



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

DATE OF MEETING: May 10, 2022

TITLE: Approval of Appointment of Administrative Personnel

BACKGROUND:

Administration presents the below candidates to the Governing Board for review and approval for hire for the respective administrator positions: (1) Equity and Safety Compliance Officer and Title IX Coordinator, (2) Assistant Principal of Wilson K-8 School, and (3) interim Assistant Principal of Wilson K-8 School. Pertinent information about the recommendation for each position is set forth below.

1. Equity and Safety Compliance Officer and Title IX Coordinator

The position of Equity and Safety Compliance Officer and Title IX Coordinator was advertised as open for Fiscal Year (FY) 2022-2023 and qualified applicants reviewed. An interview panel was convened and John Carlson was interviewed for the position. The interview committee consisted of:

- Michelle Tong, Associate to the Superintendent and General Counsel
- Armando Soto, Director of Interscholastics
- Michael McConnell, Innovation Academy Principal
- Glenda Arffa, Amphitheater High School Assistant Principal
- John Hastings, Human Resources Manager

The interview panel recommended Superintendent Todd Jaeger interview John Carlson as well. The Superintendent interviewed Mr. Carlson on Friday, April 22, 2022.

Superintendent Todd Jaeger recommends **John Carlson** for the position of Equity and Safety Compliance Officer and Title IX Coordinator for FY 2022-2023.

2. Wilson K-8 School Assistant Principal

The position of Assistant Principal of Wilson K-8 School was advertised as open for Fiscal Year 2022-2023 and qualified applicants reviewed. Tassi Call, Matt Munger, Julie Valenzuela, and Christine Sullivan screened twenty-two files for the position. Seven candidates were selected to interview with the committee. The individuals interviewed were: David Linn, Darin Mapes, Joy Ochoa, Kara Rawson, Susan Shoopman, Julie Suci, and Doreen Williams.

The interview committee consisted of:

- Joanne Carlson, Teacher at Wilson K-8
- Zuilma Coronado, Parent of a student at Wilson K-8
- Teresa Ebeler, Registrar at Wilson K-8
- Pamela Elslager, Parent of a student at Wilson K-8
- Matt Munger, Associate Superintendent for Secondary Education
- Andrea Shepard, Librarian at Wilson K-8
- Christine Sullivan, Principal of Wilson K-8



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Based on the ratings of the interview committee, the following three candidates were brought forward for a second interview on Monday, May 9, 2022: Darin Mapes, Susan Shoopman, and Julie Suci. The interview committee consisted of the following individuals:

- 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
- Kristin McGraw, Executive Director of Student Services
- Julie Valenzuela, Director of 21st Century Education
- Christine Sullivan, Principal of Wilson K-8

Superintendent Todd Jaeger recommends **Darin Mapes** for the position of Assistant Principal of Wilson K-8 School for Fiscal Year 2022-2023.

3. Wilson K-8 School Interim Assistant Principal

With the Governing Board's approval of Tim Ripp as the interim Principal at Mesa Verde Elementary School for FY 22-23, there is another vacant Assistant Principal position at Wilson K-8 School next year. Because Mr. Ripp's appointment is an interim appointment, this vacancy likewise needs to be addressed through an interim appointment. Administration interviewed Wilson K-8 School Teacher Susan Shoopman as part of the interview process for the above Wilson K-8 Assistant Principal, and the school panel recommended Ms. Shoopman for the second interview round. Ms. Shoopman has taught at Wilson K-8 since 2016. She is a known leader in the school and, in fact, completed her 18-month administrative internship there under the supervision of Wilson Principal Christine Sullivan for the past two school years. As someone who knows the Wilson students, staff and community well, appointing Ms. Shoopman as the interim Assistant Principal at Wilson K-8 can help to ensure consistency and continued success for the Wilson K-8 community in FY 2022-2023.

Superintendent Todd Jaeger recommends that **Susan Shoopman** be appointed into the position of Wilson K-8 School Assistant Principal on an interim basis for FY 2022-2023.

RECOMMENDATION:

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

INITIATED BY:

Michelle H. Tong, J.D.

Associate to the Superintendent and General Counsel

Date: May 9, 2022

Todd A. Jaeger, J.D., Superintendent

5/10/2022

GOVERNING BOARD MEETING APPOINTMENTS

LAST NAME	FIRST NAME	TITLE	CT/CL	LOCATION	LEVEL	EXP CREDIT	ADD'L INFO	RECOMMENDED BY	COMMENT
Mapes	Darin	Assistant Principal	CT-AD	Wilson K-8 School	MSA	1 year	Replacement	Mr. Jaeger	*
Shoopman	Susan	Assistant Principal	CT-AD	Wilson K-8 School	MSA	0 years	Interim	Mr. Jaeger	*
Carlson	John	Equity & Safety Compliance Offi	CL-AD	Wetmore Center	ESA	5+ years	Replacement	Ms. Tong	*

*	2022-2023 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

Profile

I currently serve as the Administrative Services Division Commander at the Tucson Police Department overseeing Human Resources, Recruiting, Backgrounds, hiring and on-boarding, department logistics, Wellness, the Behavioral Sciences Unit, and all criminal and personnel records. With a career that spans over twenty-seven years of law enforcement experience, and an additional six years of military experience, I have had the opportunity to gather the training, knowledge, skills, and abilities, to perform in many complex situations. I have demonstrated excellent leadership, resiliency, and a high degree of emotional intelligence while performing in analytical decision-making and high-risk environments. The full range of investigative assignments that I have held during my career, combined with my education, and my human resources experience, provide me with a comprehensive overview of operational management that very few candidates possess.

Professional Experience

Tucson Police Department, Tucson Arizona – 1995-present

Captain Administrative Division - May 2019- Present

Directly responsible and oversee operations for Human Resources, backgrounds, recruiting, hiring, on-boarding, terminations, all departmental logistics, wellness and all criminal and personnel records. In the three years I have served in this capacity, I have had the opportunity to make significant changes in past practices that include: altering traditional police hiring practices, in both testing and the background phases, in an effort to ensure the department is equitable in their hiring practices and better reflective of the community it serves; completed a work study analysis, addressing a need and implementation of a Record Management Tracking System and the addition of twelve additional employees, a 22.2% increase, in the Records Section that will address fair compensation and employee wellness and fostered an environment of integrity and trust that emphasized empathy, consistency and fair labor practices.

Lieutenant Criminal Investigations Division/Violent Crimes - December 2016 to April 2019

Responsible for oversight, supervision and administration of; Homicide, Aggravated Assault, Robbery, and Traffic Investigations. Additionally, I had operational investigative oversight for all internal criminal cases, crimes to have alleged to have been committed by Tucson Police Department personnel, either on or off duty. Re-designed and developed a field training program for Detective and Investigative Supervisors, implemented effective case management protocols that ensured consistency, efficiency and accuracy.

Operations Division West/Patrol – March 2016 to December 2016

Responsible for directly supervising three patrol squads and oversight for all patrol functions in Operations Division West, evening and weekends shifts. My areas of responsibility included the downtown district, the area surrounding the University of Arizona, two hospitals, multiple residential neighborhoods and the business district. Directly responsible for handling the division in the absence of the Captain and worked closely with community groups and businesses to develop relationships to identify and resolve problems from a community policing perspective.

Lieutenant; Force Command – December 2015 to March 2016

Responsible for monitoring patrol response to calls for service and managing department resources during the evening shifts throughout the entire City of Tucson. Responsible for all public safety responses during the evening and assumed Incident Commander responsibilities for major critical incidents. Communicated directly with the Division Commanders and the Field Services Bureau Chief regarding major incidents occurring during my shift.

Sergeant; February 2012 – December 2015

Served in multiple capacities as a first line supervisor to include: **Office of Professional Standards, Internal Affairs 2015** Responsible for the investigation of criminal and administrative investigations involving agency members. **Criminal Investigation Division; Sexual Assault Unit Supervisor 2014-2015**

Supervised detectives that investigate sexually motivated crimes against adult members of the community. Responsible for identifying, assessing, analyzing, and evaluating current trends and assignment and investigative techniques associated with sexually motivated crimes. Communicated with various local law enforcement agencies and community groups to address issues within the community. **Field Services Bureau, Operation Division**

Midtown/Patrol, 2012-2015 Responsible for supervising patrol officers responding to calls for service in the community. Identified trends in criminal activity occurring in the community and provided guidance and directed resources to address those problems to make the community a safer place for residents.

Investigative Services Bureau, Detective 2001-2012

Served as a Detective in multiple assignments to include: Auto Theft Unit, Robbery, Organized Crime, and Home Invasion. I investigated crimes of a serious nature normally associated with violent felony offenses.

Field Services Bureau 1995-2001

Responded to call for service and provided guidance in identifying potential targets to investigate. Served in a plainclothes capacity and undercover, targeting criminals involved in drug activity, property crime, and violent crime in the community.

United States Navy 1989-1993

U.S.S. Arkansas (CGN-41) Engine Room Supervisor

Naval Nuclear Power School

Machinists Mate "A" School

Education

- Bachelors of Science in Criminal Justice; Park University 2019
- Associate of Applied Science Law Enforcement; Pima Community College 2013
- Associate of General Studies; Pima Community College 2017
- Senior Management in Policing (SMIP); PERF July 2019
- University of Arizona Eller Executive Education
 - Southwest Leadership Program, September 2015
 - Foundations of Public Leadership, 2017

Skills:

- Proficient in Microsoft Office Suite products
- Interview and Interrogation training
- Certified General Instructor

Darin M Mapes, M.Ed.

Summary

A highly qualified Middle School Science Teacher and Assistant Principal of 21 years. Attentive to the physical, emotional, intellectual and social needs of students inherently found in the middle school environment. I possess extensive knowledge of the educational system and educational testing standards.

Certification

Arizona Educator Certificate (4973485) (exp. 05/2025)
Principal PreK – 12 Elementary Education K-8 / Middle Grades General Science

Education

Master of Education, Specialization – Educational Administration	2009-2011	Concordia University Texas
BS Interdisciplinary Studies, Minor – Biology, Graduated Cum Laude	1998-2001	Texas State University

Experience

Assistant Principal,

Sidney Lanier High School, San Antonio, TX 78207 (2016-2017)

- Promote a positive, caring climate for learning using PBIS Strategies and Restorative Discipline
- Promote the use of technology in teaching/learning process.
- Ensure that students are adequately supervised during non-instructional periods.
- Conduct conferences on student and school issues with parents, students, and teachers.
- Conduct walkthroughs and annual observations for teachers to promote higher learning in classrooms
- Participate in development of campus improvement plans with staff, parents and community members.
- Assist with the planning/administration of daily school activities including class schedules, attendance monitoring, teacher assignments, and extracurricular activity schedules.
- Assist with safety inspections and safety-drill practice activities.
- Assist principal with interviewing, selecting and orienting new staff.
- Supervise campus operations in Principal's absence.

Science Teacher,

Amphi MS, Amphitheater Unified School District, Tucson, AZ 85705 (2017-current)
7th /8th Grade Science Teacher and Athletic Director

Spring Branch M.S., Comal ISD, New Braunfels, TX 78070 (2014-2016) 8th Grade / 8th Pre-AP
Department Chair, Campus Site Base Committee Member, DEIC, District Grading Guidelines Committee
Middle School Visioning Committee, Mentor Teacher for UTSA Student Teachers

Northeast ISD, San Antonio, TX Bernard Harris M.S. and Ed White M.S, 2001-2014
Department Chair, Team Leader, NJHS Sponsor, Science Fair Coordinator, Coach (Golf / Tennis)
CIC Committee, Administrative Intern, Mentor Teacher for UTSA, Texas A&M, OLLU Student Teachers

- Developed lessons and instructed 6th – 8th gr. students, based on Texas' academic learning standards (TEKS) and grade level expectations
- Coordinated with teachers and parents to best meet each individual's unique needs and adapting lessons based on those needs, abilities, and strengths
- Enhanced student engagement for learning science by maintaining collaborative learning classroom environments
- Integrated multimedia, technology, and real-world examples to engage students learning and understanding
- Used formative and summative assessment data to constantly measure effective teaching strategies and optimize student learning
- Regularly worked together with grade level peers about integrating lessons across the curriculum
- Consistently participated in faculty, IEP/ARD, and department chair meetings
- Modeled effective teaching strategies for new teachers to ensure positive student engagement and learning
- Consistently and accurately managed department and organizational funds and account balances
- An exceptional communicator with advanced problem-solving skill

Other Work Experience

United States Air Force Honorably Discharged May 2000

6 th Airlift Squadron	McGuire AFB, New Jersey	1992-1996
68 th Airlift Squadron	Kelly AFB, Texas	1996-1998

C141 and C-5 Aircraft Loadmaster / Scheduler – served in Desert Shield/ Desert Storm

- Responsible for the safe loading, transport, and off-loading of all cargo and passengers.
- Maintained all appropriate paperwork and documentation per USAF Regulation.
- In direct support with other Crew positions, I managed scheduling logistics of 40 aircrew loadmasters and maintained all currency records to maintain flight eligibility
- Earned the Air Force Aerial Achievement Medal and Air Force Commendation Medal

Distinctions

Teacher of the Year:

2015 (Spring Branch M.S.)

2008 (Harris M.S.)

2003 (White M.S.)

American Legion 20th District Teacher of the Year 2004

Superintendents Award, Nov 2012

Susan Shoopman

Education

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

Credentials

- Arizona Standard Professional Principal Certificate, PreK-12
- Arizona Standard Professional Elementary Certificate, K-8
- English as a Second Language Endorsement, PreK-12
- Qualified Evaluator Certificate

Administrative Experience

Administrative Principal Internship, Wilson K-8 School <ul style="list-style-type: none">• Observed, evaluated, coached, and conferenced with certified employees• Led professional learning community in instructional and differentiation strategies• Assisted with effective implementation of district adopted reading and math curriculum• Monitored a school-wide Social Emotional Learning (SEL) program• Collected, analyzed, and disseminated assessment data, with an emphasis on identifying data trends• Monitored and evaluated IEP process, working closely with Special Education Department Chair	2019-2021
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Leadership Roles

Incoming Lead Teacher, AMP Up! Summer School, Wilson K-8 <ul style="list-style-type: none">• Interviewed and staffed elementary and middle school programs	2022
Acting Principal, AMP Up! Summer School, Wilson K-8 and La Cima <ul style="list-style-type: none">• Oversaw daily activities and operations including breakfast and lunch• Built relationships and supported teachers with curriculum and supplies	2021
Representative, Superintendent's Teacher Advisory Council, Wilson K-8 School <ul style="list-style-type: none">• Provide feedback on issues that impact classrooms and school• Voice questions or concerns from school colleagues• Share school activities, accomplishments, and events	2018-Present
Transportation Advisory Committee, Amphi School District <ul style="list-style-type: none">• Collaborated with District leadership, principals, teachers, and parents to resolve the District's inability to recruit and retain bus drivers• Communicated proposed solution to colleagues for feedback• Evaluated potential challenges concerning district employees, staff, students, and families	2021
301 Cite Representative, Wilson K-8 School <ul style="list-style-type: none">• Wrote Wilson K-8's current 301 plan• Led professional development to disseminate requirements of plan• Lead contact for 301 implementation questions	2020-Present

Representative, Parent Teacher Organization Board, Wilson K-8 School	2020-Present
<ul style="list-style-type: none"> • Provide input on PTO fundraisers, events, and budget • Vote on monetary school improvement items 	

Teacher Mentor, Wilson K-8 School	2020-Present
<ul style="list-style-type: none"> • Encourage the development and growth of teachers new to Wilson • Assist with curriculum implementation 	

Amphitheater Aspiring Leaders Academy, Amphi School District	2022 - Present
<ul style="list-style-type: none"> • Attend sessions designed to think through big issues facing education and learn about system issues and perspectives • Learned practical information to set career path within the Amphi School District 	

Math Adoption Committee, Amphi School District	2017-2018
<ul style="list-style-type: none"> • Reviewed, analyzed, and recommended the curriculum adoption of instructional materials aligned to the Arizona Mathematics Standards 	

Teaching Experience

Teacher, Second and Fourth Grade	2016-Present
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	2005-2009
Deerwood Elementary School, SDOC, Kissimmee, Florida	

Committee Involvement

- School Leadership Data Team, Wilson K-8
- Intervention Team, Wilson K-8
- PTO, Wilson K-8
- Site Council, Wilson K-8
- National Junior Honor Society, Sunset Park Elementary
- PTO, Sunset Park Elementary
- School Advisory Committee, Sunset Park Elementary
- Literacy Council, Deerwood Elementary
- School Advisory Committee, Deerwood Elementary
- School Improvement Committee, Deerwood Elementary
- Budget Committee, Deerwood Elementary
- Accelerated Reading Club, Deerwood Elementary
- Book Buddy Reading Club, Deerwood Elementary