

Minutes of the Work Session

Prescott Unified School District Governing Board

A Work Session was held on Monday, October 19, 2009, in the Board Room at the Prescott Unified School District Office.

Board Members in Attendance:

Joan Fleming
Tina Seeley
Dee Navarro – Acting President

Board Members Absent:

Steve Campbell
Andy Newton

Others Present:

Kevin Kapp, Superintendent
Andrea Mayer, Adm. Asst. to the Governing Board

District Personnel and Members of the Public Present:

Sally Rackley	John Gordon	Howard Moody
Gary Marks	Paula Rhoden	JoAnne Hilde
Linda Schmitt		

CALL TO ORDER

Mrs. Dee Navarro, Acting President, called the meeting to order at 4:02 p.m.

PLEDGE OF ALLEGIANCE

Mrs. Dee Navarro led the audience in the Pledge of Allegiance.

APPROVAL OF AGENDA

Mrs. Navarro asked if the agenda was in order. Mr. Kapp responded that it was.

Dr. Joan Fleming moved that the Governing Board approve the agenda as presented.
Mrs. Tina Seeley seconded the motion.

Mrs. Dee Navarro voted aye, Mrs. Tina Seeley voted aye, and Dr. Joan Fleming voted aye. The motion carried 3-0.

WORK SESSION

ASBA PRESENTATION REGARDING SERVICES FOR A SUPERINTENDENT SEARCH

Mr. John Gordon thanked Governing Board members for the opportunity to present. He stated that the school district has a good reputation in the state with no turmoil, which was in the district's favor. He noted that our kids are blessed with a sustained leadership and your board. He reported that this is his 4th year doing searches and that he has done over 50 searches in this state. He stated that the district should celebrate the successes you have had with the current superintendent and review the current mission and vision statements.

Mr. Kapp asked, how many do you predict this year? Mr. Gordon responded, two years ago – 56. The lowest is 14, the highest is 55, and the average is 36. He noted that he currently has four openings and 13 interim superintendents.

Mr. Gordon then went through his PowerPoint presentation and answered questions from board members and members of the audience. (Please refer to the attached PowerPoint.)

He noted that currently they are averaging 22 applicants per position.

Mrs. Navarro asked, if one of our criteria is requiring a superintendent's certificate – would we still be legal? Mr. Gordon responded, yes.

Mr. Howard Moody asked, what would be the time commitment as a board member for this process? Mr. Gordon responded, this meeting, the following meeting where we set parameters and a timeline, finalize information, application review (longest – about 5.5 hours), and then setting aside a whole day for interviews with no more than four recommended in a day. He noted that there is also a community day where the candidates visit the schools, administrators, students, and then a forum with the public. He noted that there would then be an executive session scheduled for discussion of the final candidate. He then suggested that board members “shadow” those candidates during this process, as interviews can be nothing more than an illusion. He stated that the final stage would be to offer a contract, deliberate a contract and then final board approval.

Dr. Fleming noted that there are three local districts looking for superintendents and we need to be careful they don't play one district against another.

Mr. Gordon noted that the parameters might be different for those districts and that the screening process would help to eliminate that problem.

Mr. Moody asked, do the candidates tend to be more successful if the community has been involved? Mr. Gordon responded, I've never kept data on that. You know your community and what they expect and you build your search criteria around those expectations.

Mrs. Navarro noted that if we brought the community in the stakeholders should have the opportunity to have a survey or discussion regarding what they expect to see in a superintendent.

Mrs. Navarro thanked Mr. Gordon for coming up and doing the presentation.

SEARCH SOLUTIONS PRESENTATION REGARDING SERVICES FOR A SUPERINTENDENT SEARCH

Mrs. Navarro introduced Mrs. JoAnne Hilde and Dr. Linda Schmitt from Search Solutions. She reported that the mechanics of a search can be done by one person, but for verbal ideas it takes two, so on the Prescott search we would be partnering with Dr. Linda Schmitt, who has been a superintendent in Arizona, as well as the Director of Membership Services for ASBA, and did searches for ASBA in that position. She reported that in the late 1990's Search Solutions was formed in order for searches to carry a thread of community involvement, which she believes is key, since in small towns they are the educational leader for the entire community.

She then reviewed her proposal with the board including the number of meetings with the board, the key components, timelines, advertising, visiting in every school and talking with staff members to find out their expectations for the next 5-10 years, and then passing that information on to the board. She noted that they would have the same dialogue with one to two community members, pass that information on to the board, and then ask board members the same questions in order to identify the key leadership components. She stated that once those are identified an electronic brochure would be developed and could be done by students or a staff member. She stated that the brochure would then be presented to the Board for review and approval and then posted on ASBA, ASA, ADOE, and even AASA, if the board wishes to include a national component.

She reported that the national component would cost \$395 for a four week period and that they typically like to have this all done before the winter break. She added that you will get more phone calls that week than any other.

She stated that they would then accept and review applications for compliance and reference checks and would also establish a community review committee, which is optional, but that they believe works. The community review committee would consist of one-half community members and one-half staff members, who would read and screen the applications based on a rubric developed by Search Solutions. She noted that community members, staff members and parents would apply to be on that committee and that Search Solutions would select those committee members.

Mrs. Hilde noted that they would then take the results and initial reference checking and present to the governing board, who would select the finalists, and then they would plan the interview process, which usually takes two days. She reported that on the first day the applicants would visit the schools and meet and talk with the principals. There would be a community forum at the end of that day held in a row of classrooms that would have members of the community, parents, staff, etc. inside them and then rotate the candidates through the classrooms every 30 minutes, allowing the participants to see the candidates in a very small number, ask questions, and then complete a response sheet for each candidate. She noted that on the second day would be 2-hour interviews with each candidate with no more than four interviews in a day. She added that they would help to develop the questions and hold structured interviews. At the end of the interviews we would then share with the board the responses of the community. She stated that

they perform 6-8 reference checks and if you hear a rumor, call us and we'll track it down. She added that they will also verify where the candidates worked and why they left. She noted that secondary reference checks would be made through community people, reporters, and business leaders. She noted that they would stay with the Board until you have offered the position and someone has accepted, or arrange for additional interviews if necessary. (Please refer to the attachment.

Mr. Moody asked, how does that work with you visiting every site? Mrs. Hilde responded, we generally write responses on a flip chart and go to each school for 1-2 hours.

Mr. Moody asked, you would select the citizens of the community group – how do you decide? Mrs. Hilde responded, we work closely with the media and send out word that applications are available and then we look at the applications to make sure they reflect the diversity of the community and are not “stacked” in some way.

Mr. Moody asked, do you conduct an election process for staff members? Mrs. Hilde responded, we look for a cross section – certified and classified staff members from each level, and we generally work with the association leaders.

Mrs. Hilde reported that they have had a strong representation from out-of-state applicants, although that has been a slight drop over the last year. She stated that they have really good luck with the in-state applicants, but still recommend that districts still post on the AASA. She added that they have a pool of out-of-state people who are at their prime willing to come to Arizona and accept less salary because they have already retired. We also have people who have been assistant superintendents from larger districts. She stated that this district is prime.

Mr. Gary Marks asked, what is the process used when you have applicants that may be multiple candidates – applying at 17 different districts. Mrs. Hilde responded, that would come out in the reference checks – a reflection of frequency. We would recognize those names and those are the ones that would be cut – because they are not quality candidates.


Mr. Moody asked, are the travel costs from out-of-state applications born by the candidate? Mrs. Hilde responded, yes. She added that it's not been an impediment in any of our searches.

She then told the board if they thought of additional questions to please call her.

ADJOURNMENT

Hearing no objection, Mrs. Navarro adjourned the meeting at 5:21 p.m.

Conducting Your Search




Superintendent Search Services performed
by the
Arizona School Boards Association

ASBA's Primary Goal

Our **primary goal** is to develop an individualized process that will produce the best match for your district's needs. We work for you, the district governing board, not the candidates.

Reminder: important that the board act collectively as individual action is inappropriate and not helpful.

Primary Goal: Hire a Great Leader



Experience speaks

ASBA:

has been conducting searches for over 25 years with over 550 searches
Has a reliable state and nationwide network to recruit candidates and complete thorough reference checks
Enjoys working throughout the state to assist districts

Key Points to Remember

The Superintendent Search is a service available to all members of ASBA
Training is available to insure a good Board-Superintendent relationship from the first day of hire
ASBA fees are based on your enrollment, the services you request, and the needs of your district
Our travel and incidental costs are wrapped within the fee.
'Extra advertising' will be a separate cost

Purpose

Identify the best leader for your district by attracting high quality applicants
Plan and execute a search that is thoughtful, unique, responsive and fair
Minimize the possibility of legal challenges as a result of procedural flaw
Communicate process, address media, answer all applicant questions
Align with district's vision, mission, and beliefs

Preparation (Public meetings)

- Meet with board to determine
- Timeline (typically 4 - 6 weeks)
- Parameters of search
- Salary Range (ASBA provides comparisons)
- Stakeholder involvement
- Identify characteristics & criteria of future leader
 - Knowledge, skills, experience, education, abilities required
 - Major issues, trends and challenges of district



ASBA will:

- Develop application and online brochure
- Immediately notify all applicants who have profile online (>650 as of October, 2009)
- Prepare information for district to post on website
- Assist board secretary & President with all postings
- Advertise online at:
 - ASBA - NSBA
 - ASA - AASA
- Send press release to local media



Serve as Point-of-Contact

- Act as sole point-of-contact for prospects during search (no board member action!)
- Serve as spokesperson to the media during the search
- Assist in organizing community meetings with candidates as requested
- Coordinate and prepare all advertising for the position
- Conduct reference checks



The Board will:

- Agree upon Board & District contacts
- Agree to timeline and availability of members throughout process
- Agree and exhibit confidentiality of applicants during screening and initial interviews
- Stay focused on criteria for selection

Colin Powell's Rule for Picking People

"Look for intelligence and judgment and most critically, a capacity to look around corners. Also, look for loyalty, integrity, high energy, balanced ego and the drive to get things done."

Screening Applicants to Candidates

ASBA Search Consultants will:

- Review all completed applications
- Remove applicants that **do not meet the minimum qualifications** set by Board
- Screen remaining candidates
- Complete initial reference checks
- Meet with Board to review all screened applicants
- Assist Board to select interviewees

Selecting the New Leader

ASBA will:

- Establish with Board an interview schedule
- Submit sample questions for consideration
- Present a legal orientation for interviews
- Format the questionnaire
- Contact candidates for interviews
- Make arrangements for follow-up interviews and district-community forums
- Assist Board with contract process

Final Process

ASBA will:

- Arrange site visits as requested
- Contact finalist to confirm interest
- Contact those "not selected" to inform them of final selection
- Assist district with press release of newly chosen leader
- Collect and store all search files

After Appointment

ASBA will conduct a Senior Leadership Team Workshop to:

- Review board & superintendent responsibilities
- Review or set board protocols
- Review or set communication processes
- Create "vital few" for new leader
- Review evaluation process for Year One

Following the appointment

- Assist board to announce appointment
- Review with board & superintendent the relevant board policies (Policies B&C)
- Assist board with transition – goals, evaluation process & communication
- Close search, stores files, and inform other candidates.

FAQ's

Can the governing board interview in executive session? **Yes** (unless the candidate requests open), you are discussing the employment of a public employee.

Can the governing board develop questions in executive session? **NO!**

Can a governing board hire a superintendent who does not have a superintendent's certificate? As of the 2009 legislative session, **YES. ARS 15-503**

ARS 15-203 & -503

ARS 15 - 203: "The rules shall allow but not require the superintendent of a school district to obtain certification from the State Board of Education."

ARS 15 - 503: The governing board may: Employ a superintendent, principal or both. "If the governing board employs a superintendent, the governing board shall determine the qualifications for the superintendent by action taken at a public meeting. Must have a valid fingerprint clearance."

Last FAQ

Can we keep the interviewee's resume private?
Applicant >>>> Candidate >>>> Finalist
Applicant information is confidential.
Candidate information is limited to names, addresses and place of employment.
Finalists resumes are available according to laws and should be shared with staff and community

In the Electronic World!

ASBA has instituted an application process to ease the process for applicants and the availability to review applications frequently.
All communication will be completed electronically.
Search consultants can view applications anytime, anywhere

www.azsba.org



Search Access

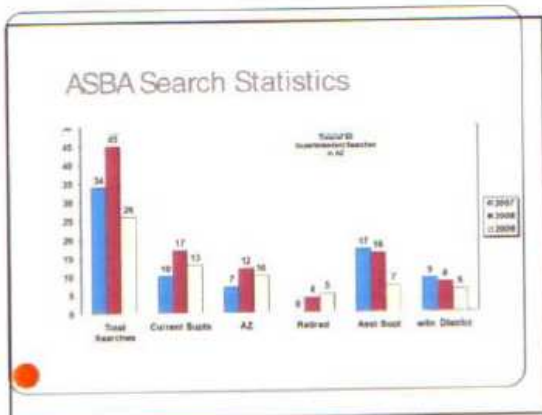
ALL EXECUTIVE SEARCHES

ASBA is seeking to recruit leaders with strong strategic performance, interpersonal skills and strong knowledge of superintendent and other district-level responsibilities.

Qualifications:

- Minimum 10 years of superintendent experience
- Minimum 5 years of superintendent experience in a district-level position
- Minimum 5 years of superintendent experience in a district-level position

ASBA
TECHNICAL CENTER
CHICKLETS



Data Info

84% of applicants get email blast from ASBA or see first on ASBA website

10% of applicants get notification via "word of mouth"

The last 3 years leaders came from:

- 38% with Superintendent Experience (40)
- 38% from Assistant Superintendent (40)
- 58% from within district
- 42% from out of district

More Data: 07-09

73% of experienced Supts had AZ experience
13% of chosen Supts had previously retired (from AZ or another state)
21% of chosen supts came from out-of-state
ASBA conducted 70% of all searches not appointed by district or district run



of Applicants - 2009

Average number of applicants per search (2009) = 22
High of 48
Low of 11



Questions for ASBA Consultant



SEARCH SOLUTIONS

JoAnne Hilde
1207 Sarah Kay Circle
Prescott, AZ 86305
602-540-1538 cell phone
rjohilde@msn.com

October 12, 2009

TO: Governing Board Members
Prescott Unified School District

RE: Superintendent Search

Thank you for the opportunity to provide information regarding a search for your new Superintendent for the Prescott Unified School District.

Attached you will find information about Search Solutions, a description of the processes we have used successfully in districts of many sizes in Arizona, a list of our client districts with references, and a resume of JoAnne Hilde, consultant. The fee for services, as outlined will be \$5,000 with expenses not to exceed \$600.00 for total of \$5,600.

Over the past 13 years, the partners of Search Solutions have worked with many rural districts in Arizona and in Yavapai County. We have learned about the educational and community culture in these areas and are well prepared to recruit candidates that will fit the profile you develop for your new Superintendent.

The proposal process as outlined is the one we believe works best for a district seeking a new superintendent. However, we will discuss how to best meet the needs of your district and community. This is your search. It is important that our role supports your directions.

The specific dates will need to be selected by your Governing Board Members to fit their individual calendars, as it is vital that all members be available during each step of the process.

Search Solutions welcomes the opportunity to act as your consultant in this most important process and decision.

SEARCH SOLUTIONS
JoAnne Hilde

SUPERINTENDENT SEARCH PROPOSAL

Search Solutions is an Arizona consulting firm that has provided services to school districts over the past twelve years. JoAnne Hilde has over thirty years of experience working within the education arena in Arizona. She served on the Prescott Unified School District Governing Board for seven years, Arizona State Board of Education for four years and has participated in Superintendent searches as a member of a local school board, as well as in the role of consultant to Arizona school boards.

The consulting fees provided to your district would include the following process:

1. A visit to the district to meet with the Governing Board to outline the entire search process, set timelines and direct the consultant on the involvement of the community and school staff.
2. A second visit to the district will establish the profile/qualifications for the new Superintendent. This includes visits with staff members at each school site during the day, and an evening community/parent meeting, followed by a meeting with board members. The information as finalized by the Governing Board would be the foundation for the search and the brochure.
3. The vacancy will be posted on three websites in Arizona, at no cost. You may also post on the website of the American Association of School Administrators, at a cost of \$395 for four weeks, paid directly by the district to AASA. This is the premier site and guarantees a national/international search.
4. An advertising brochure will be developed at the direction of the Governing Board. There are several options available to develop the brochure. Generally, we no longer print copies but send with an e-mail.
5. After applications are initially screened by Search Solutions, the consultant will make a visit to the district with a candidate pool. A Community Review Committee from the District and community will assist with a paper-screening process from that pool. Utilizing that information and the results of initial reference checking a meeting is held with the Governing Board to select the finalists to be interviewed. All applications will be available for the Board to review.
6. Finalists are invited to the District to participate in a two-day interview process. The first day candidates tour the school district talking to staff and students. An evening meeting is held with community and parents and candidates. Participants will be given response sheets in order to provide input to the Governing Board.
7. The second day, individual two-hour structured interviews are held. Search Solutions will assist the Governing Board in the formulation of questions. The interviews will be followed by deliberations of the Governing Board. The consultant will be in the District and available during this entire interview process.
8. The consultant will do extensive reference checking on each of the finalists.
9. The consultant will visit the District within the quoted fee as is necessary to assure a successful search.

SEARCH SOLUTIONS CLIENT SCHOOL DISTRICTS

SEARCH SOLUTIONS has provided all services and conducted successful searches for Superintendents in the following districts:

	<u>Enrollment Numbers</u>
Wickenburg Unified District	1500
Tempe Elementary District	13,000
Snowflake Unified District	2500
Sonoita Elementary District	150
Holbrook Unified District	2000
Santa Cruz Valley Unified District	2330
Yuma Elementary District	10,000
Altar Valley Unified District	950
Vernon Elementary District	100
Phoenix Elementary District	10,000
Window Rock Unified District	3000
Chino Valley Unified District	2549
Florence Unified District	1728
Willcox Unified District	1500
Humboldt Unified District	5000
Valley Union High School District	235
Globe Unified School District	2200
Higley Unified School District	4000
Holbrook Unified School District	2200
Clifton Unified School District	222
Ft Huachuca Accommodation School District	1250
Sonoita Elementary School District	140
Pima Unified School District	698
Maricopa Unified School District	2954
Payson Unified School District	2706
Coolidge Unified School District	4756
Duncan Unified School District	461
Sonoita Elementary School District	140
Clifton Unified School District	180
San Simon Unified School District	120
Patagonia UHS/Patagonia Elementary Districts	164
Willcox Unified School District	1400
Douglas Unified School District	4400
Gila Institute for Technology	1440
Cochise Technology District	500

Sedona Oak Creek Unified District	1362
Mingus Union High School District	1179
Camp Verde Unified School District	1532
Bagdad Unified School District	420

We have also provided other services, such as board training, facilitation, team building, conflict resolution, to a number of Arizona School Districts, including: Maricopa Unified, Higley Unified, Phoenix Elementary, Willcox Unified, Vail Unified, Globe Unified, Peoria Unified, Safford Unified, Humboldt Unified and all Joint Technology Education Districts.

REFERENCES

Personal:

Mr. Tim Foist, Superintendent, Mingus Union High School District
928-634-7531

Dr. Wade McLean, Interim Superintendent, Whiteriver Unified School District
928-338-4842

Dr. Don Enz, Executive Director, Arizona North Central Association
480-965-7439

Dr. Roger Short, Executive Director, Arizona School Administrators
602-252-0361

Superintendent Searches:

Dr. John Tavasci, President, Mingus Union High School District Governing Board
928-634-9678

Casey O'Brian, Superintendent, Payson Unified School District
928-474-2070

Dr. Nancy Alexander, Interim Superintendent and Mentor to Mingus Union High School District and Sedona Unified School District and mentor to Camp Verde Unified School District

Lucille Seney, President, Willcox Unified School District Governing Board
520-384-4449

POSSIBLE SEARCH TIMELINE

FIRST MEETING

The first meeting is with the Governing Board to set the parameters of the search and a search timeline. This meeting can happen during October or November.

SECOND MEETING: Gather expectations of the new superintendent

- The consultant will spend the day at the individual schools visiting with staff members. The questions will be, "What are your expectations for the new superintendent who must lead Prescott Unified School District in the future to ever higher levels of excellence?"
- An early evening meeting is held to gather the same input from the community of parents and patrons.
- The community meeting is followed immediately by a meeting with the Governing Board to set their expectations and develop the guidelines of the search, brochure and advertising.

DECEMBER

- The position is posted on available sites, including the AASA if the Board wishes, with a closing date of the second/third week of January.
- Consultant will begin to answer questions and receive application packets.
- Application forms will be made available for the Community Review Committee.

JANUARY

- Consultant will close the search on the date selected and begin the review of all packets received for compliance and initial reference checking.
- The consultant will assist the District with Open Meeting Law postings and begin the process of interview question development.
- Approximately ten to 14 days later the Community Review Committee will meet and review the forwarded applications. Governing Board Members may attend during this time period to read the applications at their pace.
- The same evening the PUSD Governing Board will meet and select their finalists. The consultant will notify the finalists and reconfirm that it is their intention to accept the position if it is offered.

FEBRUARY

- The consultant will schedule the interview days and coordinate with the candidates and district.
- Candidates will have guided tours of each district school on the first day.
- A community meeting will also be held on the first day of the scheduled visit. A response form will be available for all participants on all candidates. The information gathered will be shared with the Governing Board during the deliberation phase.
- Two hours interviews of each candidate will be held on the second day of the process.
- The Governing Board will deliberate and take whatever steps become necessary to make the best decision for PUSD.
- The consultant will stay engaged until the search is successfully completed.

JoAnne Hilde
1207 Sarah Kay Circle
Prescott, AZ 86305
602-540-1538 cell phone
rjohilde@msn.com

RESUME

Current

Search Solutions, Partner

The firm assists Governing Boards with customized administrative personnel searches which are respectful and inclusive of the school communities. Search Solutions has offered specialized training and facilitation processes to assist organizations and individuals develop goals, plans, leadership and team building skills in an atmosphere of respect and consensus for 20 years.

The Education Coalition: Learning First Alliance, Co-facilitator

We have provided the monthly leadership for the Arizona education community to work together to advocate for P-16 Education for over 20 years.

National Association of State Boards of Education

Mentor for new State Board of Education members from around the nation

Northern Arizona University, College of Education

Advisory Council

North Central Association (CASI)

Arizona State Committee Member

Arizona Center for AfterSchool Excellence

Founding Board Member and President
Currently, Immediate Past President

Arizona K-12 Center

The K-12 Center provides professional development opportunities for Arizona teachers and the encouragement and resources for Arizona teachers who are pursuing National Board Certification.

Previous Experience

- Arizona State Board of Education, Past President/Member
Four year term from January, 2003 to January, 2007
- A Stepping Stone Foundation, Past President and Board Member
working for pre-school education and family literacy within the
inner city of Phoenix
- Arizona Leadership Academy, founding Faculty Member, served
for nine years as a school facilitator
- Yavapai County School to Work, Equity Team Member to honor
Diversity in Classrooms
- Governing Board Member, Prescott Unified School District for
seven years and five terms as President of the Board
- National PTA, Consultant for Leadership and Organizational
Development for two years
- The Peter F. Drucker Foundation for Nonprofit Management
Trained facilitator in the Self-Assessment Tool
- ICA: Institute of Cultural Affairs
Trained in their facilitation, discussion methods and strategic
planning models

Professional Resume

Dr. Linda M. Schmitt
6918 East Lynx Wagon Road
Prescott Valley, AZ 86314
Phone: 928-772-9891
Email: hhandlinda@cableone.net

PROFESSIONAL EXPERIENCE

- 2005-2006** **Interim Superintendent**
Madison Elementary School District #38
Served one year as interim while permanent superintendent was serving in the U.S. Army in Iraq.
- 2000-2003** **Director of Membership Services**
Arizona School Boards Association
2100 North Central, Phoenix, AZ, 85004
Responsible for Board Development, Superintendent Search Services, and Conference organization and coordination (45+ searches conducted)
Moved to Northern Arizona
- 1992-2000** **Superintendent**
Balsz Elementary School District #31
4825 East Roosevelt, Phoenix, AZ 85008
Responsible for leadership of four schools, 3200 students
Retired after 35 years in public education
- 1989-1992** **Assistant Superintendent for Educational Services**
Fowler Elementary School District #45
1617 South 67th Avenue, Phoenix, AZ 85043
Responsible for curriculum, all state and federal grants, and special education
Left to assume superintendency
- 1987-1989** **Principal/Director of Special Education**
Sunridge School/Fowler Elementary School District #45
Responsible for leadership of K-3 school, 600 students, in addition to serving in the capacity of district special education director
Left for career advancement opportunity
- 1986-1987** **Principal**
Washington Elementary School, Washington Elementary District #6
8033 North 27th Avenue, Phoenix, AZ 85051
Responsible for leadership of K-8 school, 800 students, large population of special needs students and ELL students
Left for career advancement opportunities

**PAGE TWO
PROFESSIONAL RESUME**

1985-1985

Instructional Assistant (Teacher on Assignment)

Ironwood School, Washington Elementary District #6
14850 North 39th Avenue, Phoenix, AZ 85023
Responsible for curriculum/assessment/discipline
Left for career advancement opportunity

1982-1985

Management Resource Team Member/Teacher

Royal Palm School, Washington Elementary District #6
8520 North 19th Avenue, Phoenix, AZ 85021
Responsible for student discipline, scheduling, special events and half-time teaching assignment
Left for career advancement opportunity

1965-1982

Teacher, Coach, Activities Sponsor

Maryland School, Washington Elementary District #6
6503 North 21st Avenue, Phoenix, AZ 85015
Left for career advancement opportunity

EDUCATION

MAY, 1990

Doctor of Education, Educational Administration, Northern Arizona University

JULY, 1985

Master of Arts, Educational Administration, Northern Arizona University

MAY, 1965

Bachelor of Science, English and Elementary Education, Grand Canyon University

CURRENT PROFESSIONAL MEMBERSHIPS

American Association of School Administrators
Arizona School Administrators Lifetime Member Award
Arizona Town Hall

COMMUNITY ACTIVITIES

Board Member, United Way of Yavapai County
Arizona Women's Town Hall, 1991
Court-Appointed Surrogate Parent
Arizona Town Hall, 1997, 2000