program
- Collected, analyzed, and disseminated assessment data, with an emphasis on identifying data trends
- Organized a scheduling committee to evaluate and revise elementary schedules
- Monitored and evaluated IEP process, working closely with Special Education Department Chair

Leadership Roles

- Representative, Superintendent's Teacher Advisory Council, Wilson K-8 School** **2018-2022**
- Provided feedback on issues that impact classrooms and school
 - Voiced questions or concerns from school colleagues
 - Shared school activities, accomplishments, and events
- Coordinator, 301 Cite Representative, Wilson K-8 School** **2020-2021**
- Wrote Wilson K-8's current 301 plan
 - Led professional development to disseminate requirements of plan
 - Led contact for 301 implementation questions
- Representative, Parent Teacher Organization Board, Wilson K-8 School** **2020-2021**
- Provided input on PTO fundraisers, events, and budget
 - Voted on monetary school improvement items
- Teacher Mentor, Wilson K-8 School** **2020-2021**
- Encouraged the development and growth of teachers new to Wilson
- Member, Amphitheater Aspiring Leaders Academy, Amphi School District** **2020**
- Attended a series of sessions designed to think through big issues facing education and learned about system issues and perspectives
 - Learned practical information to ponder to set career path within the Amphi School District
- Math Adoption Committee, Amphi School District** **2017-2018**
- Reviewed, analyzed, and recommended the curriculum adoption of instructional materials aligned to the Arizona Mathematics Standards

Teaching Experience

- Teacher, Second and Fourth Grade** **2016-2022**
Wilson K-8 School, APS, Tucson, Arizona
- Teacher, First Grade** **2015-2016**
Central Florida Preparatory School, Gotha, Florida
- Teacher, Fourth Grade** **2013-2015**
Sunset Park Elementary School, OCPS, Windermere, Florida
- Teacher, First and Third Grade** **2005-2008**
Deerwood Elementary School, SDOC, Kissimmee, Florida