

DOUGLAS COUNTY SCHOOL DISTRICT
Minden, Nevada

Application for Superintendent of Schools

Name Hicks Chad Christian Date April 23, 2015
Last First Middle

Business Address Washoe County School District
Name of School District, Firm or Organization

425 East Ninth Street Reno NV 89512
Street City State Zip Code

Home Address _____
Street City State Zip Code

Cell Phone _____ Business Phone _____
Area Code Number Area Code Number

Email Address _____

Are you a citizen of the United States? Yes No

Current Position Area Superintendent

Current Compensation \$127,301
(Dollar Value of Total Package)

Employer: Type of School District, Firm or Organization
Public School District

Number of Persons Supervised 1,116

Total Budget Administered \$3,597,301

Current Valid Professional Certificates (types and state issued)
Professional Elementary K-8 Teaching Exp. 4/25/2020 Nevada
Professional Special K-12 School Administrator Exp. 4/25/2020 Nevada
University of Virginia School Turnaround Specialist Program July 2012 Virginia

Have you ever had a teacher, administrative, other license, or certificate suspended or revoked in any state? No



Chad Hicks

School District Superintendent

Qualifications Profile

Highly motivated and strategic leader with an unwavering commitment to success. Diverse background and proven ability to motivate and empower all stakeholders in a shared responsibility for student success.

Education

Masters of Arts, Education Administration and Supervision, University of Phoenix, Reno, NV, 2003

Bachelor of Science, Recreation, Arizona State University, Tempe, AZ, 1995

Certification:

University of Virginia Darden/Curry Partnership for Leaders in Education – Turnaround Leader Certificate.

State of Nevada Professional Elementary K-8 Teaching

Professional Special K-12 School Administration License

PROFESSIONAL EXPERIENCE

Area Superintendent 2012 – Present (*Secretary of Defense Freedom Award -2014 Recipient*)

Direct supervision of three comprehensive high schools, four middle schools and thirteen elementary schools. Support for approximately 14,500 students. Twelve of these schools qualify for Title I funds and nine are recipients of the Teacher Incentive Fund Grant (TIF 4). Responsible for district implementation of TIF 4 initiatives such as Student Learning Objectives (SLO's), STEM instruction and Project Based Learning (PBL). All TIF 4 schools significantly increased student performance in science based on the 2014 CRT exams. Successful implementation of Instructional Rounds within the Area 5 schools which served as a model program for district-wide implementation. School administration, teachers and community members worked in a collaborative manner to support instructional practice and implementation of Common Core Action Steps. I'm proud to announce that under my leadership three Area 5 principals received National recognition as distinguished principals. Two Elementary school principals and one intermediate school principal received State of Nevada Principal of the Year awards.

School Improvement Grant (SIG) "Turnaround" Principal 2010-2012

University of Virginia Darden School of Business Turnaround Leadership Training

Echo Loder World Culture Academy, Reno NV

Selected to lead reform efforts in one of Washoe County's School Improvement Grant schools. Echo Loder's student body was comprised of 100% Free and Reduced Lunch, 92% Hispanic and 85% Limited English Proficient. ELA achievement increased from 38% to 54% and Math increased from 66% to 75%. Echo Loder once the lowest performing school in Washoe County made Adequate Yearly Progress for the first time during the 2010-2011 school year. All Teacher Incentive Fund (TIF) achievement targets were met during the 2011-2012 school year.

Established a partnership with the Wiggins McTighe Group (UBD) to successfully implement Common Core "World Culture" focus units.

Chad Hicks

Title I Coordinator 2008 - 2010

Provided leadership and support for 27 Title I primary and secondary schools serving 14,000 students within a district of 63,000 students. Responsible for all functions related to the No Child Left Behind/ESEA Act including oversight and management of a \$12M Title I budget. Supervised Title I School-wide Programs, School Improvement budgets, School Choice and Supplemental Education Services, Parent Involvement, Private/Charter School Services, Neglected and Delinquent programs and 21st Century After School Programs. Also responsible for developing organizational capacity, cohesion, coherence and cultural competency in selected Title I schools demonstrating the need for improvement. Facilitated Strategic School Improvement Summer Symposiums for all Title I schools.

Principal 2007-2008

Lloyd Diedrichsen Elementary School, Sparks NV

Direct supervision and evaluation of staff and students. Successful implementation of Response to Intervention Program identified as a model program for district-wide implementation. K-6 writing plan – Increased 5th grade proficiency scores from 32.9% in 2006-07 to 54.3% in 2007-08. This was the highest percentage of growth overall in the Washoe County School District.

Principal 2004-2007

Glenn Duncan Elementary School, Reno NV (Title I Distinguished School Nominee)

Led reform efforts to increase student achievement in a school designated as the most “at risk” Elementary schools in Washoe County serving 600 students of which 92% qualified for Free and Reduced Lunch. I successfully implemented a school-wide turnaround plan which involved staff, parents and all community stakeholders. These efforts led to "High Achieving" status and State recognition during the 2005-2006 school year.

Assistant Principal 2003-2004

Glenn Duncan Elementary School, Reno NV

Supervision of staff and students, conducted staff professional development trainings, created on-going student academic/social monitoring system, grant writing, coordinated Character Education Program, maintained discipline program and mentored focus students

Dean of Students/Math & Science Facilitator 2002-2003

Anderson Elementary School, Reno NV

Supervision of staff and students, data collection, scheduling and coordination of staff professional development, established a school community partnership program, implemented math intervention program – Anderson Elementary School was recognized as a High Achieving Title I School

Elementary School Teacher 1997-2002

Katherine Dunn Elementary School, Sparks NV

Taught 4th and 6th grade all subjects

Chad Hicks

OTHER PROFESSIONAL EXPERIENCE

Executive Cabinet Member 2012 –current

Washoe County School District Leadership Team

University of Virginia 9th Cohort Executive Turnaround Leadership Program 2012

Teacher Incentive Fund (TIF) Team Member

Member of the District School Improvement/Growth Committee 2008-2010

Member of the Nevada State Committee of Practitioners 2007-2009

Member of Superintendent's Restructure Advisory Committee 2008-2009

PROFESSIONAL ORGANIZATIONS

Association for Supervision and Curriculum Development

National Association of Elementary School Principals

American Association of School Administrators

National Association of Federal Education Program Administrators

DOUGLAS COUNTY SCHOOL DISTRICT
Minden, Nevada

Application for Superintendent of Schools

Name White, Teresa S. Date April 6, 2015
Last First Middle

Business Address Douglas County School District
Name of School District, Firm or Organization

1638 Mono Avenue Minden, NV 89423
Street City State Zip Code

Home Address _____
Street City State Zip Code

Cell Phone _____ Business Phone _____
Area Code Number Area Code Number

Email Address _____

Are you a citizen of the United States? Yes No

Current Position Director of Human Resources

Current Compensation \$101,000 (Salary \$94,000/\$7000 health insurance)
(Dollar Value of Total Package)

Employer: Type of School District, Firm or Organization School District

Number of Persons Supervised Currently 5/Previously up to 60

Total Budget Administered Currently \$90,000/Previously \$10,000,000

Current Valid Professional Certificates (types and state issued)
Nevada #30620 K-8 Teaching; K-12 Administration; K-12 Substitute
Massachusetts # 462416 PreK-6 Principal/Assistant Principal; 5-8
Principal/Assistant Principal; 9-12 Principal/Assistant Principal; SEI-Admin.
Endorsement

Have you ever had a teacher, administrative, other license, or certificate suspended or revoked in any state? Yes No

Teresa S. (Teri) White

Skills Profile I have more than twenty-nine years of teaching and administrative experience and am skilled in collaborative leadership, high school reform, curricular development, professional development, school and district improvement, finance management, and human resource management. I have a solid background in instruction and working with diverse student populations; in teacher and administrator development; and in Board relations.

Work Experience

August 2015 – Current **Director of Human Resources** Douglas County School District, Minden, NV

- Policy Review
- Audit Hiring Practices and Develop Systematic Hiring Protocols
- Implement NEPF Validation Study
- Implement protocols for movement staff to accommodate shift of 6th and 9th grade students
- Participate in Cabinet discussions and leadership team decision making
- Lead negotiations for six employee groups
- Conduct file audits
- Conduct site visits
- Assist with master schedule development at both high schools
- Participate in selection of new administrative and support staff

August 2012-July 2014 **Principal, Fonseca Elementary School** Fall River, MA

- Supervised licensed staff of 44, classified staff of 14 and student population exceeding 800
- Implemented walk-through protocol for all administrative staff with regular walks to calibrate observations
- Implemented All Hands on Deck program to provide academic interventions to small groups of students based upon performance data
- Led efforts to improve student achievement noting increase in mathematics proficiency by as much as 14% over two-year period.
- Led school improvement and assisted school in focusing on data to identify areas to focus professional development on improving academic achievement
- Developed and implemented an after school tutoring program
- Worked to implement a collaboration model as tool for teachers to work in Professional Learning Communities as they come together to improve student achievement
- Hired licensed and classified staff

January 2010 – July 2012 **Superintendent of Schools**, Mineral County School District, Hawthorne, NV

- Establish curricular goals with Board for low performing school district
- Build Board/Administrator relationships and trust
- Implement new accounting system to comply with audit findings; oversee budget exceeding 10 million dollars in revenue
- Oversee State, Federal and local grants
- Manage Student Informational System and data reporting for the Nevada Report Card
- Oversee District Human Resources operations and evaluate central office personnel
- Consolidate District staffing to comply with the Nevada Plan
- Implement professional development activities the promote engaged student learning opportunities in all classrooms in partnership with the Schlechty Center
- Establish procedures and practices for sound district management
- Coordinate Special Education Services
- Supervise administrative, instructional, transportation, maintenance and school staff

August 2009 – January 2010 **Administrative Consultant**, Nat Lommori and Associates LLC,
Hawthorne, NV

- Audit Payroll practices and rectify errors in salary calculation
- Audit vendor files for benefit providers and rectify errors in payment
- Audit Human Resource practices and file management
- Establish hiring procedures and practices
- Assess grant management and submit grant applications
- Supervise administrative staff

July 2006-June 2009 **Associate Superintendent**, Lyon County School District, Yerington, NV

- Supervised curriculum development and management of K-12 instructional programs that resulted in District achieving AYP and performing adequately or above in all but two cells district-wide
- Wrote for and managed improvement grants in excess of \$1,200,000
- Worked cooperatively with three employee association groups
- Supervised the development and implementation of District Professional Development Center to train Instructional Coaches who, in turn, trained our staff of over 700 teachers on best practices
- Oversight responsibility for all educational policies and regulations
- Supervision of 7 schools in a district of 14 schools with a student population of over 8800
- Developed and implemented district Best Practices Faire
- Responsible for partnering with local businesses to improve practices related to Career and Technical Opportunities and the factors responsible for increasing our graduation rate
- Planned and Implemented numerous research based professional development initiatives to include PLCs, Schlechty's engagement strategies, uniform instructional planning guide, use of MAPs data to plan and guide instructional for individual students, and classroom walkthroughs
- Served as the District Title IX Officer; McGrath trained
- Supervised Testing and Technology and had oversight in implementing formative assessment tool (NWEA MAPs) to assess student achievement and guide instructional decisions
- Developed and implemented comprehensive plan for New Teacher Induction
- Oversight on educational budget in excess of \$2,000,000

July 2001-June 2006 **Principal of Dayton High School**, Lyon County School District, Dayton, NV

- Supervised licensed staff of 42, classified staff of 17 and student population exceeding 750
- Led school improvement and assisted school in focusing on data to identify areas to focus professional development that led the school to achieve "High Achieving" status
- Wrote and was awarded instructional improvement grant of \$127,000 for teaching vocabulary across the content areas
- Managed all student activities, athletic and co-curricular, in 750-student high school
- Implemented weekly collaboration model as tool for teachers to work in Professional Learning Communities to develop viable curriculum

August 1997-June 2001 **Assistant Principal**, Lyon County School District, Dayton, NV

- Served as Athletic Administrator and Division 3A President
- Responsible for all discipline and attendance for 650-student high school
- Executed the school's Master Schedule
- Participated in all staffing decisions
- Supervised half of the licensed staff and all custodial/maintenance staff
- Oversight in all student activities for 650-student high school

August 1994-June 1997 **Assistant to the School Administration**, Cross Middle School, Tucson, AZ

- Supervised twenty licensed staff and all maintenance grounds
- Oversight of all facilities and grounds
- Supervision over all student activities for 1200-student middle school
- Facilitated in the development of the Master Schedule
- Responsible for discipline and attendance for half of the student body

August 1988-June 1994 **Classroom Teacher**, Amphitheater Public School District, Tucson, AZ

- Instructed sixth graders in comprehensive elementary curriculum
- Instructed sixth graders in math and science at middle school

- Participated in Merit Pay program by developing interdisciplinary units in science, math and social studies with team peer
- Coached volleyball

August 1984-June 1988 **Classroom Teacher**, Nogales Unified School District, Nogales, AZ

- Instructed fifth and sixth grade students in comprehensive elementary curriculum
- Instructed sixth grade students in math and language arts in middle school
- Developed Teach-In program to invite businesses in to help with career development at the middle level
- Coached volleyball, softball and cheerleading

Education

Master of Education, Northern Arizona State University, Flagstaff, (1996)
Educational Leadership, with Distinction

Bachelor of Arts, University of Arizona, Tucson, (1984)
Elementary Education

Over 18 credit hours of continuing education credits in Nevada
RETELL, Sheltered Instruction course completed Winter 2013

Licensing

Nevada, School Administration; Nevada, Teaching K-8; Nevada, Substitute K-12
Massachusetts, K-6 School Administrator

Professional Activities

Presenter, Responsive Classroom Conference, Cambridge, MA Fall 2013
Reader and Writer, Resiliency Foundation Charter School Application, Fall 2013
Reader, Responsive Classroom publication, January 2014
Member, Nevada Association of School Administrators
Member, Association for Supervision and Curriculum Development
Member, American Association of School Administrators
Member, District Administration
Member, National Association Secondary School Principals
Trainer, Breaking Ranks II
Member, National Staff Development Council

Community Activities

Served as Judge for Run Ed Run school spirit competition
Member Healthy Communities Coalition while serving at Principal at DHS
Participant in supervision of youth activities for Armed Forces Day
Member Grass Laying Committee HES
Judge, Dayton Chamber of Commerce Oodles of Noodles
Cadet Advisor, Central Lyon County Fire District, Dayton, NV
Participant, Lyon County Youth Coalition Fashion Show Fundraiser
Member, Dayton Booster Club

Awards/Honors

2008 Keynote Speaker at DHS Graduation; 2005 NHS Staff Member of the Week; 2005 Nevada P.E. P. Person Who Cares; 1996 Graduated with Distinction from Northern Arizona University; 1987 Pierson Middle School Teacher of the Year; 1984 Member, Dean's List, University of Arizona