

Educational Qualifications

- Expertise as it relates to school culture and climate, ethical community building, crises and situation management, school environment improvement
- District Fiscal Recovery Expertise
- Successful turn-around in troubled districts fiscally, academically and culturally
- Development of five California Distinguished Schools
- Revamping of school bullying practices
- Initiation of Professional Learning Communities
- Managed school district recovery from \$15 million fraud case involving charter school while improving API Scores as much as 92 points
- Marked improvement of district test and API scores
- Title IX, Charter Schools, Ed Psychology, School Improvement,
- Compliance Issues, District Administration
- Nine years teaching and instructional consultant, twelve years in private sector
- 18 years of school leadership (12 as Superintendent)

Legal & Court Experience

- State and Federal Courts
- Wendy Walsh vs. Tehachapi USD
 - Bauer vs. State of California
 - Melo vs Tehachapi USD
 - Dyess vs. Tehachapi USD
- Kern County Grand Jury Testimony and Depositions

Education

- 1977 Univ CA Berkeley, PhD, Educational Psychology – Cognitive Development
- 1974 Univ CA Davis, MA, Educational Psychology, Multi-Subject Credential
- 1970 Univ CA Davis, BA, Psychology with Teaching Minors in Social Science and Economics
- 1999 Small School District Associate Superintendent Symposium
- 1999 UCLA/ACSA Principal Center Summer Institute
- 2000 CA Curriculum Management Audit Training, I and II

Employment

- Aug 2007 to Oct 2011 **Superintendent**, Tehachapi Unified School District Tehachapi, CA
5,000 + students, 1 High School, 1 Middle School, 1 Cont. High, 3 Elementary Schools. CA Distinguished High School (2009) and Elementary School (2010)
- Mar 2004 to Aug 2007 **Superintendent/Principal**, Warner Unified School District, Warner Springs, CA High School, 1 Middle School, 1 Cont. High, 1 Elementary School
- Aug 2001 to Sep 2003 **Superintendent**, Sierra-Plumas Joint Unified School District, Downieville, CA
K-12, 9 schools at 6 sites. API scores elevated at all sites from 28 to 92 points. CA Distinguished High School.
- Feb 1999 to Aug 2001 **Superintendent/Principal**, Owens Valley Unified School District, Independence, CA 2 High Schools, 1 K-8 CA Distinguished Elementary School (2000).

Employment (continued)

- Sep 1993 to Jan 1999 **Administrator**, Reef–Sunset Unified School District Avenal, CA
Principal, Kettleman City Elementary K–8 & Adelante Continuation High School, Kettleman City, CA, Reef–Sunset U.S.D., CA Distinguished Elementary School Honorable Mention.
District Coordinator, Alternative Education, Bilingual Advisory, Categorical Programs Coordination, Grant Writing, Summer School Principal, Continuation High School Principal, Reef–Sunset Unified School District, Avenal, CA

Related Experience/ Publications

- Worked directly with the Office of Civil Rights and Dept. of Justice on Title IX, anti-harassment and anti-bullying issues
- Title IX Compliance/Response
- Worked with the Fiscal Office at the CA Dept. of Education, CA State Controller, CA State Attorney General's Office
- Published 16 teachers guides
- The Ethical Motivation of Learning, Education vol. 116, Fall 1995
- Research Foundations of Moral and Ethical Education, Education, Vol. 116, Winter 1995
- Book on Finance, Financing Your Future, Brickhouse Publishing, Acton, MASS 1990
- Instructional and Evaluation Materials

Educational Achievements and Honors

- California State Assembly, Certificate of Recognition for Excellence
- CAL Honor Society, Phi Delta Kappa, Education Honor Society
- California Distinguished School, Honorable mention, Kettleman City Elem, 1999
- California Distinguished School Principal's Award – Owens Valley HS 2000
- California Distinguished School Award – Loyaltan High 2003
- California Distinguished School Award – Tehachapi High 2009
- California Distinguished School Award – Golden Hills Elementary 2010
- Consultant for Xerox Learning Research Gp., XEROX PARC w/Alan Kay, Menlo Park
- Initiation of Professional Learning Communities
- Marked improvement of district test and API scores at all districts

Credentials

- Clear Administrative Services Credential
- Standard Teaching Credential, Life, Multi–subject
- Clear Crosscultural Language and Academic Development Certificate
- California Community College Counselor Credential
- California Community College Instructor Credential
- Professional Education and Psychology
- Clinical Supervision Certificate and Salary Development Certificate