

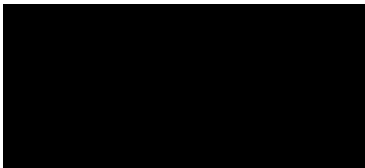
Dennis Holmes

Dennis Holmes

Associate Superintendent of Instructional Support

—

Dennis Holmes



15 September 2023

Employment at State of Nevada Charter School Department

Dear Recruiter,

My name is Dennis Holmes. I am contacting you regarding employment with the State of Nevada. During the past five years I have worked as the Associate Superintendent for Instructional Support. The main stay of my role was managing a \$138 million-dollar general fund and \$210 million-dollar overall budget.

I have a deep understanding of what it takes to be successful in any leadership and/or support role. Currently, I have recently retired as the Associate Superintendent for Instructional Support in Gillette, WY. I have served in this role for five years and as a building principal for twelve years prior. I worked closely with and provided oversight for the Finance Department, Transportation, Buildings and Grounds (Maintenance), IT, Nutrition, Accounting, Warehouse, Legal Issues, Legislative Issues and coordinated our District SRO's and Crisis Plan for our district of 8,700 students.

While working for Campbell County School District #1, I obtained funding for building a new aquatic center for \$39 million dollars. The eighteen-month project is currently underway. I also secured funding for a dated rural elementary school and that project is currently in the design phase. Prior to my current position I was a high school principal for 12 years. I have a good understanding of financial management. Our general fund budget was \$138 million and the overall budget was near \$210 million including grants and non-guaranteed funds.

Over my 30 plus years in education, I have developed sound leadership skills in many areas due to the vast and diverse nature of my current and past responsibilities. I have taught elementary Health Enhancement and opened a new high school with eleven-hundred students. Throughout my career I have had numerous opportunities to support student learning by supporting classroom teachers, building leadership and district level leadership. I believe in a shared leadership style and feel it has been effective for me throughout my career.

My wife and I have relocated to Las Vegas in June of 2023. We love it here and look to contribute to the growth and development of the State of Nevada through the Charter School Department.

I look forward to hearing from you and discussing employment. Please reach out to me at your convenience.

Sincerely,

Dennis Holmes

Dennis Holmes

OBJECTIVE: Meaningful Educational Employment

Education

MONTANA STATE UNIVERSITY: EDUCATIONAL LEADERSHIP (5-12)

MONTANA STATE UNIVERSITY BILLINGS: MASTERS IN HEALTH AND PHYSICAL EDUCATION

EASTERN MONTANA COLLEGE: BS HEALTH AND PHYSICAL EDUCATION, COACHING OPTION

Skills & Abilities

LEADERSHIP

- Served as the Associate Superintendent for Instructional Support
- Financial leader and Transportation Department oversight
- Shared leadership with Administrative Team and Staff
- Oversight of all Buildings and Grounds
- Knowledge of HR Laws, School Law, SPED, Title I, Title IX, FERPA, FAPE
- Command a collaborative work environment to serve students educational needs
- Understand school culture/diversity and CCSD practices and policies
- Ensure school climate is clean, safe, supports academics, and is relationship based
- Created and implemented District Wide Crisis Plan

COMMUNICATION

- Speak and/or write well and get my ideas across to others easily
- Strengths in building and sustaining relationships
- Work with District Leadership collaboratively
- Strong alliance with CCSD Department Leaders
- Strong alliance with Cabinet

MANAGEMENT

- Responsible for evaluation and supervision of 9 staff who oversee several hundred employees
- Oversee Finance, Transportation, Food Services, Purchasing and Warehouse, Maintenance and Facilities, Accounting, Print Shop, Government Relations and Legislation, Federal Grants, the Finance Technology Department and the District Crisis Team

ORGANIZE

- Arrange/plan events/put agendas in order so that they run smoothly
- Develop strategies/best practices to facilitate optimal learning
- Complete tasks and mandated requirements
- Staff building needs with certified/qualified professionals
- Design Profession Learning Community goals

DECISION MAKING

- Make good judgments about what to do in a difficult situation
- Build Master Schedule and implement for 1050 plus students
- Problem Solver

FLEXIBLE

- Can carry out many different responsibilities, sometimes with very little advanced notice
- Ability to adjust schedule and plans as needed

Experience

ASSOCIATE SUPERINTENDENT FOR INSTRUCTIONAL SUPPORT – GILLETTE, WY; CAMPBELL COUNTY SCHOOL DISTRICT #1 - JULY 2018-JULY 2023

PRINCIPAL THUNDER BASIN HIGH SCHOOL JULY 2016-July 2018

- Leadership of 130 staff members and 1050 students
- Creating the culture and establishing the climate of a new 9-12 comprehensive high school
- Strong Academic leadership skills

PRINCIPAL BILLINGS SENIOR HIGH SCHOOL AUGUST 2006-2016, BILLINGS, MT; BILLINGS PUBLIC SCHOOLS

- Leadership of 150 staff members and 1850 students
- Title I School

ASSOCIATE PRINCIPAL BILLINGS SENIOR HIGH SCHOOL AUGUST 2004-2006

- Scheduling classes for the students/teachers and worked cooperatively with the principal
- Leader for building Guidance Counselors
- Oversee graduation requirements

ASSISTANT PRINCIPAL BILLINGS SENIOR HIGH SCHOOL AUGUST 2002-2004

- Responsible for student conduct, test scheduling, event coordinator, evaluations

BILLINGS WEST HIGH SCHOOL AND ROSE PARK ELEMENTARY SCHOOL AUGUST 2000-2002

- Administrative Intern and 9-12 Health Enhancement, Assistant Varsity Softball Coach (Strength Coach)
- Taught grades Kindergarten – Sophomore Health and PE

BILLINGS SENIOR HIGH SCHOOL AUGUST 1999-2000

- Health Enhancement Teacher grades 9-12, Assistant Varsity Softball Coach (Strength Coach), Assistant Varsity Football Coach (Strength Coach)

LEWIS AND CLARK MIDDLE SCHOOL AUGUST 1991-1999

- 7th grade Health Enhancement, Assistant Softball Coach, Head Football Coach, Head Boys Basketball Coach, Assistant Girls Basketball Coach

Supplementary Information

- Assisted in development of PLC's, a Professional Learning Community for my staff at Senior High School
- Worked closely with Successful Practices Network, Bill Daggett and Ray McNulty (Next Network) 2007-2014
- Member of MHSA; President 2012-2013; AA Principals; Vice President Rimrock Foundation Executive Board (2007-2015); Attended numerous professional conferences, including NHFS conferences in Philadelphia and Nashville, NASSP, MASSP, Successful Practices Network
- Partners in Excellence Award MSU-Billings 2010, Coffee with the Principal (parent and community outreach), Supported Advanced Ed. implementation

References – Attached or upon request

Jessica Hoban

September 14, 2023

To Whom it May Concern:

Please accept this letter as my request for consideration of the current recruitment for Executive Director, State Public Charter School Authority (SPCSA). As the former Director of Finance and Operations with the SPCSA, I do have direct experience with this agency and would welcome the opportunity to again be part of the important work and service provided to ensuring quality education to the youth of Nevada.

Based on my direct experience with leadership, policy development, internal control procedures, grant management, commitment to accountability and problem solving with the State of Nevada, my capabilities directly align with responsibilities outlined for this recruitment.

During my tenure with the State of Nevada, I have held several positions of administrative/operations management. In these roles I have developed and administered multiple complex agency budgets, coordinated with various stakeholders/governmental entities, and provided leadership for professional staff working in multiple operational and programmatic units. I have also developed and implemented policies, evaluated program operations, conducted research, applied methods for business process improvement, formulated strategic plans along with change management practices, and organized various projects to ensure conformity with state and federal regulations. My responsibilities in these positions have also required me to present proposals and testify before various Boards, Committees, and Legislative bodies.

Additionally, I have been a member of the State Grant Workgroup, presented at the National Grant Management Association Annual Conference, and participated as a guest speaker at George Washington University, Trachtenberg School of Public Policy and Public Administration. My participation with George Washington University was subsequently published as recommendations for policy change and regulatory compliance on a federal level.

With both private and public sector executive/administrative leadership, along with designations as a Certified Public Manager and Organizational Change Ambassador, I possess a broad spectrum of competencies which allows me to incorporate multiple business techniques. This unique combination fosters an entrepreneurial spirit with commitment to regulatory compliance and transparency.

Additional detail regarding my employment history can be found in the attached resume. Letters of recommendation and professional references can be provided upon request.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Jessica L. Hoban". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Jessica L. Hoban

Achievements

My efforts in various positions have resulted in office culture improvement; employee satisfaction with increased retention/reduced turnover; reduction of staff time and effort while also improving compliance and confidence in accuracy; increased transparency and accountability; improved ability for executive and management leadership to make business decisions; high level of customer satisfaction – internal and external; achieve goals while remaining agile in process and outcomes; and demonstrated ability to remain calm in the face of multiple challenges.

Experience

State of Nevada

March 2009 – present (14 years, 6 months)

Executive Level Positions

Chief Financial Officer - Office of the Attorney General	February 2020 – present
Chief of Policy & Communications - Enterprise IT Services	August 2018 – February 2020
Chief of Budget, Statistics & Accounting - Welfare & Supportive Services	February 2017 – August 2018
Director of Finance & Operations - Charter School Authority	December 2014 – February 2017

Duties Performed

- Prepare presentations and testify before Legislative committees, boards, and commissions
- Establish communications, branding, and statewide policy from the Office of the State Chief Information Officer
- Manage allocation of resources and organizational structure, including process improvements
- Facilities management and procurement
- Regulatory processes: develop, revise, and implement compliance requirements
- Plan, develop, and administer department biennial budgets including preparation of Bill Draft Requests, Budget Amendments, Fiscal Notes, Priority & Performance Based Budgeting, etc.
- Manage professional level staff responsible for grants, contracts, fiscal monitoring/audits, system maintenance, human resources, policy, and governmental accounts maintenance
- Work collaboratively with program staff, board members, other State/Federal agencies, national associations, regulatory committees, vendors, community organizations, etc.
- Create, review, revise, and implement internal controls, administrative policies, and procedures

Management Analyst/Budget Analyst – prior non-executive level positions 2009-2014

- Plan, develop and administer division biennial budget including preparation of Bill Draft Requests and Budget Amendments as well as budget submission
- Fiscal management of multiple, complex funding sources
- Management of program fiscal needs including work program planning and implementation
- Train, supervise, and evaluate performance of professional level staff
- Research and analyze business processes; devise strategic plans to improve systems
- Project management and implementation of proposed systems to streamline processes
- Manage contracts, leases, intralocal, and other cooperative agreements

BarWench/Café 1-2-1 North Bend, Oregon 2007 – 2009

Honest Products/ Steel-Unreal Whittier, California and Oregon 2001 - 2007

Owner/ Operator

- Planned and organized all aspects required for creating a new business entity
- Managed all administrative and fiscal operations including Human Resources
- Collaborated with various state and local government agencies for licensing requirements and regulation compliance
- Developed policy and implemented systems for staff performance/customer service delivery
- Measured outcomes and analyzed effectiveness of business process systems
- Trained, supervised, and evaluated performance of staff

Red Lion Tavern Los Angeles, California 1996 - 2004

Business Manager

- Managed established business processes including inventory control, accounts payable, accounts receivable and personnel
- Trained, supervised and evaluated performance of staff
- Planned and coordinated special events
- Organized staff and resources for multiple venues

Additional Items

Certified Public Manager (CPM)

Certified Medical Revenue Manager (CMRM)

Certified Contract Manager (CCM)

Organizational Change Ambassador

Degrees in Psychology and Business Administration

Business Management, U. S. Small Business Administration

Advanced Microsoft Excel

Melissa Mackedon

Melissa Mackedon

SKILLS & AREAS OF EXPERTISE

- Education Systems
- Authorization Best Practice
- Passionate Learner
- Rural and Urban Education
 - Dual Enrollment Programs
 - Change Agent

LEADERSHIP EXPERIENCE

Oasis Academy Charter School, Nevada — CEO

June 2011 - PRESENT

- Founded and operated a 5-Star K-12 Charter School
- Expanded enrollment to 20% of market share
- Awarded Governor STEM School Designation; pioneered first blockchain curriculum at the high school level
- Maintained high marks on academic, organization, and financial frameworks
- Established a teacher and leadership pipeline

State Public Charter School Authority, Nevada — Board Chair

August 2011 - June 2023

- Authorized over 30 high performing charter schools
- Board Chair 4 years
- Expanded access to high quality seats for Nevada's most vulnerable students
- Revamped and improved Nevada's Charter School Law

Charter School Association of Nevada, Nevada — Board Member

August 2012 - Present; Former Board President

- Strengthened Nevada's professional development opportunities
- Cultivated relationships with educational leaders, including state senators and assemblymen

EDUCATION SYSTEMS BACKGROUND

Nevada Department of Education, Nevada — ESSA Advisory Committee

August 2016 - Present

Western Nevada College, Nevada — Adjunct Professor, Advisory Board

October 2012 - Present, Rural Advisory Committee

May 2007 - 2011, Adjunct professor: Education 203, Introduction to Special Education, English 95, GED preparation

Churchill County School District, Nevada — Administrator, Teacher

May 2006 - June 2009, Temporary Administrative Positions including Director of Special Education

August 2003 - May 2006, Special Education Teacher

Rialto Unified School District, California — Success for All Facilitator

July 2002 - August 2003

Washoe County School District, Nevada — Teacher

July 2000 - July 2002, First Grade Teacher Veteran's Elementary School

July 1996 - December 1997, Substitute Teacher

Alpine School District, Utah — Teacher

August 1999 - July 2000, Second Grade Teacher, Eaglecrest Elementary School

August 1998 - July 1999, Kindergarten Teacher for Students with Autism

EDUCATION

University of Nevada, Reno — *M.Ed Educational Leadership*

September 2004 - May 2006

University of Nevada, Reno — *B.A Elementary Education & Special Education*

January 1995 - December 1997

REFERENCES

Dr. Steve Canavero — *Former Nevada State Superintendent*

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Rebecca Feiden — *Former Executive Director Nevada State Public Charter School Authority*

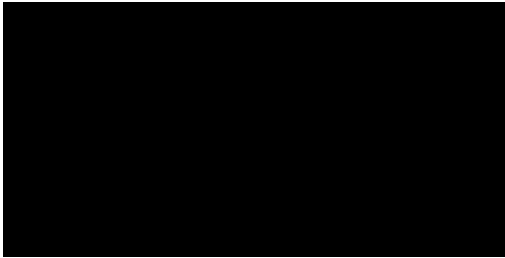
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Dusty Casey — *CFO Oasis Academy, Nevada School Funding Commission*

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Melissa Mackedon

Chief Executive Officer



17 September 2023

SPCSA Board

State Public Charter School Authority
1749 N. Stewart Street
Carson City, NV89706

Dear SPCSA Board,

My name is Melissa Mackedon. I am a native of Nevada and have been involved in K-12 education as a teacher and administrator since 1998, and am applying for the position of Executive Director of Nevada's State Public Charter School Authority (SPCSA). My unique experience in education makes me an ideal, highly qualified candidate for this position.

I am the founder and CEO of Oasis Academy Public Charter School. Oasis Academy is a top performing K-12 public school in Nevada. The school began in 2011 as a K-8 program with just 180 students and 12 staff members. Today, it serves almost 800 students in grades K-12, with over 100 team members. Starting a school from the ground up in a low resource environment, growing it, and maintaining *excellent academic, organizational, and financial outcomes* without the benefit of a Charter Management Organization (CMO) or Educational Management Organization (EMO) takes a variety of skills. Most importantly, I believe it demonstrates that I am a highly motivated individual who enjoys a challenge, understands strategic planning, builds relationships, and excels working on multiple projects at one time. Having an executive director who has founded and successfully run a charter school would add tremendous value to the work of the SPCSA.

In 2011, Nevada law established the SPCSA, a statewide charter school authorizing agency and the only active charter school authorizer in Nevada. I was fortunate enough to be appointed to that board, where I served until June of 2023, also serving several terms as board chair. This work requires an intimate knowledge of not only the charter school applications themselves and what pieces are necessary to open a successful school, but also an understanding of the role the authorizer has in overseeing established schools, as well the work the SPCSA does as an LEA. The experience and expertise gained in this position has given me a deep understanding of the educational landscape, specifically in the large urban area of Las Vegas Nevada, the fifth largest school district in the country. While serving as board chair, our focus has shifted from opening high quality schools to opening high

quality schools *for our most underserved students*. At this time of transition within the authority, my institutional knowledge would be extremely valuable in maintaining the integrity of the agency and the portfolio. Tremendous effort has gone into the growth management plan and the strategic plan, and having someone familiar with that work will be important to the agency's continued success and growth.

Soon after Oasis Academy opened, I was asked to join the Charter School Association of Nevada's (CSAN) board, serving 2 years as the board president. When I began, CSAN was an incredibly small organization with no paid staff. While still relatively small, we currently have two full time employees and a much more robust operation. This role has given me the opportunity to work in our state legislature in both Republican controlled, charter friendly environments, and Democrat controlled, charter adverse environments. Building relationships and communicating with a variety of constituents from other school leaders to elected officials has helped develop my perspective on education, specifically the landscape surrounding the charter school communities in Nevada.

As I look for new opportunities, my top priority is working for an organization whose mission and values align with my own. I have been fortunate to go to work in such an environment for the last decade, and I believe serving as the Executive Director of the SPCSA would allow me to continue to do just that. As my resume demonstrates, I have had a wide range of positions in education and am uniquely qualified. I look forward to hearing from you.

Sincerely,

Melissa Mackedon

Patrick Carter

Patrick Carter

Executive Summary

- Doctoral Degree in Business Administration
- Professional Management Experience - 3 years as a VP/Creative Director, 5 years as a Program Chair with 24 direct reports, Regent (Nevada System of Higher Education) - 6 years
- Experience as a classroom teacher in Middle School and High School for 5 years, College instructor for over 13, College administrator for 5 years
- Experience working with multiple types of budgets including the Nevada System of Higher Education multi-billion dollar biennial budget
- Experience working with geographically and ethnically diverse populations across the state of Nevada

Patrick Carter

September 7, 2023

Jennifer Bauer
Director of Finance and Operations
1749 North Stewart Street, Suite 40
Carson City, NV 89706

Dear Jennifer Bauer,

Re: SPCSA Executive Director Recruitment

Our state is seeing outstanding achievement from our charter schools. I have seen the benefits and opportunities that are provided when a charter school is opened to provide another public education option for Nevada's children. I briefly worked for a Title One school in the Clark County School District and saw how we were leaving students behind (mostly minorities). I left work everyday feeling like I was not making a difference in student lives and was met with indifference when I asked for help. I moved to a Title One charter school a short distance away from that school with a similar minority-majority population and saw how they were trying to help those students. That was my first exposure to how charter schools work and the benefits they have to the state.

For the last several years I have taught Middle School and High School classes. Some of those are CTE classes in Cybersecurity and I have taught speech for Western Nevada College with the Jumpstart program. At the same time as working in charter schools, I was a Regent over the Nevada System of Higher Education.

Across my career I have worked with diverse clients, customers, and constituencies. As the VP/Creative Director at Creative Edge, I would regularly have to communicate with clients to build and maintain relationships. I wrote the majority of marketing and advertising campaigns at Creative Edge. That often involved resolving issues that the client may have had and working through those issues to keep the client happy all the while balancing the impact to Creative Edge. At the Art Institute, a large part of my job was to build relationships with the students so that I could help them complete their degree program. As a Regent, I interacted with all levels of government

Patrick Carter



and elected officials locally, regionally, and nationally to work towards making the best policy decisions for higher education.

One of my strengths is effective communication. I am able to reach a wide range of audiences in a way they can understand. Regent Perkins (Board of Regents Nevada) at a meeting once said about me, "...he would take something really, really complicated and explain it in really clear and concise terms so that you can..understand it."

I have a variety of other experiences that have provided me with different insights. In 2020, I was on the K-12 Cybersecurity Learning Standards writing committee (CISA was also involved in the standards process). I also designed a casino game that was ultimately purchased by a company. This exposed me to the math and science behind gaming devices. As the Audit, Compliance, and Title IX Chair I oversaw internal and external audits, compliance, Title XI plans and policy.

With my degrees, experience, and values I believe I am the perfect candidate. I can be contacted by the information at the top of this letter. I would be honored to speak with you further regarding the position and my qualifications.

Thank you,

Dr. Patrick Carter

Patrick Carter

WORK EXPERIENCE

Instructor of Cybersecurity CTE and Marketing CTE

2023 - present

Nevada Virtual Charter School (Charter School)

- Taught Cybersecurity CTE classes and Comptia A+ in preparation for the certification exam.
- Taught Marketing CTE classes in business and marketing.

Instructor of Cybersecurity, Computer Science, & Media

2020 - 2023

Mater Academy East Las Vegas (Charter School)

- Taught Cybersecurity CTE and Comptia A+ in preparation for the certification exam.
- Taught Network+ and Security+ competencies so that students could take the optional certification test.
- Attended various training on cybersecurity and robotics.

Instructor of Computer Science

2019 - 2020

Mater Academy Bonanza - Las Vegas (Charter School)

Elected Regent for the Nevada System of Higher Education (NSHE)

2017 - 2022

Program Chair - Media

2012 - 2017

The Art Institute of Las Vegas

- Oversaw several bachelor degree programs
- Handled accreditation reporting, scheduling, hiring and management of employees, and overall program oversight.
- Taught capstone classes including the required business planning class for freelance artists.
- Prepared and issued reports for internal and external stakeholders.

Lead Instructor/Instructor - Media

2007 - 2012

The Art Institute of Las Vegas

- Taught college classes in media subjects, capstone, and business.

VP and Creative Director

2004 - 2007

Creative Edge - Jackson, MO

- Oversaw media production including the IT Department, proprietary software development, and other related projects.
- Consulted with numerous companies to craft marketing messages and produce advertising.
- Planned, implemented, and evaluated strategies to grow the business and client businesses.

EDUCATION

Graduate Certificate in Cybersecurity

2023

University of Nevada, Las Vegas

Graduate Certificate in Cyber Education

2022

Louisiana Tech University

Patrick Carter

Doctoral Classes in Higher Education Administration <i>Argosy University</i>	2014
Doctorate in Business Administration <i>Argosy University</i>	2013
Masters in Integrated Marketing & Marketing Communication <i>The Florida State University</i>	2004
Bachelors in Mass Communication Minor in Computer Networking <i>Southeast Missouri State University</i>	2002

BOARD EXPERIENCE

Regent - Nevada System of Higher Education (NSHE) 2017-2022

The system consists of the University of Nevada Las Vegas, University of Nevada Reno, Nevada State College and four multi-campus community colleges.

- Vice Chair of the Board 2021
 - Chair of the Audit, Compliance and Title IX Committee 2018-2022 - Chief Internal Auditor is a direct report to the Chair of Audit and Chair of the Board; set and approved audit plan and schedule.
 - Oversaw the external auditor
 - Reviewed all external and internal audits on behalf of the board and recommended policy changes, additional audits, and follow-ups from audits to hold individuals accountable.
 - Chair of the Fiscal Sustainability Committee 2020 - Examined systemwide efficiencies for NSHE and institutions; several findings were implemented.
 - Represented NSHE at events and graduations.
 - Attended and represented NSHE at national conferences to stay informed of issues, legislation, best practices, and to build relationships.
-

ADDITIONAL EXPERIENCE

- Member of the national writing task force for the K-12 Cybersecurity Learning Standards (cyber.org).
 - TESLA one-week internship in Summer 2021, gained robotics programming experience as applied in large scale advanced manufacturing.
 - Nevada STEM Leaders Academy 2020.
 - Member of Layer Zero at UNLV.
 - Design - I designed a casino game that was sold to a game company in 2022.
-

CERTIFICATIONS & LICENSES

- Google Certified Trainer
- Nevada Business and Industry Teaching License in Computer Science
- Nevada Business and Industry Teaching License in Marketing
- Certified in Cybersecurity Certification from (ISC)2 (2023)

Sione Thompson

Sione Thompson



Dear Search Committee,

It is with great eagerness that I am applying for a leadership position with your organization. I have earned a Master's Degree in Education Administration and have comprehensive work experience in instruction, curriculum development, finance, and governance. My dedication and mastery in these fields are displayed through my professional career as an educational leader. With over 17 years of administrative experience I am confident that I possess the qualifications and experience necessary to succeed.

Over the past 17 years I have dedicated much of my time in various organizations. I have quality experience in various accreditation processes, curriculum development, school improvement, college and career readiness, and program development. I have continuously improved and enhanced student outcomes, teaching strategies, and community development. I am firm in upholding rigorous standards, managing and supervising support staff and faculty, and developing positive relationships in building a culture of success.

Throughout my career as an administrator I've learned to appreciate and respect the influence that leadership has on communities. My ambition and aspiration for enhancing character and values is an excellent fit to the duties and expectations of your organization. I strongly believe in the core values of fostering personal relationships, achieving equity and access, instilling a lifelong passion for learning, encouraging and affirming personal growth, and awakening a consciousness of social justice. I have a desire to strive in furthering myself as well as others around me. Along with my experience, personal background, and formal training I bring a focused intellect and team oriented attitude towards my colleagues and those I serve.

As a principal of a college preparatory school with strong foundations of traditional education has challenged me as an educator and was also one of the most impactful experiences in my development as a leader. My experience as a principal was one of change management/leadership. It was very challenging and rewarding to implement a shift in the school's educational model from traditional to a progressive model of teaching and learning. Developing buy-in of newly created organizational goals for the enhancement of teaching modalities to increase student engagement was a process that tested my leadership. As the instructional leader of the school I was successful in implementing strategic initiatives by first developing trust through listening and understanding the needs of students, parents, teachers, and various stakeholders in the school community. Building relationships, trust, and clear communication was pivotal in the success of meeting goals set forth in the organizations initiatives.

My perspective of culture from a collective group of people that represent shared values is important in understanding of social behaviors and differences. Each person brings their experiences and attitudes to a group. I have been fortunate to experience diversity amongst many collective groups. I deeply respect ethnic and cultural diversity in understanding others, where they are from, and what they believe. I have a strong awareness of my culture and behaviors and am respectfully conscious of others and I desire to build collective understanding. In supporting a team of educators I always seek to build a culture of shared values and respect through relationships, communication, and trust. I teach and guide organizations that I lead to accept others by first understanding perspective and start building culture through shared values.

Along with my experience, personal background, and academic education I bring a focused intellect and team oriented attitude towards my colleagues and those I serve. Afforded the opportunity to serve in a leadership role I assure continued success and positive representation.

I look forward to further discussing possibilities of employment with you.

Thank you,
Sione Thompson

SIONE THOMPSON

EDUCATIONAL CREDENTIALS

- Masters of Education Administration - M.Ed.

University of Hawaii

2011

ADMINISTRATIVE WORK EXPERIENCE

Principal - Silverton High School, Oregon 2021 - Present

- *Direct report to District Superintendent*

Served as the educational leader and chief executive of the school and responsible for promoting the educational development of each student and the professional growth of the staff, operation of the school facilities, community activities and effective community relations.

Complex Area Superintendent - Hawaii State Department of Education 2020 - 2021

- *Direct report to the Deputy Superintendent*

Responsible for the enhancement of education progress of academic and behavioral outcomes for students. Support schools, students, and staff to develop and meet goals aligned with the State Promise Plan for the Complex Area (9 schools/ 7,500 students).

Executive Director - Hawaii State Public Charter School Commission 2016 - 2020

- *Direct report to the Commission Board and Hawaii State Board of Education*

Director of the state charter school authorization office. Responsible for developing and implementing statewide educational performance expectations and goals for 37 charter schools statewide consisting of approximately 12,000 students.

Program Director - University of Hawaii West Oahu 2015 - 2016

- *Direct report to Vice Chancellor of Student Affairs*

Responsible for overseeing a \$14M grant to increase the college going rate, attrition, persistence, and retention of underserved regions. Coordinate dual-credit/ early college programs and work with local high schools to provide a comprehensive program that affords high school students the opportunity to earn college credit in high school.

Principal/ Assistant Head of School – Saint Louis School 2013 - 2015

- *Direct report to President*

Educational leader responsible for management of all educational operations of the organization. Promote a learning environment through the approved curricula and mission of the school. Oversee a student body of approximately 800 Students.

Director of Advancement – Saint Louis School 2012 - 2013

- *Direct report to President*

Responsible for planning, organizing, and managing comprehensive annual fundraising campaigns. Manage fund raising strategies and coordinate the management and distribution of endowed funds (\$55M). Cultivate donors and Board of Directors to meet funding goals and manage alumni relations annual giving.

Vice Principal – Saint Louis School 2007 - 2012

- *Direct report to Principal*

Support teaching and learning, devise and coordinate core curriculum, schedules, planning and implementing professional development for curricular and cocurricular programs. Responsible for upholding the Student Code of Behavior and implementing corrective action through restorative justice.

Classroom Teaching Experience

Teacher – Social Sciences - Saint Louis School 2005 - 2007

- World History/U.S./Modern European/AP Government – (grades 8-12)
- Computer Science and Technology/ Philosophy - (grades 4-7)

Counselor/ Teacher - City and County of Honolulu 2004 - 2005

- Teacher for a GED Community-Base program for students (ages 16-24)
- Behavioral Counselor for youth ages 8-12 in foster care housing

COMMUNITY INVOLVEMENT

Michael Bennett Foundation - Board Director

Board member for The Bennett Foundation - Assists communities in achieving lifelong success and providing resources to achieve and sustain healthy living.

- <https://thebennettfoundation.org/>

Casual Recovery INC. - Board Director

Present

Founding member and operations consultant for a medical technology and device company with a mission to better the lives of post surgery patients.

- <https://casualrecovery.com/>

Hawaii Children's Action Network (HCAN) - Board Director

Board member for HCAN a community impact advocacy organization with a focus on health and education and a vision for all children to be healthy, safe, and ready to learn.

- <http://www.hawaii-can.org/>

RISEHI - Board Director

Board member and consultant for RISEHI, a local organization with a focus on helping people of Hawaii accelerate businesses and encourage individual entrepreneurial goals.

- <https://risehi.com/>

U-Movement - Board Director

Board President and founder of non-profit organization that empowers communities to turn outward from one's self and acknowledging the value of others in our surrounding world to influence positive change through education, motivation, equity, and community.

- <https://u-movement.com/>

McREL International - Board Director

Present

McREL is a nonprofit, nonpartisan education research, development, and service organization that helps schools, districts, and education agencies improve outcomes for all students.

- <http://www.mcrel.org/>

Center for Educational Travel USA - Regional Director, OR/HI

Present

Council for Educational Travel, USA (CETUSA) is a not-for-profit international student exchange organization coordinating exchange experiences for high school students, university students and young professionals., a US Department of State Exchange Visitor (J-1 visa) sponsor organization.

- <https://www.cetusa.org/>