

JENNIFER S. FEE

Collaboration | Vision | Trust | Experience

Instructional leader with over 25 years of K-12 educational experience and a proven record of district leadership success as demonstrated by collaborative and data-informed decision-making, intelligent risk taking, empowered leadership teams, and exceptional oral and written communications. Visible, approachable, thoughtful, ethical, trusted, and transparent leader, facilitator, and partner committed to creating impactful and inclusive experiences for students, staff, families, and communities through engagement, listening, collaboration, creative problem solving, consensus building, strategic planning, and a shared vision.

Core COMPETENCIES	Curriculum, Instruction & Assessment	Community Relations	Communications & Public Speaking
	Systems & Process Orientation	Public School Advocacy	Public School Finances
	Innovative Strategic Planning	Consensus Building	Grant & Fund Development
	Capacity building	Collaboration	Program Design, Alignment & Evaluation
	Data-informed decision making	Visibility & Approachability	Staff Development, Supervision & Evaluation

EDUCATION | CERTIFICATIONS

Doctorate in Educational Leadership

Michigan State University, May 2022

Master of Arts in Education

University of Michigan, August 1994

Bachelor of Arts in Economics

University of Michigan, May 1991

Administrator Certification

State of Michigan (EZ)

Secondary Social Sciences Certification

State of Michigan (CX)

Secondary Economics Certification

State of Michigan (CA)

PROFESSIONAL EXPERIENCE

Superintendent – *St. Joseph Public Schools*

2021-Present

- Lead a district with a \$39 million budget, 2,900 students, and 300 staff members.
- Created a comprehensive 4-year strategic plan developed through an inclusive and collaborative planning process.
- Implemented and supported behavioral and academic multi-tiered systems of support.
- Provided strategic and coordinated leadership of all aspects of curriculum, instruction, and assessment.
- Built a cohesive administrative team challenged by the global pandemic and unexpected leadership changes.

Assistant Superintendent of Curriculum & Instruction – *East Grand Rapids Public Schools*

2017-2021

- Directed curriculum, instruction, assessment, professional development, and best practices in technology, general and special education, human resources, state and federal grant writing, and early childhood programming in one of the top performing districts in the state.

Principal & Assistant Principal – *East Grand Rapids Public Schools*

2007-2017 & 2005-2007

- Fostered educational and extracurricular excellence as the instructional leader of one of the top high schools in Michigan and the nation.
- Inspired a team of 100 plus employees to deliver an academic program of excellence, extensive opportunities for whole child development, and over 75 extracurricular and athletic programs in response to the diverse learning needs of 1,000 students.
- Researched and lead the implementation of the International Baccalaureate Diploma Programme.

Teacher – *Michigan, Colorado, and Florida*

- East Grand Rapids Middle School, Michigan, Social Studies Teacher **1999-2005**
- Graland Country Day School, Colorado, Middle School Math and Social Studies Teacher **1995-1999**
- Miami Country Day School, Florida, Middle School Social Studies Teacher **1994-1995**

SIGNIFICANT ACCOMPLISHMENTS

Curriculum, Instruction, Assessment, and Professional Development

- Built a sustainable high-impact, small-group tutoring program design to meet individual student needs.
- Facilitated the exploration, authorization, and implementation of the International Baccalaureate Diploma Programme (IB) while simultaneously increasing the number of Advanced Placement (AP) courses and participation rates.
- Removed barriers to enrollment in career and technical, early college, AP, and IB courses to ensure equitable access.
- Restructured school day schedules to efficiently leverage resources and meet needs for student interventions and support.
- Increased the number of social workers, counselors, and behavior specialists in support of student wellness.
- Expanded STEM opportunities by increasing robotics programming K-12 and computer science and maker courses.
- Integrated learning labs as a collegial and embedded staff development model.
- Designed K-12 implementation of restorative practices, MDE's Creating Safe Schools for Minority Youth, and Human Trafficking Youth Prevention Education.
- Implemented an equitable, one-to-one, bring your own device technology program ensuring 100% access for every student.

Staff Development and Human Resources

- Developed and empowered district leadership teams. Mentored five teachers into administrative roles and multiple administrators into higher administrative levels.
- Nurtured and improved the culture of a leadership team challenged by loss, leadership transitions, and the pandemic.
- Restructured the teacher evaluation system through collaboration and consensus.
- Led antiharassment and Title IX investigations and trainings as the designated compliance officer.
- Wrote and implemented board of education and student code of conduct policies.
- Advocated to legislators for supportive educational legislation.

Strategy, Finance, Operations, and Governance

- Crafted a shared vision by leading the district through a collaborative and inclusive strategic planning process.
- Fostered a trusting relationship with boards of education ensuring effective communication and strong governance.
- Systematically and effectively allocated millions of ESSER dollars to programs and facilities to support students and staff.
- Completed a \$12 million HVAC and electrical project at three elementary buildings.
- Laid the foundation for a \$98.5 million millage request on the May 2024 ballot and November renewal requests for a sinking fund and operating millage. Collaborated with others in the planning, promotion, and passage of a \$12.5 and a \$27.5 million bond projects.
- Increased access and opportunities for enrollment through a tuition enrollment program, school of choice, and marketing.
- Negotiated several contract through collective bargaining with professional and support staff groups.
- Partnered with the SJPS and EGR Schools Foundations, Steelcase, Whirlpool, and Meijer corporations for financial support.
- Developed and assessed COVID-19 preparedness plans, continuity of learning plans, and instructional delivery models.

PARTNERSHIPS | MEMBERSHIPS | TRAININGS

Community Partnerships & Memberships

- University of Michigan School of Education, *Dean's Advisory Council*
- MSU and GVSU K-12 Administrative Panels
- Cities/Townships of East Grand Rapids and St. Joseph
- EGR and St. Joseph Public Schools Foundations
- MI-STEM Network
- Kent ISD and Berrien RESA
- Michigan Association of School Administrators
- Michigan Association of Secondary School Principals
- Strategic Leadership Council
- Rotary and Lions Clubs of St. Joseph

Professional Development

- Superintendents' Academy (MLI)
- Labor Relations Academy (MNA)
- Institute for Healing Racism
- Brave Talks (Corewell Health)
- Professional Learning Communities
- Curriculum Leaders Institute (ASCD)
- Harvard Principals' Center: The Art of Leadership
- Teachers College Coaching of Reading Institute
- MASB Superintendent Evaluation Training
- International Baccalaureate Trainings

"Jenny taught me to collaborate and work with my staff as a team. It was never about her and her ideas; but about collective wisdom of the teachers and empowering them to work together to impact student learning." ~ *former assistant principal*

"What impacted me most was Jenny's openness and vulnerability, her authentic and honest ways of building trust among her staff, and creating a culture for students that is fair, safe, and kind. Jenny is forthright, honest, and open." ~ *teacher*