



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

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**DATE OF MEETING:**      **February 13, 2024**

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

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**BACKGROUND:**

Administration presents the candidates below to the Governing Board for review and approval for hire into an administrative position for Fiscal Year (FY) 2024-2025. Pertinent information about the interview process for each position is set forth below.

**1. Prince Elementary Principal**

The position of Principal of Prince Elementary was advertised as open for FY 24-25 and qualified applicants reviewed. Matt Munger, Tassi Call, Julie Valenzuela, Elizabeth Jacome, A.J. Malis, and Annette Orelup screened five files for the position. Three candidates were selected to interview with the committee. Only two candidates accepted the invitation to interview. The interview committee consisted of:

- Tassi Call, Associate Superintendent for Elementary Education
- Angela Wichers, Principal of Amphitheater Middle School
- Mamie Spillane, Principal of Rio Vista Elementary School
- Abby Harmon, ELD Clerk/Campus Monitor
- Isabel Aguilar, Administrative Assistant at Prince Elementary School
- Hillary Kitay, Teacher at Prince Elementary School
- Kris Holt, School Improvement Specialist
- Karen Belleau, Teacher at Prince Elementary School
- Gabrielle Costelow, Teacher at Prince Elementary School
- Nicholas Robles, Teacher at Prince Elementary School
- Brittney Gradillas, Teacher at Prince Elementary School
- Jerrell Paredes, Teacher at Prince Elementary/Parent of a Prince Elementary School Student
- Marlenna Frazier, Parent of a Prince Elementary School Student

Based on the ratings of the interview committee, a second interview occurred on January 29, 2024, 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
- Scott Little, Chief Financial Officer
- Kristin McGraw, Executive Director of Student Services

Superintendent Todd Jaeger recommends **Samantha Doyle** for the position of Principal of Prince Elementary School for FY 24-25.



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### 2. Wilson K-8 Principal

The position of Principal of Wilson K-8 was advertised as open for FY 24-25 and qualified applicants reviewed. Matt Munger, Tassi Call, Julie Valenzuela, and Stephanie Hillig screened five files for the position. Four candidates were selected to interview with the committee. Only three candidates accepted the invitation to interview. The interview committee consisted of:

- Matt Munger, Associate Superintendent for Secondary Education
- Zuilma Coronado, Parent of a Wilson K-8 Student
- Teresa Fritton, Teacher at Wilson K-8
- Vanessa Hicks, Teacher at Wilson K-8/Parent of a Wilson K-8 Student
- Orante Jenkins, Principal at Ironwood Ridge High School
- Elisa LaJoy, Teacher at Wilson K-8
- Michael McConnell, Principal at Innovation Academy
- Teresa McCabe, Library Assistant at Wilson K-8

Based on the ratings of the interview committee, a second interview occurred on January 29, 2024, 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
- Scott Little, Chief Financial Officer
- Kristin McGraw, Executive Director of Student Services

Superintendent Todd Jaeger recommends **Christopher Trimble** for the position of Principal of Wilson K-8 for FY 24-25.

### 3. Ironwood Ridge High School Assistant Principal

The position of Assistant Principal of Ironwood Ridge High School was advertised as open for FY 24-25 and qualified applicants reviewed. Matt Munger, Tassi Call, Julie Valenzuela, and Orante Jenkins screened fifteen files for the position. Seven candidates were selected to interview with the committee. Only six candidates accepted the invitation to interview. The interview committee consisted of:

- Matt Munger, Associate Superintendent for Secondary Education
- Orante Jenkins, Principal at Ironwood Ridge High School
- Bill Lang, Teacher at Ironwood Ridge High School
- Alissa McGowan, Teacher at Ironwood Ridge High School
- Linda McQuigan, Parent of an Ironwood Ridge High School Student
- Penny Neisius, Athletic Secretary at Ironwood Ridge High School

Based on the ratings of the interview committee, a second interview occurred on January 22, 2024, with the following individuals serving as the interview panel:



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- Todd Jaeger, Superintendent
- Tassi Call, Associate Superintendent for Elementary Education
- Matt Munger, Associate Superintendent for Secondary Education
- Scott Little, Chief Financial Officer
- Elizabeth Jacome, Director of Curriculum and Assessment
- Orante Jenkins, Principal at Ironwood Ridge High School

Superintendent Todd Jaeger recommends **David Garwacki** for the position of Assistant Principal of Ironwood Ridge High School for FY 24-25.

#### 4. Canyon del Oro High School Assistant Principal

The position of Assistant Principal of Canyon del Oro High School was advertised as open for FY 24-25 and qualified applicants reviewed. Matt Munger, Tassi Call, Elizabeth Jacome, and Tara Bulleigh screened thirteen files for the position. Eight candidates were selected to interview with the committee. Only six candidates accepted the invitation to interview. The interview committee consisted of:

- Matt Munger, Associate Superintendent for Secondary Education
- Tara Bulleigh, Principal at Canyon del Oro High School
- Anrea Boothe, Parent of a Canyon del Oro High School Student
- Jill Christman, Teacher at Canyon del Oro High School
- Brooke Cornwell, Parent of a Canyon del Oro High School Student
- Jessica Dale, Counselor at Canyon del Oro High School
- Alecia Strang, Secretary at Canyon del Oro High School

Based on the ratings of the interview committee, a second interview occurred on January 29, 2024, 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
- Scott Little, Chief Financial Officer
- Kristin McGraw, Executive Director of Student Services
- Tara Bulleigh, Principal at Canyon del Oro High School

Superintendent Todd Jaeger recommends **Jennifer Flagg** for the position of Assistant Principal of Canyon del Oro High School for FY 24-25.



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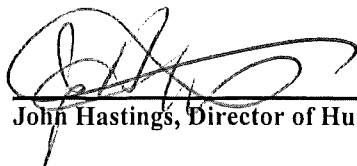
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**RECOMMENDATION:**

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

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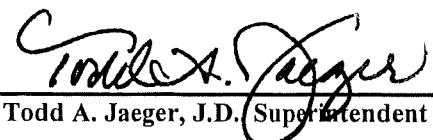
**INITIATED BY:**



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John Hastings, Director of Human Resources

Date: February 5, 2024



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Todd A. Jaeger, J.D. Superintendent

2/13/2024

GOVERNING BOARD MEETING  
APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Doyle	Samantha	Principal	CT-AD	Prince Elementary	ESP	0 years	Promotion	Mr. Jaeger	*
Flagg	Jennifer	Assistant Principal	CT-AD	CDO High School	HSA	0 years	Replacement	Mr. Jaeger	*
Garwacki	R. David	Assistant Principal	CT-AD	Ironwood Ridge High	HSA	0 years	Replacement	Mr. Jaeger	*
Trimble	Christopher	Principal	CT-AD	Wilson K-8 School	KSP	+\$8,238.19	Promotion	Mr. Jaeger	*

*	2022-2023 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

## **Samantha Doyle**

My career objective is to pursue a school leadership opportunity working with other administrators, teachers, and students in a collaborative environment where commitment, integrity and competence are highly valued and utilized.

### **Education/Certification**

M.Ed.	Educational Leadership K-12, Northern Arizona University, AZ, 2017
BA	Elementary Education, University of Arizona, Tucson, AZ, 2012
Teacher Certificate	K-8 Elementary Education, Arizona
SEI Education	K-12 Endorsement, Arizona

### **Administrative and Leadership Experience**

**Assistant Principal,**

**Prince Elementary School, Tucson, AZ: 2022-present**

- Evaluate and grow teachers and staff with thoughtful feedback.
- Create professional learning for staff that aligns to Prince's goals.
- Supervise students before school, after school, and during lunch.
- Communicate with teachers and families while using restorative practices and progressive discipline.
- Create master schedules, testing schedules, duty schedules to maximize student learning.
- Ensure a safe and prepared campus by conducting monthly fire drills and quarterly secure campus/lockdowns.
- Participate in Prince Elementary's PTO to support students and staff.

**Teacher Clarity Playbook Certified Trainer K-12,**

**Tanque Verde Elementary School, Tucson, AZ: 2021-2022**

- Developed a three-day training to teach educators K-12 using the Teacher Clarity Playbook Book Study.

**NWEA Professional Development,**

**Prince Elementary, Tucson, AZ: 2018-2020**

- Developed training for new teachers to model how to use their data to plan intervention or enrichment lessons for students based on their individual and group data.

**Principal Designee,**

**Prince Elementary School, Tucson, AZ: 2016- 2020**

- Assisted in supervision before school, after school, and during lunch when needed.
- Took on principal responsibilities when the principal was absent.
- Assisted in school calendar scheduling.

**Mentor Teacher,**

**Prince Elementary School/Tanque Verde Elementary School, Tucson, AZ:**

**2016- 2020**

- Supervised teacher candidates and helped them meet the requirements of their program.
- Mentored teacher candidates through lesson planning, classroom management, and professionalism.
- Assisted teacher candidates when applying for jobs.
- Attended meetings to support teacher candidates.

**English Language Development Coordinator,**

**Prince Elementary School, Tucson, AZ: 2015- 2017**

- Created the schedule for schoolwide English Language Learner assessment.
- Mentored new teachers in the English Language Learner program.
- Evaluated Writing assessment for grades 3-5.

**Prince Leadership Team Member,**

**Prince Elementary School, Tucson, AZ: 2014- 2020**

- Helped collaboratively create the mission and vision statement for Prince Elementary.
- Assisted in the development of the Belief Statements for Prince Elementary.
- Helped evaluate and revise the School Improvement Plan for Prince Elementary.
- Engaged in a book study about educating students living in poverty to help better serve the needs of our students.
- Helped create the new Positive Behavior Intervention and Support system.
- Collaborated with colleagues to make school-wide decisions.

**Prince Carnival Committee Chairperson,**

**Prince Elementary School, Tucson, AZ: 2017- 2020**

- Delegated jobs to committee members.
- Gathered donations from dozens of local community businesses.
- Contacted parents to assist with the carnival and enhance parental participation in school events.

**Teaching Experience**

**English Language Learner Teacher 3-5,**

**Prince Elementary School, Tucson, AZ: 2012- 2017**

- Assisted in creating the district wide grammar curriculum.
- Used a variety of engagement and teaching strategies to keep students interested and engaged.
- Contributed to the increased passing rate of the statewide English Language Learner Assessment.
- Created more opportunities for English Language Learners to become involved with sports, after school clubs, and enrichment programs.
- Advocated for students and their families to obtain necessary items needed to be successful during school; school supplies, transportation to appointments, clothing, food, etc.
- Worked with community members to gather clothing, household items, and food for families.



**Third Grade Teacher,**

**Prince Elementary School, Tucson, AZ: 2017- 2020**

- Collaborated with team members to implement a rigorous curriculum to prepare students for the AZMerit.
- Implemented instruction using Common Core standards as well as district calendar.
- Maintained a positive learning environment.

**Third Grade Teacher,**

**Tanque Verde Elementary School, Tucson, AZ: 2020- 2022**

- Collaborated with grade level team to develop curriculum aligned to essential standards in Reading and Math.
- Planned and implemented lessons for a diverse group of students to ensure high levels of learning for all students.
- Researched and utilized latest technological resources for instructional purposes
- Implemented a positive culture which promoted student responsibility and accountability.
- Planned and coordinated thematic units with my team.

**Coaching Experience**

**Assistant Volleyball Coach,**

**Amphitheater High School, Tucson, AZ: 2015- 2016.**

- Helped young women learn a sport and find success as individuals and teammates.

**Volleyball Coach,**

**Zona Volleyball Club, Tucson, AZ: 2009- 2017.**

- Worked with competitive young women to teach volleyball skills and responsibility.

**Additional Training/ Professional Development**

AVID Conference, San Diego, CA, June 2015, 2022, 2023.

OELLAS Conference, Tucson, AZ, December 2013, 2014, 2016.

No Excuses University Conference, Sacramento, CA, July 2013

No Excuses University Professional Development, Tucson, AZ, January 2017

Wilson Language Training: Foundations, St. Louis, Missouri, December 2018

VITALS training, Tucson, AZ, October 2019

Simplifying Response to Intervention Book Study- 2021

Teacher Clarity Playbook Training to be certified instructor- 2021

Engagement by Design- Doug Fisher- 2021

Success Criteria- Doug Fisher- 2022

The Virtual Summit on RTI at Work- 2022

### **Honors and Awards**

Arizona ELL Teacher of the Year Runner-Up—2016

Nominee for Rodel Exemplary Teacher—2015

## CHRISTOPHER TRIMBLE

### PROFILE

A results-oriented leader with proven abilities in strategic planning, stakeholder relationships, improving effectiveness of operations, team building, and detailing information to determine effective processes for operations. Able to identify areas of strength and weakness and implement policies, standards, changes in operation and systems that optimize productivity and bottom line. Demonstrated ability to motivate staff to maximize productivity while capitalizing on available resources.

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### EXPERIENCE

#### PRINCIPAL

**LULU WALKER ELEMENTARY SCHOOL, AMPHITHEATER PUBLIC SCHOOLS, TUCSON, AZ**  
2018 -Present

Built positive relationships with parents, students, staff, and community members. • Performed diverse human resource activities, including hiring, training, evaluating, and terminations, in accordance with legal guidelines and requirements. • Developed budget and ensured adherence to regulations across various funding sources. • Established instructional practices driven by statistical performance data. • Facilitated continued education for certified and classified staff, through the implementation of quality training and appropriation of necessary resources. • Communicate policies, procedures, and relevant information to parents, staff, and community members.

#### ASSISTANT PRINCIAL

**RICHARD B. WILSON K-8, AMPHITHEATER PUBLIC SCHOOL, TUCSON, AZ**  
2015-2018

Supervised and evaluated certified and classified staff. • Developed and implemented school safety plan and supervision schedules. • Lead professional learning for teachers. • Maintained communication with parents and community stakeholders. • Performed duties as Athletic Director.

#### HIGH SCIENCE TEACHER

**CANYON DEL ORO HIGH SCHOOL, AMPHITHEATER PUBLIC SCHOOL, TUCSON, AZ**  
2013-2015

Taught International Baccalaureate Chemistry and General Chemistry

**HIGH SCIENCE TEACHER**

**SANTA RITA HIGH SCHOOL, TUCSON UNIFIED SCHOOL DISTRICT, TUCSON, AZ**  
2019-2013

Taught AP Chemistry, Honors and General Chemistry, and Physics, 2013  
Southern Arizona American Chemical Society Teacher of the Year

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EDUCATION	<b>M.S. LEADERSHIP IN EDUCATIONAL ADMINISTRATION</b>	<b>2014</b>
	<b>CAPELLA UNIVERSITY, MINNEAPOLIS, MN</b>	
	<b>M.ED. CURRICULUM AND INSTRUCTION</b>	<b>2012</b>
	<b>AMERICAN COLLEGE OF EDUCATION, INDIANAPOLIS, IN</b>	
	<b>B.S. SCIENCE EDUCATION</b>	<b>2008</b>
	<b>UNIVERSITY OF ARIZONA, TUCSON, AZ</b>	

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SKILLS	Information Systems • Microsoft Office • Communication • Relationship Building • Professional Development • Problem Solving • Time Management • Data Driven Decisions • Adaptability	
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EXTRA CURRICULAR	<b>VARSITY SWIMMER AT THE UNIVERSITY OF ARIZONA</b>	<b>2001-2003</b>
	• Pac-10 Championships Finalist	
	• Olympic Trials Qualifier	

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ADDITIONAL	District Representative Meet and Confer	2019-2023
	District Procurement Committee After School Programs	2019
	District Procurement Committee for LMS	2020
	District Procurement Committee for ELA Curriculum	2021
	District Team for Personalized Competency Based Learning	2018-2023
	District Hiring Committee Member	2017-2022

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# R. David Garwacki

## EDUCATION

### **Southeastern Oklahoma State University**

Durant, OK

*Master's in education*

- Educational Leadership (2023)

### **The University of Arizona**

Tucson, AZ

*Master's in education*

- Teach AZ Program (2011)

### **The University of Arizona**

Tucson, AZ

*Bachelor of Science in Public Administration*

- Majored in Criminal Justice (2010)

*Bachelor of Arts in History*

- Majored in History (2010)

## EXPERIENCE

### **Sabino High School**

10/23 – present

Tucson, AZ

*Athletic Director*

- Managed and oversaw the Sabino Athletics Program
- Responsible for interviewing and hiring coaches
- Created and implemented new policies and procedures including:
  - Weekly email communication to parents and athletes
  - Pre-and post-season inventory documentation
  - “Cats Win Game” – every sports program is required to support another program on campus and attend another event during their season
- Managed athletic program schedules within the Arizona Interscholastic Association (AIA)
- Coordinated and communicated with AIA officials and Athletic Directors
- Held coaches' meetings to build community, disperse information, and discuss concerns
- Managed and supported sporting events during season and throughout the post-season
- Scheduled and coordinated transportation for teams
- Oversaw athletics budget
- Aided in the creation of a new Equipment Room and Team Room for Sabino Athletics
- Managed workers for sporting events (scoreboard operators, announcers, ticket takers)
- Held meetings dealing with conflict-resolution with coaches, parents, and athletes
- Responsible for conducting end of season coaching evaluations

### **Salpointe Catholic High School**

11/11 – 10/23

Tucson, AZ

*Teacher*

- US History, Honors US History, APUSH, Psychology, AP Psychology
- Created and implemented lesson plans for Humanities Department

*Coach: Boys Volleyball Head Coach*

- Planned and scheduled practices, events, and ran tournament (SC Invitational)
- Communicated with athletes, parents, administration, and community

- Monitored and supervised assistant coaches
- Oversaw budget
- Represented Salpointe Catholic athletics at AIA State Conference (2022)

*Department Chairperson*

- Oversaw Humanities Department
- Oversaw budget of the department
- Assisted and conducted observations of department members
- Coordinated field trips and events (Da Vinci Awards Breakfast)

*Principal Intern*

- Liaison between teachers, department chairs, and administration
- Developed Professional Development for faculty/staff for midyear in-service
- Designing Faculty/Staff Inservice for 2023-24 school year
- Edited/revamped New Employee Handbook
- Reviewed and adjusted the roles and expectations of DCPs
- Wrote/created a new snack bar policy for athletics and extracurricular activities
- Created a schedule for lunch duty/monitoring for staff and administration

**Canyon Del Oro High School**      08/14 – 05/16      Tucson, AZ

*Teacher/Head Coach (Boys and Girls Volleyball)*

- US History, APUSH, Psychology, World History
- Created lesson plans and implemented activities
- Communicated with administration, parents, students, and faculty
- Head coach of both Volleyball programs on campus
  - Responsible for scheduling events
  - Monitored student athletes and instructed in the sport of volleyball
  - Conducted fundraisers and coordinated events such as tournaments and travel

**Arizona Premier Volleyball**      05/15 – 12/16      Tucson, AZ

*Head Coach (Boys 17s National Team)*

- Planned and implemented practice plans
- Aided athletes in the college recruitment process
- Taught volleyball and oversaw competitive events

**Club Cactus Juniors Volleyball**      08/09-05/15      Tucson, AZ

*Head Coach (Boys and Girls Volleyball)*

- Coordinated and administered activities
- Responsible for training and managing athletes
- Created practice plans and schedules
- Traveled with team and parents to various tournaments
- Aided athletes in the college recruitment process

**Ironwood Ridge Volleyball**      06/05 – 05/12      Tucson, AZ

*Coach: Assistant Girls/Boys Coach*

- Taught and managed student athletes
- Assisted in coordinating activities and implementing practice plans
- Aided in camps and fundraising events

**Community Extension Programs**      06/11 – 07/11      Tucson, AZ

*Taught World History (Summer School)*

- Responsible for teaching students in a fast-paced environment

**Circuit City**

10/06-02/08

Tucson, AZ

*Product Specialist*

- Listen and react to customers' needs
- Sales oriented environment
- Aide in the training of new employees in my department

### **ACTIVITIES/AWARDS**

2023	Coordinator of Explore America Tour for Salpointe Catholic (EF Tours)
2022	DAR – American History Teacher of the Year (Tucson and Arizona)
2022-Present	Board Member – Resurrection Lutheran Child Development Center
2016,17,18,21	AZ Region Coach of the Year (Boys and Girls Volleyball)
2021-2023	Club Moderator – Salpointe Catholic National Honor Society
2015-2016	Club Sponsor – International Leadership Council
2009-2010	Athlete – University of Arizona Men's Volleyball Team

### **SKILLS**

- Microsoft Office Certified
- NFHS Coaching Certified/Concussion in Sports Certified
- Trained in sales
- USA Volleyball Impact Certified
- CPR/First Aid Certified

# Jennifer Wakefield Flagg

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## Education/Licensure

M.Ed. 2021, Educational Leadership, Northern Arizona University, G.P.A. 4.0  
J.D. 2006, University of Arizona James E. Rogers College of Law, G.P.A. 3.76  
B.A. 2001, English, University of Georgia, G.P.A. 3.98  
Teaching Certificate Principal K-12 & Teacher 6-12, Arizona  
Bar License Arizona

## Leadership and Teaching Experience

### **TUCSON UNIFIED SCHOOL DISTRICT**

#### **Multi-Tiered Systems of Support Facilitator and Principal Designee, Mansfeld Middle School, 2023-present**

Analyze student achievement and disciplinary data to identify, implement, and monitor tier 2 and tier 3 student interventions.

Collaborate with faculty, student support staff, school administration, and district support programs to provide individualized student support.

Lead school-wide Positive Behavior Interventions and Supports.

#### **Magnet Coordinator, Mansfeld Middle School, 2020-2023**

Coordinated and led weekly teacher STEM PLC meetings, family communications, STEMbassadors student leadership team, and magnet budget planning and expenditures.

Supported closure of opportunity gaps across subgroups of students by coaching teachers to strengthen tier 1 instruction and disaggregating and analyzing student data.

Led STEM committee to write successful application to attain national demonstration magnet school certification and multiple national annual awards of excellence.

#### **Curriculum Service Provider, Teenage Parent High School, 2019-2020**

Evaluated and responded to student performance data by collaborating with school administration and faculty to design and implement responsive professional development, teacher coaching, and tier 2 and tier 3 student interventions.

#### **11<sup>th</sup>/12<sup>th</sup> Grade English/History Teacher, Teenage Parent High School, 2015-2020**

Collaborated with school faculty to design and implement school-wide academic tier 2 and tier 3 intervention classes to increase student achievement, attendance, and self-advocacy.

#### **8<sup>th</sup> Grade English Teacher, Mansfeld Middle School, 2006-2008**

### **TEACH FOR AMERICA**

#### **Managing Director of Design, Teacher Preparation Team, 2012-2015**

Managed team of instructional designers to design and execute high-quality teacher development experiences for national teacher preparation organization.

#### **Director of Design, Teacher Preparation Team, 2008-2012**

Designed and facilitated adult learning experiences and professional development for new teachers and teacher coaches.

#### **Summer School Director, Rose Linda Elementary School, 2008**

Managed teacher interns, teacher coaches, and operations at elementary summer school.

#### **7<sup>th</sup> Grade English Teacher/TFA Corps Member, Merritt Middle School, 2001-2003**

## Recognition/Service

Presenter, National Conference on Magnet Schools, Dallas, TX, 2023

Member, TUSD Magnet Oversight Committee, 2023

Graduate, TUSD Leadership Prep Academy, 2022

President, Miles Exploratory Learning Center Parent-Teacher Association, 2019-2022

Member, TUSD School Re-Entry Planning Committee, 2020

TUSD High School Teacher of the Year, 2019

TAP Campus Teacher of the Year, 2017