

# Michael L. Trego, Ed.D

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## PROFESSIONAL PREPARATION

### Miami University (Oxford, Ohio)

Doctor of Education (Ed.D.) Leadership and Administration - 2002  
Dissertation Topic: Do the Adaptive Leadership Characteristics of a Public School Superintendent Positively Affect Staff Perception of Job Satisfaction?

### University of Dayton (Dayton, Ohio)

Superintendent Licensure Renewal 2008-2013  
Superintendent Licensure 2003-2008  
Superintendent Certificate 1999  
Assistant Superintendent 1996  
Elementary Principal Certificate 1996 (K-6)  
High School Principal Certificate 1994 (7-12)  
Supervisor Certificate 1993  
Master of Science - Educational Administration 1993  
Bachelor of Science in Music Education 1975

### Graduate work completed at the following institutions: (1982-1992, 2003-04)

Ohio University (Athens, Ohio)  
Ashland University (Ashland, Ohio)  
Wright State University (Fairborn, Ohio)  
Vandercook College of Music (Chicago, Illinois)  
University of Colorado (Colorado Springs, Colorado)  
University of Northern Colorado (Greeley, Colorado)  
Colorado State University (Fort Collins, Colorado)  
Adams State University (Alamosa, Colorado)

## PROFESSIONAL EXPERIENCE

### 2008 – Present Indiana Wesleyan University – Marion, Indiana

- **Director, Department of Educational Administration**

*Directly responsible for developing and refining, through a continuous improvement perspective, management processes that ensure the efficient and effective operation of the Principal Licensure Program and the Education Specialist Degree (Superintendent) including developing a shared vision and transmitting the mission, spirit, core values of the Principal Licensure Program and the Education Specialist Degree with Superintendents' Licensure to all stakeholders and the day-to-day management and problem-solving situations that involve program stakeholders.*

- Appointed Co-facilitator of the State of Indiana Advisory Committee for creation of Indiana Leadership Licensure Assessment. Dr. Elizabeth Niebert, Assessment Director, Educational Testing Services (ETS), Co-facilitator.
- Nationwide Reader/Grader for the School Leadership Licensure Assessment Test (SLLA) and the School Superintendents Assessment Test (SSA)– Educational Testing Service (ETS), Princeton, New Jersey. Training and Grading. (Professional Development) ISLLC /ELCC Standards.
- Elected by faculty for appointment to the College of Adult and Professional Studies/ School of Educational Leadership Academic Appeals Committee.
- Successfully facilitated the presented at the Indiana State Department of Education-Standards Advisory Board – for acceptance of the Education Specialist program as a recognized state accepted program. January 2008.
- Successfully facilitated and submitted the Higher Learning Commission (HLC) application and initial report for presentation. Successful site visit and program acceptance.
- Co-Presenter: Midwest Scholars Conference – Indianapolis Education Center North, Indianapolis, Indiana – Topic: *An Examination of Change Leadership Coaching on P-12 School Improvement*. Christian Universities and Colleges Conference.
- Professional Staff Development Presenter: Whitely County Consolidated School, Columbia City, Indiana – Topic: *Teaming – Collaboration/ Communication/ Team Roles and Responsibilities/ Effective Team Meetings/ Teamwork*. One middle school/ 4 Elementary Staff(s)
- Presenter: Wes-Del Community Schools, Delaware County, Indiana. Elementary Staff Professional Development. Topic: *Differentiated Instruction*.
- Presenter: No Educator Left Behind Conference – Indianapolis Education Center North – Topic: *So you Want to be an Adjunct...What Were You Thinking? A Humorous look at the World of Adjuncts*.
- Presenter: Indiana Wesleyan University; The College of Adult and Professional Studies Faculty Retreat *Hand Me Another Brick 2009, Building a Premier Christian University*. Topic: *Rebuilding the Wall – Preparation for a Tough Job: Handling the Changes on the Horizon*.
- Presenter: Indiana Wesleyan University; The College of Adult and Professional Studies Faculty Retreat *Hand Me Another Brick 2009, Building a Premier Christian University*. Topic: *Everybody on the Wall so you can Hand Me Another Brick; Working together to Overcome the Barriers and Obstacles to Change*.
- Participant - April 3-6, 2008 – National NCATE Conference – Washington D.C
- NCATE/ SPA (Special Programs Assessment) Document Submission – Facilitating the Department of Educational Administration (PLP and Ed.S) report for presentation for national accreditation.
- Facilitating and implementing course writing/ textbook selection/ curriculum development and alignment for all program courses.
- Facilitated formal faculty observations of all Category A and Category B faculty.

- Initiated faculty interviews and hiring of qualified, experienced candidates for University and Department employment.
- Recruiting initiatives at various conferences including the Indiana Association of School Principals (IASP) and the Indiana Association of Public School Superintendents (IAPSS).
- Facilitate and teaching of courses within the Department of Educational Administration and Masters of Education Programcourse offerings.
- Performed as a substitute teacher in all course offered.
- Responsible for assigning all full-time, part-time, and adjunct faculty to teaching loads.
- Member of Faculty Retreat Committee, School of Educational Leadership (SOEL) Administrative Cabinet and the SOEL Administrative Council.
- Volunteer Advisor and Coach for the Indiana Wesleyan University Wrestling Club (undergraduate students).

#### **2002 – 2007 Miami University – Visiting Faculty – All Campuses**

- Instructor – EDL 318 E – Teacher Leadership-Early Childhood/ Young Adolescent Education Courses – Early Childhood Education and Young Adolescent Majors of Junior/Senior standing
- Instructor – EDL 645 – Supervision of Teachers – Principal Cohort Program leading to licensure
- B2 – classification to assess, evaluate, and verify Masters Program Thesis work.

#### **2006 – 2008 Superintendent,, Sidney City Schools – Sidney, Ohio**

*Directly responsible to the Board of Education for all operations of an effective City School District which serves approximately four thousand (4000 )students housed in 8 buildings with 500 employees with a \$34 million dollar general fund budget and an overall budget of approximately \$50 million dollars.*

- Facilitated, developed, and initiated an administrative, certified, and classified personnel evaluation system to bring all district buildings procedures and protocol to same level.
- Hall of Honor Committee district representative – HOH to honor outstanding alumni and faculty who have given service and achieved accomplishment after high school.
- Local Professional Development Committee Co-Chairman – facilitate procedures, protocol, create agendas, and provide staff development for certification and licensure renewal and maintenance.
- Labor Management Council Co-Chairman – Facilitate meetings, create agendas for the building and maintenance of a viable working relationship between management and the teachers association.
- District Curriculum Council member.

- DASA – Dayton Area Superintendents Association Northern Representative for 5 counties.
- BASA – Buckeye Association of Secondary Administrators – State Communication and Professional Development Committee
- Facilitated program for BASA October 2007 Communication Conference. Presentation topic: Sharing a Communication Coordinator/PR person between a city school district and the 7 county schools that surround it.
- Negotiations Team Chief Spokesperson – Facilitate the BOE negotiating team with research/historical information, serve as the spokesperson for the BOE, calculate proposals and counter proposals, etc.
- Facilitated and obtained successful teacher union/BOE 2 year collective bargaining agreement.
- Created and launched a continuous Administrator's Leadership Handbook concept.
- Provide and initiate mentoring and development of all Administrators in the district and whatever level experience they currently hold.
- Continuous review and implementation of district adopted Strategic Plan.
- Initiated and established protocol, procedures, and consistent candidate identification/hiring/ interview process system district-wide.
- Initiated, facilitated, and developed a monthly Administrative Team Meeting (ATM) meeting.
- Initiated, facilitated, and developed monthly Business Office Supervisory Sessions (BOSS) meeting.
- Initiated, facilitated, and developed the weekly District Office Informational Team (Do It!) Meeting.
- Created, facilitated, and initiated a \$1.2 million dollar decrease in district expenditures for the 2007-2008 school year including closing a district elementary school.
- Successfully sought and established funding to support and provide a Preschool component for the district that will maintain 60 four year-olds.
- Will facilitate, create, and implement an Income Tax levy campaign starting in August 2007 for a November 2007 ballot issue.

**2004 – 2006 Superintendent, Chillicothe City Schools – Chillicothe, Ohio**

*Directly responsible to the Board of Education for all operations of an effective City School District which serves over three thousand (3000) students housed in 8 buildings with 365 employees with a \$23 million dollar general fund budget and an overall budget of approximately \$35 million dollars.*

- Facilitated and implemented a Business Advisory Partnership Committee to solicit ideas, address feedback, and interpret perception of the district in the community.

Spearheaded and facilitated the successful passage of a new operating levy that will

generate approximately \$2.6 million dollars per year over the next five years. (2005-2009). First successful passage of a "new money" operating levy since 1986.

- Facilitator and Presenter at Chillicothe Chamber of Commerce Network Luncheon. Topic: *Anatomy of a Successful School Levy Campaign*. May 2005
- Responsible for monitoring/ facilitating \$34 million dollar building and renovation project (High School/Middle School) that broke ground in June of 2005 and is scheduled to open in the fall of 2007.
- Responsible for an Administrative Restructuring Plan for cost effectiveness and to increase accountability factors in the district.
- Successful negotiations of three year contracts with the certified and the classified staff.
- Board member of Philasco-Ross Regional Service Center, Portsmouth, Ohio
- Facilitated and initiated monthly meeting with local ministers to solicit feedback about the district and to help create a crisis plan with ministerial involvement.
- Planning committee member of Ohio University Leadership Project, Dr. Bill Larson, Project Manager.
- Member of the Teacher Education Advisory Council, Shawnee State University for the 2005-2006 academic school year.
- Member of the Chillicothe City School Local Professional Development Committee.
- Initiated and facilitated staff Professional Development Inservice presentation for the 2005-2006 school year. Topic: Teacher-Leadership and the Effects it can have on our School District.
- Spearheaded and is implemented a rewriting of all district adopted Job Descriptions.
- Represents and acts on the Boards behalf in the handling of any legal issues including Grievances, Arbitrations, County/State/Federal court proceedings, Civil Service Commission issues and interpretation of union/association contracts.
- Facilitating and implementing BCI background checks for all supplemental position that are not employees of the district.
- Facilitating, monitoring, and implementing action for any Bureau of Worker's Compensation claims and working with the third party administrator.
- Facilitation, creation, and implementation of numerous Board of Education policies and updates of current policies.
- Non-voting member of the Chillicothe Educational Foundation. Responsible for monthly reports and updates.
- Monthly one-half hour radio broadcasts of "Spot Light on Education" at WBEX (1490) radio station in Chillicothe, Ohio.
- Responsible for recommending, researching, monitoring interviews, and hosting all

second and third round interviews for employee candidates to present to the Board of Education for hiring. (43 new certificated/10 new classified 2004 and 2005)

- Facilitate and monitor all employee requests for requested leaves. (personal, disability, assault, association, unpaid, military, religious, maternity, adoption, without pay, court, and sabbatical leave).
- Analysis of all departments within the District Office Administration that have resulted in the recommendation and hiring of a certificated Director of Special Education and a highly qualified Director of Buildings and Grounds.
- Co-facilitator and speaker at the Public Education Matters – Community Forum held on September 29, 2004 at Miami Trace High School. Forums were held in 33 Ohio Senate Districts simultaneously and focused on the importance of public education in Ohio and to consider the challenges faced by today's educational system. Represented the Buckeye Association of School Administrators (BASA). Worked in conjunction with the Ohio Education Association.
- Worked with treasurer and state legislators to help the district acquire a \$1.4 million dollar Catastrophic Grant based on need.
- Initiated a monthly "work session" with the Board of Education to discuss issues, planning time, discourse on perceived interpretation of policy implications, and to provide a foundation of information of upcoming issues.
- Implemented and facilitated an open communication system with the Board of Education that resulted in a vastly improved relationship with the office of the superintendent and the dissemination/distribution of information . (Weekly Board Packets, emails, telephone calls as needed).
- Co-Chairman of the United Way Campaign for the district .
- Initiating and facilitating a district-wide communication plan that will help create a consistent presentation of positive events, create a mutual and viable system by which all employees can contribute to the success of the district, and to create a two-way communication by which all stakeholders in the school district and community can have access to current and accurate information.
- Facilitate and implement all expulsion hearings for the district. (55 actual)
- Implemented and distributed an informational packet of materials for distribution to prospective Board of Education members for a Board position to be filled.
- Facilitate monthly Labor Management Meetings with the certified and classified unions/ associations.
- Instituted and facilitated monthly meetings of all secretaries in the district.
- Responsible for facilitating the process for all employees requesting Family Medical Leave.

**2000 – 2004 Superintendent, National Trail Local Schools New Paris, Ohio**  
*Directly responsible to the Board of Education for all operations of a vastly improving, rural school district which serves 1200 students on a K-12 site with 156 employees and an 10 million*

dollar operating budget.

- President of Dayton Area Superintendent's Association.
- One of five schools state-wide to be featured on the Ohio Department of Education Video "Ohio's Improving Schools – Working Smarter to Help Students Succeed" that was premiered at the State-wide Administrators Conference, Columbus, Ohio - August 6, 2002. Selected for improved test scores and technology applications.
- Spearheaded the successful passage of a 2.3 mill emergency renewal levy.
- Provided leadership and guidance utilizing best practices instructional strategies that have increased state proficiency scores from 8 of 27 to 17 of 27, which resulted in Ohio Incentive Grants awarded to the District in the amount of \$75,000.00.
- Presenter; SOITA Educational Technology Conference- December 10 ,2002 - Dayton, Ohio Topic: Supporting Student Teachers and Entry Year Teachers Using Intranet and Internet Supported Strategies.
- Inaugurated and implemented Interest Based Bargaining procedures/ training in the negotiating of contracts with certified and classified staff. Settled in 5 sessions with Teacher's Association and 3 sessions with the Classified Association (OASPE)/ Three year contracts ratified by both groups.
- Guest conductor/ clinician for the 2003 Preble County Middle School Honor Band.
- Facilitated and directed the 2004 Preble County High School/ Middle School Wrestling Tournament – 8 team dual Tournament.
- Initiated and facilitated successful request and successful implementation of thirteen (16) waiver days from the Ohio Department of Education for ninety-seven (116) hours of certified and classified employee professional staff development.
- Initiated and facilitated an All-Day-Every-Day District Kindergarten Program - 2002
- Provided leadership and facilitation for building realization of vision/mission statement development in conjunction with District Continuous Improvement Plan.
- Guided the refinement of site-based building budgeting process, in conjunction with the District Treasurer, to enhance fiscal accountability.
- District In-service facilitator/presenter. Topics: School Safety Plan; Construction of District/Building Vision/Mission Statements; Classroom Management Strategies; Team Building Transportation Issues-Student Management, Parent Conflicts, Railroad Crossings, Loading and Unloading, Hostage Situations, and Driver Attitude.
- Facilitator and Chairman of the Local Professional Development Committee.
- Facilitator of Teacher Evaluation Committee – charged with developing a new and viable teacher evaluation instrument (based on Charlotte Danielson Model) and 2-3 year Pilot Program.
- Guided the administration of the District Technology Plan that improved the utilization

of technology as a management tool and promoted the integration of technology in the classroom.

- Facilitator and Chairman of the Ohio Bicentennial Wagons Across Ohio local "Wagons on the Trail" Committee. July 13-14, 2003. Celebration and Hosted the Wagon Train at the National Trail building facilities. Over 2000 guests including international representation.
- Completed Ohio Leadership In Technology Course – January 2003 – Program was designed for superintendents and principals to envision and implement the integration of instructional technology in their schools and districts.
- Organized and implemented monthly Management Team Meetings involving all Directors, Supervisors, Administrators, District Treasurer, and Superintendent.
- Established and facilitated district/ building level team interviews for selection of new staff members.
- Secretary of the Preble County Educational Service Center County Professional Development Committee.
- Treasurer of the Preble County School's Insurance Council of Governance.
- Responsible for the updating, redesign, and publication of all classified job descriptions.
- Facilitated and implemented District participation in three county area collaborative learning network program for certified staff comprising use of network supported best practices; identifying learner styles; online course of study and instructional resource access; learner based instructional design; curriculum strand access and proficiency practice; and administrative accountability to continuous improvement. Result: Empowering Parent CD / Article published by the Ohio Department of Education in April 2002.
- Designed and implemented new administrative evaluation tool for District usage.
- Responsible for Administrative Team Evaluations and Director/Supervisor evaluations.
- Facilitated and implemented in-service training program for Directors/ Supervisors for the evaluation of classified employees.
- Initiated and facilitation of the District Curriculum Mapping process.
- Initiated and implemented monthly Board of Education work sessions and semi-annual Board of Education retreats.
- Guided and facilitated the Ohio Department of Education SIR review (special education procedural review process).
- Implemented and facilitated purchase of cell/phone-radio units for district management team in conjunction with the school safety plan.
- Developed and facilitated "Guest Teacher" handbook for substitute teachers.
- Facilitated and implemented District Website for the 2002-2003 school year.

**1997 - 2000 Principal, Brookville Middle School      Brookville, Ohio**

*Directly responsible for the supervision of instructional activities, supervision of student activities, and protection, utilization, and maintenance of building and facilities. Also responsible for overseeing the maintenance of standards concerning student discipline, health, and general welfare, staff development, and interpreting school policies to the students, staff, and community.*

- Presenter, WestMont CASEOne Task Force Safe Schools Seminar, April 24, 2000 New Lebanon High School, New Lebanon, Ohio. Chief of Police Andrew Papanik, Director- WestMont CASEOne Task Force. Topic: *School Considerations and Perspectives of Team/ Staff Safety Training for Safe Schools.*
- Spearheaded the implementation of the district License Professional Development Committee as Committee Chairman. (1998, 1999, 2000)
- Co-facilitated the District Safe School Plan as Coordinator and Chairman of the Command Post Team. (1998, 1999, 2000)
- Coordinator and Facilitator of the Teaming Process in the Middle School. (1997 to 2000)
- Coordinator, Facilitator, and Presenter of District sponsored "Successful Substitute Teachers Seminar" to increase districts' substitute teachers' pool. (1998, 1999)
- Facilitated Building/ District Curriculum Mapping effort. (1998)
- Developed "Guest Teacher" Handbook for substitute teachers. (1999)
- Initiated and presented three six-hour in-service presentations as part of building Continuous Improvement Plan of Staff Development on the topics of: Inclusion/Intervention Assistance Teams, Interdisciplinary Team Teaching Concepts and Strategies, and Learner-Centered Classrooms/Integrated Curriculums/Behavior Planning Process. (1997, 1998, 1999)
- Selected as member of Continuous Improvement Plan Steering Committee, Middle School Chairman. (1998, 1999)
- Revised/re-instituted the Reluctant Learner Program of student intervention for student success working through positive reinforcements/personal interaction with student/anda commitment of parental contact and partnership. (1998)
- Inaugurated a successful middle school master schedule that reflects the "Teaming" concepts and works in conjunction with the shared teachers between the middle school and high school. (1997, 1998, 1999)
- Selected by the Superintendent to serve on the Board Negotiations' Team utilizing Intra-Based Bargaining. (1998, 1999)
- Selected by Superintendent to serve on the district Steering Committee on School Chaplaincy Program. (1999)
- Responsible for 41 teacher evaluations which assesses strengths/weaknesses and ways to improve performance for contract renewals, tenure, interventions or recommendations for dismissals. (1997, 1998, 1999)

- Selected by the Superintendent to represent the District at workshops, seminars, conventions, and as an in-service presenter. (1997, 1998, 1999)
- Coordinate monthly Parent Advisory Meetings through scheduling, developing an agenda, soliciting volunteers, reacting positively to feedback, and serving as public relations liaison to the staff and district. (1997, 1998, 1999)
- Initiated "team interviews" utilizing grade level team members in the hiring of new staff members. (1999)
- Building Coordinator for state proficiency testing grades six and eight.
- Member of district Athletic Board and Athletic Board of Appeals.
- Implemented and presented in-service on License Professional Development Committee procedures to elementary school staff.
- Responsible for supervision and direction of extra-curricular/student activities.
- Initiated, facilitated, and procurement of provisions for adequate equipment and supplies within budgetary limitations. Zero based budgeting concept.
- Facilitated staff development in curriculum based on needs, interests, and abilities of individual students and students with special needs.
- Facilitated/assisted staff to peruse, study and develop curriculum innovations.
- Facilitated the opportunity for staff to plan and develop cooperatively the curriculum and instructional program.
- Initiated and facilitated revision of district Student Code of Conduct.
- Initiated and facilitated monthly staff meetings.
- Served on District Levy Campaign - publicity committee.
- Served as Grant writer for Middle school grants: Raising the Bar and the Brad Tillson Grant.

**1996 - 1997 Principal, Twin Valley South High School/Middle School  
West Alexandria, Ohio**

*Directly responsible for total operation of high school/middle school program including supervision of instructional activities, supervision of student activities, staff development program, protection, utilization, and maintenance of building and facilities. Also overseeing the maintenance of standards concerning student achievement, pupil assessment and reporting, student discipline, health, general welfare, and interpreting school policies to the students, staff, and community.*

- Initiated complete revision and publication of TVSHS course description/selection guide, and Student-Handbook-Code of Conduct for the 1997-98 school year.
- Created and implemented a successful high school - middle school master schedule

utilizing shared staff and utilizing the Teaming concept in the middle school.

- Initiated and presented three six-hour in-service presentations on the following topics: Gangs and Gang Violence, Student Intervention Strategies, and Intervention Assistance Teams. High school/middle school staff development.
- Initiated and presented two four-hour in-service presentations on Teaming and Team Building. Middle School staff development.
- Presenter, Ohio Association of Secondary School Principals' State Convention. Topic: "Transition from Junior High to Middle School...To venture or not to venture." JoAnn Rubsan, Conference Coordinator. October 1996
- Presenter, Brookville Middle School Teacher In-service. Topic: "Teaming in the Middle School...Do we or don't we?" John Kronour, Principal. February 1997
- District Coordinator for state proficiency testing grades 6, 9, and 12.
- Responsible for teacher/staff evaluations for a staff of 60 employees.
- Member of Cross County Conference Athletic Penalty Committee Board of Control.
- Responsible for supervision and direction of extra-curricular/student activities.
- Initiated, facilitated, and procurement of provisions for adequate equipment and supplies within budgetary limitations. Zero based budgeting concept.
- Facilitated staff development in curriculum based on needs, interests and abilities of individual students and students with special needs.
- Facilitated/assisted staff to peruse, study and develop curriculum innovations.
- Facilitated the opportunity for staff to plan and develop cooperatively the curriculum and instructional program.
- Initiated and facilitated revision of district Student Code of Conduct.
- Initiated and facilitated monthly staff meetings.

**1994-1996 Assistant Principal/Athletic Director, Carlisle Middle School, Carlisle, Ohio**

*Directly responsible for all building and bus discipline, supervision of instructional activities, supervision of student activities and sports programming, staff development programs, protection, utilization, and maintenance of building and facilities, pupil assessment and performance, interpreting school policies to the students, staff, and community.*

- Chairman of the Venture Grant Writing Committee - facilitated and directed grant writing committee.
- Created and implemented the master schedule for 1996-1997 school year utilizing the Teaming concept in the initial transition year.

- Co-Developer of transition/implementation plan for the transition of the junior high school to a "full" middle school.
- Developed and presented staff development in-service on "Teams and Team Meetings Utilizing Middle School Concepts."
- Developed and initiated a V.I.P. (Very Improved Performance) program for student recognition.
- Athletic Director duties included: scheduling of contests, practices, officials, inventory, fee collection, hiring/renewing coaches, student eligibility, and inventory storage.
- Responsible for 14 teachers' evaluations which assess strengths/weaknesses and ways to improve performance for contract renewals, tenure, interventions, and recommendations for dismissals. (1994-1996).
- Responsible for supervision and direction of middle school sports program, extra-curricular and student activities.
- Developed and published the current board-adopted Middle School Handbook.
- Responsible for scheduling district auditorium for school and community events.
- Presenter, "Teaming Concept in the Middle School," Carlisle Lions Club Monthly Meeting - Guest Speaker.

### **1990-1994 Director of Instrumental Music, Tipp City Exempted Village Schools, Tipp City, Ohio**

*Directly responsible for Instrumental Music Program, grades 5-12, General Music grades K, 5-6, all phases of program and programming, recruitment of students, coordination of music boosters group, assistant choir director, calendar and fund raising activities, curriculum assessment and revision, student assessment and reporting, supervision of co-curricular activities/instruction.*

- Initiated and facilitated 160+ public performances in four years. (1990-1994)
- Selected as Chairman of the district music curriculum committee. (1993-1994)
- Facilitated over \$30,000.00 in fund raising profits in four years.
- North Central Association Evaluation Team Member, Bethel High School, Miami County.
- Selected to the Tippecanoe High School Public Relations Committee. (1993-1994)
- Coordinated and facilitated monthly parent Music Boosters' meetings.
- Junior High School Wrestling Coach and developed and implemented Junior High School Holiday Wrestling Tournament. (1993-1994)
- Tournament Director, Southwestern Rivers Conference Junior High School Wrestling League Championship. (1993)

- Initiated and facilitated Ohio Music Education Association District XI Solo and Ensemble Contest (1300 Students - one day event), Contest Chairman. (1993)
- Chairman, Tipp City Marching Band Contest. (1990-1994)
- Facilitated numerous Superior and Excellent ratings at state and district contests both marching and concert band.

### **1988-1990 Director of Instrumental Music, Brookville Local Schools Brookville, Ohio**

*Directly responsible for Instrumental Music Program, grades 5-12, High School Music theory, all phases of program and programming, recruitment of students, coordination of Music Boosters support group, calendar and fund raising activities, curriculum assessment and revision, student assessment and reporting, supervision of co-curricular activities/instruction.*

- Implemented and developed a music theory course into the adopted curriculum.
- Organized and coordinated a "Support the Levy" parade with over 1,000 students and community citizens involved.
- Originated and organized the Brookville Alumni Band for Homecoming events and performances.
- Originated and organized the Brookville Music Department "Ice Cream Social" end-of-year gathering / music department concerts on the lawn.
- Initiated and facilitated 60+ performances in two years.
- Coordinated and facilitated monthly parent Music Boosters' meetings.
- Junior High School Wrestling Coach and Freshman Class Advisor.
- Facilitated over \$9,000.00 in fund raising profits in two years.
- Musical Director of school wide musicals.
- Facilitated numerous Excellent ratings at district contests with HS/MS bands.
- President-Elect, Brookville Education Association and member of Teacher Negotiation Team.

### **1986-1988 Director of Instrumental Music, Hart Public Schools Hart, Michigan**

*Directly responsible for Instrumental Music Program, grades 5-12, instruction, all phases of program and programming, recruitment of students, coordination of music boosters group, calendar and fund raising activities, curriculum assessment and revision, student assessment and reporting/supervision of co-curricular activities.*

- Developed, implemented and facilitated a Music Theory Course and a performing Jazz Band into the adopted curriculum.
- Facilitated over \$12,000.00 in fund raising profits in two years.
- Michigan Music Education Association State Band Competition "Excellent" rating - 1st state rating in eight years. (1987)
- Junior High School Wrestling Coach - League Champions 2 consecutive years. (22-0).
- Musical Director for school-wide musical productions.
- Varsity Girls Softball Coach - Hart High School.
- Facilitated numerous Superior and Excellent ratings at district band contests on high school and middle school levels.
- Negotiation Team Member - Hart Education Association

**1975-1986 Past Professional Teaching Positions - Director of Instrumental Music at the following public schools:**

|           |   |                                      |
|-----------|---|--------------------------------------|
| 1985-1986 | Colorado Springs Public Schools<br>Doherty High School<br>Enrollment 2,300 students | Colorado Springs, CO<br>Grades 10-12 |
| 1982-1985 | Harrison School District #1<br>Harrison High School<br>Enrollment 1,700 students    | Colorado Springs, CO<br>Grades 9-12  |
| 1978-1982 | Sidney City Schools<br>Sidney High School<br>Enrollment 3,100 students              | Sidney, OH<br>Grades 5-12            |
| 1975-1978 | Bethel Local Schools<br>Bethel High School<br>Enrollment 1,000 students             | Tipp City, OH<br>Grades 4-12         |

*Directly responsible for Instrumental Music Program in assigned grades, all phases of program and programming, recruitment of students, coordination of Music Boosters Groups, calendar and fund raising activities, curriculum assessment and revision, student assessment and reporting, supervision of co-curricular activities/instruction.*

- Facilitated fund raising profits of over \$100,000.00.
- Chairman, North Central Association Evaluation Committee/Fine Arts Department in three districts.
- Facilitated 42 Superior ratings at various contests with marching, concert, pep, jazz bands, and orchestras.
- Music Curriculum Committee, Miami County, Ohio.

- Musical Director for over 30 school-wide musical productions.
- Facilitator of numerous class/group trips out of state/country.
- Varsity/Junior Varsity Baseball Coach - Harrison High School, Colorado Springs, Colorado.
- President - Bethel Education Association and member of the Negotiation Team.

## **1975-2002 Accomplishments and Awards**

- Clinician, Ohio Music Education Association District XII, State Music Convention Dayton, Ohio (1977) Topic: "The Working Drum Major."
- McDonalds' High School All-American Band. Qualified Thomas Merikle to represent the state of Colorado. (1982)
- McDonalds' High School All-American Band. Qualified Richard Widham to represent the state of Colorado. (1984)
- Musical Director for the Colorado State Fair. The "Spirit of Colorado"/Pueblo, Colorado. Dan Lee, General Manager. (1984)
- Guest Musical Conductor/Clinician. Republican Valley Honor Band/Cambridge, Nebraska. Brian McGranahan, Coordinator. (1984)
- Jazz Band from Doherty High School/Colorado Springs, Colorado selected to perform at EXPO '86 in Vancouver, British Columbus, Canada. (June 1986)
- District Camporee Chairman, Boy Scouts of America, Sunwatch District. Fall Camporee at Brookville, Ohio. 350+ boy scouts and scouters (adults). (1996,2000)
- Sunwatch District Award of Merit for Leadership/Boy Scouts of America Miami Valley Council. (1997)
- Selected to Sunwatch District Advancement Committee, Boy Scouts of America. (1998)
- Coordinator/Logistical Facilitator - Merit Badge Trail, Sunwatch District 235+ Scouts at Brookville Middle School. (1999,2000, 2001,)
- District Award of Merit awarded from the Miami Valley Council - Boy Scouts of America, for outstanding service to youth of this community through idealism and citizenship. April 8, 2000.
- Doctoral Degree in Educational Leadership – Miami University, Oxford, Ohio 2002

## **Professional Affiliations**

- National Association of Secondary School Principals (NASSP)
- Ohio Association of Secondary School Principals (OASSP)
- Buckeye Association of School Administrators (BASA)

- American Association of Secondary Administrators (AASA)
- Association of Secondary Curriculum Development (ASCD)
- Dayton Area Superintendents' Association (DASA)

## Community Affiliations

- Boy Scouts of America (BSA) – Miami Valley Council – Executive Committee
- River Community Church – Pastor Advisory Board
- Habitat of Humanity – Board of Directors – Chillicothe, Ohio
- Sidney Kiwanis
- City of Sidney Parks and Recreation Board
- Sidney/ Shelby County Job and Family Services- Board of Directors
- Co-director , Sidney Civic Band
- Sidney Civic Band – Board of Directors

## Personal

- Married - Wife – Diane – Housewife
- Son - Daniel – 26 years old – Married – BS degree in Spanish and Linguistics – Wright State University, Dayton, Ohio. Pursuing Graduate work. Missionary work.
- Son - Jacob - 22 years old – Senior at Indiana Wesleyan University, Marion, Indiana
- Daughter - Rachel –22 years old –Senior at Roberts Wesleyan College, Rochester, NY

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