

Dr. Paul R. Gausman

Education and Certification:

2007	Doctorate (Ed. D.) in Educational Leadership, University of St. Thomas, St. Paul, MN
2004	Education Specialist in Educational Leadership, University of Sioux Falls; South Dakota Career Superintendent's License, Iowa Superintendent's License
2000	Master of Science in Educational Administration and Supervision, University of Nebraska at Omaha; Public School Administrative License, Secondary School Principal Certificate
1991	Bachelor of Music Education, University of Nebraska-Lincoln; Professional Educator Certificate, K-12 vocal and instrumental music teaching endorsement

Professional Experience, Administration:

2008-Present Superintendent of Schools
Sioux City Community School District
Free/Reduced Meals: 65%

2014 Iowa Superintendent of the Year

District Enrollment, PreK-12: 14,867
Annual Budget (all funds): \$201 Million
English Language Learners: 19%

Responsible for the total operation of the School District; reporting to a seven-member Board of Directors. The board members are elected to four-year terms. The operational duties include oversight of the District's instructional program, the District's annual budget process, the District's co-curricular arts, activities and athletic programs, pre-school programs, community education programs, and school-based year round child care programs.

Accomplishments in Sioux City include;

- District designated as a *Next Generation High School* District by the United States Department of Education and the White House
- District designated *Future Ready* School District as one of only 100 out of nearly 14,000 public school districts in the nation by the United States Department of Education and the White House
- Provided leadership to experience growth in student achievement including District removal from the *District in need of Assistance* list under NCLB (2013)
- Provided leadership to experience growth in graduation rate; four year graduation rate high of 88.19%, dropout rate low of 1.85%
- Selected as one of the first 39 districts out of 346 in Iowa to implement a new teacher leadership and compensation system through a statewide education reform grant process
- Implemented Specialty Magnet School Concepts in five of the District's elementary schools
- Provided leadership to design and implement the District's first ever multi-year strategic planning and review process in the areas of student achievement, fiscal accountability, facilities, human resources, and community engagement
- Designed and implemented an electronic walkthrough process for the district administrative teams to discover real-time data on classroom implementation of professional development strategies
- Developed and implemented a common, quarterly, summative and formative student assessment process for consistency in expectation and understanding of instructional accomplishment across the District; all subject areas
- Developed and implemented an administrative compensation plan focused on administrative goal development and accomplishment in measured areas
- Developed and implemented a data retreat through a "Leadership Academy" format to work on dropout prevention, student achievement, strategic planning, and strength of culture and climate
- Implemented a new online professional development program with focus on instructional methodology
- Designed and implemented the first "adult" based anti-bullying policy in the nation
- Engaged three schools in the national award winning documentary, "*Bully*", in conjunction with the Waitt Institute for Violence Prevention and the Bully Project
- Participated in an educational panel presentation with the US Department of Education, and White House screening of the documentary "*Bully*" in Washington, D.C.
- Engaged a newly designed budgeting process focused on student enrollment and resource allocation
- Consistently presented the community and the board of education with a balanced budget
- Engaged the administrative cabinet in a process of comprehensive programmatic reviews for the board and community, including programmatic return on investment
- Implemented the State's largest 1:1 computer initiative for grades 6-12 as a grant recipient of the FCC's Learning on the Go (LOGO) program

Accomplishments in Sioux City, continued;

- Implemented a comprehensive technology plan including the use of an instructional technology suite in a classrooms
- Successful implementation of Positive Behavior Intervention and Supports programs in District schools to yield strength in student behavior for a successful academic environment
- Experienced growth in enrollment of over 700 students, through open enrollment processes and marketing, while the community population trend remained level
- Initiated and grew a partnership with Beef Products of Iowa for student interns coming directly from the District's *Project Lead the Way* engineering courses
- Grew the post-secondary enrollment option program for high school students to earn college credits, with over 4,000 District high school students earning over 12,000 college credits in 2016
- Designed and implemented a comprehensive career pathways process and curriculum for secondary school students, focused on 16 career clusters from the United States Department of Education's career pathways program
- Improvement in community engagement in our schools using:
 - "Ask the Superintendent" and "Go to Gausman" features on the website
 - "Rumor Watch" feature on the website
 - Marketing campaigns titled "Where Great things Happen", "Bigger Opportunities for Bright Futures", and "Future Ready"
 - A comprehensive community and customer satisfaction survey process
 - A "Secret Shopper" program for new perspectives in our school buildings
 - Implementation of "Let's Talk"; a community initiative for access and rapid response to community questions, ideas, and concerns
- Re-branded the District with a community inclusive process to design and implement a new mission statement, educational philosophy, logo and above mentioned marketing and feedback campaign
- Worked with the District Advisory Committee to facilitate community meetings regarding future facilities and boundaries, parental involvement, community perspectives, and anti-bullying initiatives
- Designed, implemented and concluded the following construction/renovation projects:
 - Unity Elementary School (new construction)
 - Leeds Elementary School (new construction)
 - Harry Hopkins Central Kitchen (acquisition and renovation)
 - Harry Hopkins Automotive Body and Technology Center (acquisition and renovation)
 - Educational Service Center (administrative central office-acquisition and renovation)
 - 3 Science Centers (30,000 square feet each) at each of the three high schools; public/private partnership with nearly \$1 Million raised privately (new construction)
 - Liberty Elementary School (new construction)
 - Spalding Park Elementary School (property acquisition and new construction)
 - Loess Hills Elementary School (property acquisition and new construction)
 - Wall to Wall Career Academy Facilities in the Ho Chunk Centre (renovation)
 - Air Force Jr ROTC Facilities in Partnership with the City of Sioux City (renovation)
 - Morningside Elementary School (property acquisition and new construction)
 - Perry Creek Elementary School (demolition of former school and new construction)
 - Clark Early Childhood Center (renovation of former elementary school)
 - Bryant Elementary School (design, property acquisition and new construction)
- Marketing and Sale of nine former District facilities to return property to the local tax base
- Annually participated with the local Chamber of Commerce on an educational initiative component of their annual Washington Conference and Steak Reception in Washington, DC
- Grew the local 4-year-old preschool initiative enrollment from 250 students to over 850 students
- Added sites to increase involvement in the District's Transitional Kindergarten program
- Implemented and grew comprehensive sports programs for middle school students
- Implemented new process for athletic trainers in high schools to include strength and conditioning for student athletes, and a new "total-well-being" curriculum in partnership with local medical providers
- Implemented new process for secondary school parent teacher conferences resulting in higher levels of parental engagement
- Engaged community leaders in a significant fund-raising process to jump start the school foundation, exceeding \$900,000 in pledges and cash on hand for the \$1.5 Million dollar campaign
- Secured additional \$500,000 donation for the public school foundation from new corporate growth

2005-2008

Superintendent of Schools

West Central School District 49-7, Hartford, SD

District Enrollment, PK-12: 1201

Responsible for the total operation of the School District; reporting to a five-member Board of Education. The board members were elected for three-year terms. The operational duties included the oversight of the District's instructional program, the District's annual budget process, the District's co-curricular arts, activities and athletic programs, pre-school programs, community education programs, and school-based year round child care programs.

Accomplishments at West Central included;

- Provided leadership to pass the largest bond issue in the history of the District
- Oversight of the demolition of two aged and unsafe buildings

Accomplishments at West Central, continued;

- Oversight of the collaborative process to design and construct two elementary schools, a new middle school, a shared community/school library, and a new district administrative office
- Partnered with the City of Hartford to share library facilities between the school district and the city
- Provided leadership to engage in a construction project that replaced 67% of the square footage of instructional space owned by the District
- Secured the first three-year negotiated agreement with the teachers' association for both monetary and language items in the District's history
- Development and implementation of the District's first ever multi-year strategic plan
- Development and implementation of a new program-based budgeting process for the entire District
- The District was labeled as a "Distinguished School District" in the state of South Dakota making it one of the top 30% in the state for student achievement, and the District continually exceeded proficiency under *NCLB*
- Facilitated the collaborative process of design, development, and implementation of the District's new programming for academically gifted students
- Development and implementation of a new teacher evaluation and communication system focusing on research-based instructional strategies
- Development and implementation of a new staff development committee allowing for immediate evaluation and planning of staff development activities and staff development funding for the District
- Development and implementation of a new district policy to identify and correct bullying behavior in the student population
- Developed a new district-wide newsletter for thorough communication of District activities to the communities and surrounding area focused on public relations and marketing
- Worked with administrative team to design and implement *certified* staff member staff-development opportunities to focus on student engagement and delivery of academic rigor
- Worked with administrative team to design and implement *classified* staff member staff-development opportunities to focus on student management
- Design, development, and implementation of the District's programming to significantly decrease student-based underage drinking
- Implementation of three new AP high school courses
- Facilitated the development and implementation of a high school course in construction trades and technology where students design, build, and sell a house
- Worked with the Board of Education to locate, purchase, and develop two new land-sites for future building projects of the District including one 10-acre and one 14-acre plot
- Worked with board, staff, and community to provide the New York based Play's for Living program in schools to help students learn strategies to understand and deal with relevant social issues
- Implementation of a new before-school child care and breakfast program for students of the school district

2004-2005

Coordinator of Middle School Education

Sioux Falls School District 49-5, Sioux Falls, SD

District Enrollment, K-12: 20,071

This district-level administrative position included;

- Administration of all processes for curriculum delivered to the 4,500 students in grades 6-8 in the five middle schools and one alternative school in the district
- Coordination of all monthly meetings of the building administration
- Evaluation of staff members as needed at the building level
- Creation and oversight of the budget for the district middle schools at an annual level of \$15.3 million
- Coordination of staff development opportunities for the 375 middle school staff members
- Coordination of new teacher induction and mentoring for 30-40 new teachers annually
- Worked as a team member with the special education department to audit and align curriculum from the regular classroom to the SPED classroom
- Worked as member of the education services department to vertically align and implement curriculum, instructional programs, and budget district-wide
- Coordination of middle level special projects and program pilots throughout the district
- Grant-writing for the middle level programs
- Coordination and calendar development of the middle level student advisory program
- Articulation with elementary and high schools for student transitions in the district
- Chaired committee to review applications and disburse K-12 professional travel dollars district wide
- Worked with the district's department of assessment, technology and information to develop district-wide assessments to align all curriculum, instruction, and assessment
- Administration of the middle level instructional program

2000-2004

Coordinator of Fine and Performing Arts

Sioux Falls School District 49-5, Sioux Falls, SD

District Enrollment, K-12: 20,071

This district-level administrative position included;

- Administration of all co-curricular programs in the fine arts including; drama, debate, humanities, instrumental music (band and orchestra), oral interpretation, visual art, and vocal music
- Screening, Interviewing and Hiring of all arts-based staff
- Scheduling of all staff members in the fine and performing arts programs throughout the district

Accomplishments in Sioux Falls, continued;

- Creation and administration of all curriculum in the fine and performing arts courses
- Evaluation of staff members in the fine and performing arts
- Creation and oversight of the budget for fine and performing arts programs and activities
- Creation and administration of the district activities calendar
- Development and Implementation of staff development for all fine arts staff members
- Scheduling of all student teacher experiences in the arts programs
- Coordination of all major student travel experiences district-wide
- Coordination of all student participation in state-wide events such as All-State Music, The State One-Act Play Competition, and The Regional Art Show
- Coordination and implementation of all district-wide festivals
- Creation and delivery of the district's full-staff in-service for the 3,000-member staff

Professional Experience, *Instruction*:

2016	Adjunct Professor in Doctoral Educational Leadership Program, Doane College, Lincoln, Nebraska	
1995-2000	Director of Bands, Millard West High School Millard Public Schools, Omaha, NE	District Enrollment, K-12: 19,000 Building Enrollment, 9-12: 1,800
	Provided instructional leadership, vision, programming, and instruction for this 270-student band program including the coordination, selection and evaluation of the 15+ member adjunct band staff, team design consultation for the music wing in this brand new high school, and the coordination and selection of equipment and supplies. Taught band, music theory, and interdisciplinary studies	
1994-1995	Associate Director of Bands, Lincoln Northeast High School, Lincoln, NE Lincoln Public Schools, Lincoln, NE	District Enrollment, K-12: 31,000 Building Enrollment, 9-12: 2,400
	Served on a team of three directors who coordinated this 400-student member band program. Taught five different band classes, assisted with music theory, jazz band, and orchestra instruction	
1991-1994	Director of Bands, Wisner-Pilger Public Schools, NE	District Enrollment, K-12: 529 Building Enrollment, 7-12: 277
	Taught 5-12 band to 207 students in the three buildings in this district. Instruction occurred in private lessons, group lessons, and large band ensembles	

Professional Experience, *Other*:

1989-present	Performing Artist-Clinician, Yamaha Corporation of America On staff as a performing artist and clinician with the Yamaha Corporation in the areas of marching percussion, concert percussion, and drum set. Presented over 75 workshops for the Yamaha Corporation of America to students, teachers, and administrators in music education and leadership	
1986-present	Education and Leadership Clinician Presenter of over 175 secondary school workshops and seminars in leadership, music, and education throughout the Southwest and Midwest regions of the United States	
1994-2000	Director of Student Activities, Great Plains Music Camp, University of Nebraska-Lincoln Coordinated all non-academic activities of this annual "on campus" program for 200 students	
1989-1991	Marching Percussion Instructor, University of Nebraska-Lincoln Cornhusker Marching Band Worked on staff to run all percussion operations, music writing, and instruction of the Marching Percussion Section, including bowl appearances and national competitions for this 35-member unit of the 300+ member band program	
1989-1991	Stage Manager, Kimball Recital Hall, University of Nebraska-Lincoln	

Community and Board Affiliations:

- Girl's Inc. Board of Directors, Executive Committee
- Iowa Association of School Boards, Administrator's Advisory Council
- Iowa Commission on Educator Leadership and Compensation
- Iowa Department of Education, Superintendent's Advisory Council
- Mercy Hospital Finance Committee Community Board
- Rotary, Downtown Sioux City
- Sioux City Children's Museum, Board of Directors
- Sioux City Orpheum Theater Preservation Project, Board of Directors
- Sioux City Public Schools Foundation, Board of Directors

Community and Board Affiliations, continued:

- Siouxland Chamber of Commerce, Board of Directors
 - United Way of Siouxland, Board of Directors
 - Urban Education Network of Iowa, Steering Committee, Past Chair
 - Urban Superintendents Association of America, Vice President
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Community Leadership, Administrative, and Instructional Experience:

- 2016 Teacher Leadership and Compensation Presentation and Panelist, Iowa Association of School Boards, Human Resources Conference
- 2016 College and Career Ready Leadership Panelist, Governor's Future Ready Summit
- 2016 Keynote Speaker, Mentors in Violence Prevention Awards, Governor's Office for Bully Prevention, University of Northern Iowa
- 2015 National Presentation at Global Learning Network's OECD America Achieves Event, How a High School in Poverty Performs well on an Internationally Benchmarked Assessment, Washington DC
- 2015 National Presentation by leadership team on the Development of a computer coding elementary specialty school, International Society for Technology in Education, Philadelphia, PA
- 2014 National Presentation on Developing a High Performing Board and Superintendent Leadership Team, American Association of School Administrators, National Conference on Education, Nashville, TN
- 2013 Statewide Presentation on Student Achievement Growth Process, School Administrators of Iowa, Annual Convention, Des Moines, IA
- 2013 Statewide Presentation on Bully Reduction Policy and Strategies, Iowa Association of School Boards, Annual Convention, Des Moines, IA
- 2013 Collaborating for Iowa's Kids (C4K), Steering Committee, Implementation of Educational Reform, Iowa Department of Education and Area Education Agencies
- 2013 Keynote Speaker, Iowa Public School Transportation Directors, Bully Prevention Activities
- 2012 Keynote Speaker, Iowa Governor's Bully Prevention Summit
- 2012 Panel Speaker, White House screening of the award-winning documentary, *Bully*
- 2012 Senate Field Hearing; School-based bully prevention activities, Senator Tom Harkin, *HELP* Subcommittee on Education
- 2012 Appointed by Governor Terry Branstad to the State's Teacher Leadership and Compensation Task Force; serving as the cornerstone of Iowa's School Reform Initiative
- 2012 Member of the Governor's Council on Science, Technology, Engineering, and Mathematics
- 2011-2012 Chair of the Urban Education Network of Iowa
- 2011 Grant holding participant in the US Department of Education and Federal Communications Commission's *Learning on the Go* (LOGO) Summit and award program
- 2011 Member of Five Person State Roundtable on Education appointed by the Governor (Branstad) to discuss school improvement and reform
- 2009 Special Committee appointed by the Governor (Culver) to select the next State Director of the Department of Education
- 2007-2010 Governor's Youth Race and Detention Task Force (YRDTF)
- 2007-2008 South Dakota Department of Education, Superintendent Advisory Council
- 2007-2008 Hartford Area Development Council's Marketing Campaign
Worked with the council on the design, development and implementation of a new city website, resident and visitor's guide, and commercials to share the strengths of the community
- 2004-2008 Sioux Falls Tomorrow II Steering Committee Member, Chair of Education Sub-Committee
This program works with the National Civil League to create long-term vision for successful communities
- 2004-2006 First Night, Sioux Falls, Advisory Board of Directors
Worked with the team to create a family-centered New Year's Eve celebration in Sioux Falls
- 2000-2005 Worked with team of instructional initiators to develop the first A+ (instructional support through arts integration) model school outside of the state of North Carolina, Eugene Field Elementary School, Sioux Falls, SD

Community Leadership, Administrative, and Instructional Experience, continued:

- 2005 South Dakota School Funding Adequacy Study, John Augenblick and Associates
Served as a professional expert in this study completed by the state association of school boards
- 2004 Development of Mathematics Instructional Articulation and Correlation to the South Dakota Content Standards for Math, Sioux Falls School District
- 2004 Coordinator and Conductor of the Sioux Falls School District's Elementary Vocal Music Festival
Coordinated and conducted this event featuring four 375-student choirs from 21 elementary buildings in four concerts at the Washington Pavilion of Arts and Science
- 2004 Sioux Empire Arts Council student-mentoring program for high school students
This program is run in conjunction with SculptureWalk, and provides quality outdoor art for the community that is created by high school students
- 2004 Coordinator and Conductor of the Sioux Falls School District's Elementary Vocal Music Festival
Coordinated and conducted this event featuring a 2,100-student fourth and fifth grade choir from 21 elementary buildings.
- 2003 Selected by Sioux Falls Mayor David Munson, to devise a community plan to utilize the Orpheum Theatre in Sioux Falls
Facilitated a town-hall-style meeting and solicited a needs assessment of the community, prior to providing the Mayor with a recommendation for long-term success
- 2003 Worked with the Sioux Empire Arts Council to display local student's artwork on the city busses in Sioux Falls in a program titled "Art: Takin' it to the Streets"
One piece of artwork was selected from each of the 30 public schools to be displayed on the sides of city busses
- 2003 Coordinator and Conductor of the Sioux Falls School District's All-City Orchestra Festival
Coordinated and conducted at this event featuring the largest orchestra ever assembled in the state of South Dakota. The final concert featured 1,220 Orchestra Students
- 2003 Worked with the Sioux Empire Arts Council to create a brochure of community art in Sioux Falls
- 2003 Inaugural Board Member, SculptureWalk, Sioux Falls, a program of community sculpture in public spaces
- 2003 Coordinator of the Sioux Falls School District's Middle School Vocal Festival
Coordinated, and worked with the team to design this event featuring students from five middle schools and three high schools. The final concerts were held concurrently in three local venues.
- 2001-2003 Created new building assignment and scheduling system for fine arts instruction to make more effective utilization of District finances
This system saved the District over \$100,000 without changing any current educator's contract, or reducing contact time for students; the efficiency was created by making a more effective teacher travel schedule
- 2003 Completion of entirely new curriculum for the fine arts department in the Sioux Falls School District
The new curriculum is "benchmark" centered, with alignment to the national and state standards, and includes student assessment in the arts at each level
- 1996-2000 Coordinator and Instructor of Secondary School Student Leadership Camps, University of Nebraska-Lincoln, and University of South Dakota
- 1995-2000 Instructional Initiator, Music Department, Millard West High School, Omaha, NE
- 1995-2000 Worked on an educational team to develop Millard West's interdisciplinary music experience for the 450-student music department
- 1994-2000 Administrator and Evaluator of Instructional Counseling Staff for the Great Plains Music Camp, University of Nebraska-Lincoln
Hired and evaluated the counseling staff numbering 35 college students and young educators, working with the 200+ students
- 2000 Worked with a team of educators to re-structure the music department schedules at Lincoln Northeast High School, Lincoln, NE
Lincoln Northeast was moving to a block schedule for their instructional program, which is normally a challenge for music instruction. With five years of successful teaching experience in block schedule, the re-structure included creation of shared schedules, "skinny classes", and team planning
- 1995-1996 Coordination of all aspects of the 300-student Nebraska All-State Music Experience as Chair of Band Affairs for the Nebraska Music Educators Association
- 1994-1996 Team Leader for the Millard Public Schools Instrumental Music Curriculum Planning Team
- 1995 Coordinated the music department staff to design and equip the music facilities at Millard West High School for the school's opening in 1995
- 1994 Worked on the Lincoln Public Schools Arts Education Curriculum Planning Team

Community Leadership, Administrative, and Instructional Experience, continued:

- 1993 Worked with team of educators to develop drug and alcohol awareness program, Wisner-Pilger Schools, Wisner, NE
Data gathered at the building and district level indicated a strong need for a program that would make students aware of the dangers of alcohol and drug use
- 1990-present Guest Speaker and Conductor of over 20 different professional regional conference events
Topics deal with leadership, motivation, student assessment, curriculum design, and music education
- 1990-present Frequent Adjudicator for Competitions and Festivals in Music Education
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Professional Organization Affiliations (past and present):

- American Association of School Administrators
 - Association for Supervision and Curriculum Development
 - The Dakota Academy of Performing Arts
 - National Middle School Association
 - National Association of Secondary School Principals
 - Nebraska Music Educators Association (past chair of band activities)
 - Phi Delta Kappa
 - South Dakota Association of Secondary School Principals and Middle Level Educators
 - Music Educators National Conference
 - National Art Education Association
 - Phi Beta Mu
 - Urban Education Network of Iowa (past President)
 - Urban Superintendents Association of America, Vice President
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Professional Recognition:

- 2016 Award of Achievement, Iowa Association of School Boards, Better Boardmanship Awards; One of only seven awarded to Iowa Superintendents, Iowa Association of School Boards Convention 2016
- 2016 Next Generation High School District Superintendent, United States Department of Education and the White House
- 2016 College and Career Ready Leadership Panelist, Governor's Future Ready Summit
- 2016 Keynote Speaker, Mentors in Violence Prevention Awards, Governor's Office for Bully Prevention, University of Northern Iowa
- 2015 District of Distinction, *District Administration* Magazine, Sioux City Community Preschool Initiative
- 2014 Future Ready Superintendent, United States Department of Education and the White House
- 2014 Superintendent of the Year, State of Iowa, School Administrators of Iowa
- 2014 District 12 Superintendent of the Year, Northwest Iowa Area Education Agency
- 2013 National Finalist, Broad Superintendents Academy, Los Angeles, CA
- 2013 District 12 Superintendent of the Year, Northwest Iowa Area Education Agency
- 2012 Iowa Educator of the Year, Iowa Safe Schools Association, Des Moines, IA
- 2012 Lighting the Way Award, Waitt Institute for Violence Prevention
- 2012 Keynote Speaker, Iowa Governor's Bully Prevention Summit
- 2012 White House Panel Speaker, White House screening of the award-winning documentary, *Bully*
- 2011 Nation's largest school program recipient of the FCC's connectivity grant, *Learning on the Go*, to implement a technology program focused on a one to one initiative with wireless connectivity for 3,000+ high school students
- 2010 Safe and Supportive Schools Grant, United States Department of Education, three high schools
- 2007 State of South Dakota Grant to develop programs to support positive behavior in the West Central School District
- 2007 State of South Dakota Grant to develop programs dealing with student tobacco cessation in the West Central School District

Professional Recognition, continued:

- 2006 National Highway Traffic Safety Commission Grant to develop programs to reduce underage drinking in the West Central School District
- 2006 School District of Distinction, South Dakota Department of Education
- 2006 and 2005 The South Dakota Department of Education's Curriculum Mapping Grant
- 2003 The Association of Performing Arts Presenters and the Dana Foundation Partnership with the Washington Pavilion of Arts and Science (and the Sioux Falls School District) was highlighted as an "important partnership" for schools and teachers in their annual publication
- 2002-2004 Excel Energy Foundation Grant
Provided money for artwork displays on city busses, a student mentoring project, and a community-wide multi-cultural art activity
- 2001 The Kennedy Center's Partners in Education Grant, Washington D.C.
Working in conjunction with The Washington Pavilion of Arts and Science to strengthen student learning and comprehension through the arts as an instructional tool for coursework in other core-curriculum areas
- 2001 Nominated for Sioux Falls Mayor's Awards for the Arts, Individual Advocate
- 1991-2000 Director of student groups honored with over 75 Sweepstakes awards, Best in Class, and Superior Ratings in Music Competitions and Festivals throughout the Mid-West
- 1997 Outstanding Service Award, Nebraska Music Educators Association
- 1994 Jack R. Snider Outstanding Young Band Director Award, Nebraska State Bandmasters Association
- 1990 National Collegiate Education Award, and Band Key for Outstanding Performance and Service, University of Nebraska-Lincoln
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Professional References:

A complete list of professional references, including letters of support, have been submitted with my application.