



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

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**DATE OF MEETING:** April 13, 2021

**TITLE:** Approval of Appointment of Administrative Personnel

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**BACKGROUND:**

Administration presents the below candidates to the Governing Board for review and approval for hire to fill the vacancy of Middle School Principal at La Cima Middle School, as well as Middle School Assistant Principal at Amphitheater Middle School, for fiscal year 2021-22. Pertinent information about the interview process for each position is set forth below.

**Middle School Principal of La Cima Middle School**

When the position of Middle School Principal at La Cima Middle School became vacant, the position was advertised as open and the applicants reviewed. Dr. Roseanne Lopez, Kristin McGraw, Chris Trimble, and Matt Munger screened 18 files for the position of Middle School Principal. Six candidates were selected to interview with the committee. The six interviewed were: Dr. Anne Dudley, Gayle Taylor, Dr. Roman Soltero, Deanna Campos, Cindy Lewis, and Chad Knippen.

The interview committee consisted of:

- Michael Bejarano, Associate Superintendent for Secondary Education, Chair
- A.J. Malis, Amphitheater High School Principal
- Elizabeth Jacome, Coronado K-8 School Principal
- Leslie Ferre, Teacher
- Katy Dodds, Teacher
- Betsy Gardner, Teacher
- J.D. Aragon, Classified
- Ray Gee, Parent
- Kate Guymon, Parent

Based on the ratings of the school-based committee, Dr. Anne Dudley and Gayle Taylor were recommended as finalists for interviews with Superintendent Todd Jaeger; Michael Bejarano, Associate Superintendent for Secondary Education; Dr. Roseanne Lopez, Associate Superintendent for Elementary Education; Michelle Tong, Associate to the Superintendent and General Counsel; Tassi Call, Director of 21<sup>st</sup> Century Education; Kristin McGraw, Executive Director of Student Services; and Scott Little, Chief Financial Officer.

Superintendent Todd Jaeger recommends **Dr. Anne Dudley** for the position of Middle School Principal for La Cima Middle School for FY 2021-2022.

**Middle School Assistant Principal of Amphitheater Middle School**

When the position of Middle School Assistant Principal at Amphitheater Middle School became vacant, the position was advertised as open and the applicants reviewed. Dr. Roseanne Lopez, Tassi Call, Angela Wichers, and A.J. Malis screened 36 files for the position of Middle School Assistant Principal. Six candidates were selected to interview with the committee. The six interviewed were:



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Principal. Six candidates were selected to interview with the committee. The six interviewed were: Kimberly Earlenbaugh, David Linn, Mamie Spillane, Deanna Campos, Monique Berry-Kelley, and Manny Padilla.

The interview committee consisted of:

- Michael Bejarano, Associate Superintendent for Secondary Education, Chair
- Kristin McGraw, Executive Director of Student Services
- Angela Wichers, Amphitheater Middle School Principal
- Laurie Sheber, Prince Elementary School Principal
- Kellie Higgins, Teacher
- Diedre Watson, Teacher
- Mateo Arredondo, Teacher
- Kim Mitchell, Classified

Based on the ratings of the school-based committee, Mamie Spillane and Deanna Campos were recommended as finalists for interviews with Superintendent Todd Jaeger; Michael Bejarano, Associate Superintendent for Secondary Education; Dr. Roseanne Lopez, Associate Superintendent for Elementary Education; Michelle Tong, Associate to the Superintendent and General Counsel; Tassi Call, Director of 21<sup>st</sup> Century Education; and Angela Wichers, Amphitheater Middle School Principal.

Superintendent Todd Jaeger recommends **Deanna Campos** for the position of Middle School Assistant Principal for Amphitheater Middle School for FY 2021-2022.

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**RECOMMENDATION:**

It is the recommendation of Administration that the Governing Board approve the appointments for Middle School Principal of La Cima Middle School and Middle School Assistant Principal of Amphitheater Middle School as presented.

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**INITIATED BY:**

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

Date: April 8, 2021

**Todd A. Jaeger, J.D., Superintendent**

4/13/2021

**GOVERNING BOARD MEETING  
APPOINTMENTS**

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Campos	Deanna	Assistant Principal	CT-AD	Amphi Middle School	MSA	5+ years	Replacement	Ms. Wichers	*
Dudley	Anne	Principal	CT-AD	La Cima Middle School	MSPD	5+ years	Replacement	Mr. Bejarano	*

*	2021-2022 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



# DEANNA CAMPOS

Principal

## EDUCATION

Northern Arizona University  
1994-1995  
Master of Education. Dean's List

University of Arizona  
1988-1992

## CONTACT

## WORK EXPERIENCE

**TUSD Wright Elementary**      **A+ Principal**      **Tucson, AZ**  
2016-Present  
Propelled a D school with 100% Title One and has 22 different languages to an A+ school of excellence. Implemented the first Avid elementary school in the district, becoming an Avid elementary school Demo for schools across the Southwest Region. Fostered partnerships with local businesses, neighborhood communities, law enforcement and churches that provide supports and opportunities for students and families. Created a PBIS environment using Trust Cards and community involvement.

**TUSD Mary Belle McCorkle K-8**      **Assistant Principal**      **Tucson, AZ**  
2012-2015  
Oversaw discipline, technology and athletic department. Created middle school policies, including a discipline matrix which aligned with New Tech Network curriculum resulting in a reduction of referrals and disciplinary incidents.

**Pima Community College**      **Adjunct Professor**      **Tucson, AZ**  
2006-2009  
Taught Structured English Immersion classes to teachers for credit.

**Prescott College**      **Mentor/Instructional Coach**      **Tucson, AZ**  
2006-2009  
Taught education classes, i.e., Methods Courses, SEI Instruction, Curriculum and Instruction, Classroom Management, etc.

**Townsend Middle School**      **Principal Designee/Teacher**      **Tucson, AZ**  
2000-2012  
Assumed responsibilities when Principal was out, Highly qualified ELA/SEI/ELD teacher. Musical Theatre Teacher. Newspaper/Yearbook/Journalism Teacher. 504 & testing coordinator.

**Amphitheater School District**      **Teacher**      **Tucson, AZ**  
1998-2000      Nash Elementary  
1992-1998      Prince Elementary  
Success for All Reading Facilitator, Principal, Saturday School, Facilitated in-services for entire faculty/staff.

## HOBBIES

Professional Pianist/Singer/Actor  
Musical Theater  
Coaching: soccer, track, XC

## CERTIFICATES AND ENDORSEMENTS

Principal Certificate  
Curriculum Technology Education Certificate  
Elementary Ed. K-8  
Reading Specialist  
GATE Certified  
English as a Second Language Endorsement  
Qualified Evaluator Level I and II

# Dr. Anne M. Dudley

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## PROFILE SUMMARY

Middle/High School Principal with excellent record of developing, coordinating, and implementing aligned systems and initiatives to improve student outcomes seeks La Cima Middle School Principal position.

### Creative and highly experienced transformational, instructional, organizational school leader

- Skilled in leading student-centered strategic planning, goal setting, program development, implementation, and analysis to drive school improvement
- Develop and implement Positive Behavior Interventions and Supports (PBIS) and Multi-Tiered System of Supports (MTSS) resulting in increased student attendance, retention, course completion, achievement, graduation rates while decreasing behavior referrals
- Liaison with community and district partners to provide wide range of student services
- Trainer and mentor to school counselors and teacher teams serving diverse students with complex academic, attendance, social, emotional, health, and social economic challenges and histories
- Author and coordinate annual integrated action plans leveraging budgets, personnel, tiered support systems, schedules, professional development, and community resources
- 15 years of hiring, training, coordinating, and evaluating teachers/staff to increase student success
- Responsible for day-to-day school operations, schedules, budgets, programming, safety

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## PROFESSIONAL EXPERIENCE

Teenage Parent High School | Tucson USD, Tucson, AZ  
Principal

July 2012 – October 2020

- Transformed high needs school from School in Improvement to "B" School due to increased student achievement, graduation rate, and completion of college and career criteria (2017 – 2020)
- Awarded AdvancED accreditation 2017 with no restrictions
- Develop and facilitate 3-year student attendance project with United Way resulting in 5% annual increase in student attendance rates and two \$5,000 community organization awards
- Train and facilitate collaborative teams to develop and implement PLCs, PBIS, MTSS, trauma informed and restorative practices resulting in improved student attendance, course completion, graduation rates, and school connection, while decreasing behavior referrals (50% annually)
- Oversight of daily operations, instructional programming, safety plans/drills, staff training and evaluation, training and implementation of district/school policy, practices and procedures
- Leadership, coordination, and implementation of COVID school level re-entry and safety plans, laptop deployment, grading and attendance policies, master and bell schedules, online instructional platforms, transition of all academic and support services to virtual platforms
- District leader in identifying, adopting, and utilizing ELA and math interventions to support targeted interventions and instructional practices (e.g. ALEKS, IXL, Achieve3000, AVID, culturally relevant practices, targeted credit recovery, and college and career skill building courses)
- Conduct and utilize annual school-wide needs assessment and surveys to create detailed Integrated Action Plans leveraging budgets, PD, PLCs, scheduling, instructional programming, partnerships
- Successful implementation of Targeted School Improvement Grants to increase student achievement resulting in ADE reassigning grant funds to purchase needed technology
- Cultivate/coordinate district and community partnerships to secure wide range of student academic, health, mental health, parenting, and basic needs services
- Support teacher attendance at annual PLC and AVID trainings to increase student centered strategies
- Inspire and facilitate teacher teams to develop and implement school-wide advisory course focused on developing connection to school, social-emotional learning, daily attendance, self-determination, collaboration, college, career, daily living, and parenting skills. Course implemented 2017 – 2020
- Support college and career activities: lessons, workshops, campus visits - 100% FAFSA completion
- Mentor future principals/educational leaders including TUSD's 2019 High School Teacher of the Year

- **School Test Coordinator (2013-20):** calendar, coordinate, and train staff to administer and analyze district and state testing and surveys
- **Principal Cadre Leader:** mentor, facilitate, and collaborate with principals to solve complex issues and implement new district requirements in a majority-minority school district

**Canyon Day Junior High | Whiteriver USD, Whiteriver, AZ**  
**Turn Around Principal/Director of HS Online Alternative School Program**

July 2010 – June 2012

- Lead, coordinate, and implement large Federal/State School Improvement Grant (SIG) in tribal school ranked lowest 5% in country on multiple student measures
- Design, facilitate and implement transformative practices to improve student outcomes: decreased discipline incidents (21%), dropout rate (18%), and increased academic scores (average of 13%), student attendance (21%), and parent participation via quarterly data chats
- Increased student enrollment by 28% starting 2<sup>nd</sup> year of SIG implementation
- Coordinate and facilitate on going professional development to/with school faculty and consultants to improve student academic, behavior, social-emotional, safety, and health outcomes
- Management/coordination of multiple grant budgets (1.5 million) to train staff, hire consultants, instructional coach, and intervention specialists to improve Tier 1 and 2 instructional practices
- Oversight/coordination of daily operations, programming, calendars, schedules, and extra curriculars
- Participate in ongoing national, state, and district trainings to ensure implementation of best practices
- Increased high school graduation rate by 21% (2012) through development and implementation of alternative on-line credit recovery and counseling support program for marginalized high school youth
- Chair of Teacher Evaluation Adoption Committee: coordinate district teachers to research, evaluate, and advise Superintendent in selection/adoption of new teacher evaluation tool

**Mountain View High School | Marana USD, Marana, AZ**  
**Assistant Principal, Student Services**

July 2005 – June 2010

- Oversight and coordination of multiple student support programs and departments including Counseling, 504, Special Education, ELL, Positive Behavior Interventions and Supports, Smaller Learning Communities, and 8<sup>th</sup> grade transition/graduation pathway plan
- Led collaborative school team in designing and implementing Positive Behavior Intervention and Supports (PBIS) system – MVHS P.O.W.E.R and represented MVHS on district PBIS team
- Creation, oversight, and daily support to new campus inclusive co-teaching and autism programs
- Train special education teachers on REWARDS, an adolescent reading intervention program
- Hiring, onboarding, supervision, and evaluation of multiple academic departments: Counseling, Special Education, ELL, Math, English, Science, CTE
- Oversight of master schedule for school of 1,800 students
- Participation in all multi-disciplinary conferences and IEP, led manifestation determination meetings

**University of Arizona, College of Education | Tucson, AZ**  
**College Instructor and Internship Supervisor**

January 2002 – May 2005

- Full responsibility for teaching 3 special education courses (graduate/undergraduate)
- Observe, coach, mentor, coordinate, and evaluate student teachers serving ELL/EXED students
- Trainer for Bureau of Indian Affairs Exceptional Education Grant for teachers and instructional aids

**Graduate Teaching and Research Associate**

July 1999 – May 2005

- Conduct research and clerical tasks to support federal tuition grant and professor research
- Support teaching, grading, tutoring for undergraduate/graduate special education courses

**Institute Le Rosey International School | Rolle, Switzerland**  
**Learning Support Coordinator and ELL English Teacher**

January 1996 – July 1999

- English teacher grades 8 and 10 for students who spoke English as a Second Language
- 89% passing rate on ELL IGSCE English Exams (equivalent to sophomore class exams)

- Developed and coordinated first Learning Support Services Program coordinating faculty, nurse, psychologist and outside agencies to support students with wide range of academic challenges

**Colorado State University, Dept of English | Fort Collins, Colorado**  
**Graduate Teaching Associate, College Composition**  
**Tutor, Student Disability Center**

August 1994 – December 1995  
 August 1993 – May 1994

**Upward Bound, Adams State College | Alamosa, Colorado**  
**English' Composition/Creative Writing Teacher**

September 1992 – May 1993

- Writing teacher and mentor for first generation college bound high school students

**Landmark College | Putney, Vermont**  
**Literacy & Academic Skills Tutor | Communications Instructor**

June 1990 – July 1992

- Design and teach targeted daily literacy skills lessons to students with learning differences
- Design and teach communications course for adult students reading between grades 1 – 6

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## Education

**Doctor of Philosophy in Special Education, Rehabilitation & School Psychology** December 2005  
**Minor in Education Leadership, University of Arizona, Tucson, AZ**

**Master of Arts in English, Colorado State University, Fort Collins, CO** May 1999

**Bachelor of Arts in Creative Writing, Oberlin College, Oberlin, OH** May 1989

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## Licensures

**Arizona Principal Certificate** April 2004

**Arizona Special Education K-12 Teaching Certificate** April 2001

**Certified Trainer for REWARDS (Reading Excellence: Word Attack and Rate Development Strategies), Cambium Learning, Sopris West** July 2006

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## Community Involvement and Leadership

**Board Member** – Education Enrichment Foundation, Tucson, AZ, May 2020 – present  
**President, President Elect, and Board Member** – Education Leaders, Inc., Tucson, AZ, 2015 – Sept 2020  
**Chair -Teacher Evaluation Adoption Committee, Whiteriver Unified School District, Whiteriver, AZ, 2012**  
**Member, Multiple TUSD District Committees between 2013 – 2020 including District Strategic Planning, Teacher Evaluation Committee, Principal Evaluation Committee, COVID Facilities Re-entry Team**  
**AZ State Support Cadre, Arizona Department of Education Exceptional Student Services, Jan 2005 -May 2010**  
**Chair, National Standing Committee on Students for Council for Exceptional Children, Oct. 2004 – July 2006**  
**Secretary, University of Arizona Branch Council of Exceptional Children May 2003 – Sept. 2004**  
**Graduate Student Representative, University of Arizona Committees between 2001 – 2005: Professional Preparation Board; College of Education Council; College of Education Curriculum Committee; Dean's Graduate Student Advisory Committee; Annual New Graduate Student Orientation for University**

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## Affiliations

Association for Supervision and Curriculum Development  
 Educational Leaders, Inc.  
 Child Mind Institute  
 Council of Exceptional Children  
 Council of Administrators of Special Education

National Association of Secondary Principals  
 Arizona School Administrators