

Dr. Bradley A. Buck



EDUCATION

Ph.D. – Educational Leadership and Policy Studies – May 2006

Certificate of Advanced Studies (C.A.S.) – May 2005

Iowa State University

Dissertation: A Comparative Study of the Perceptions of Novice Iowa Public School Teachers Toward the Effects of the Iowa Evaluator Approval Training Program

M.Ed. Educational Administration – August 1997

Iowa State University

B.A. Biology – May 1992

University of Northern Iowa

Certificates Held: PK-12 Superintendent, Iowa
 5-12 Principal, Iowa
 Evaluator Approval (New), Iowa

PROFESSIONAL EXPERIENCE

Superintendent, Saydel Community School District (SCSD), Des Moines, IA, July 2011-present

- Partnered with the National Institute for Excellence in Teaching (NIET) to obtain a Teacher Incentive Fund (TIF) Grant of approximately \$9.6 million dollars – the SCSD portion is approximately \$4.3 million dollars.
- Shepherded the process for an affirmative vote (94% “yes”) by certified staff to accept the TIF Grant and implement the System for Teacher and Student Advancement (TAP). The TAP Elements of Success include the following:
 - Multiple Career Paths – Master, Mentor, and Career Teachers.
 - Ongoing Applied Professional Growth – weekly “cluster” meetings and field-tested instructional strategies.
 - Instructionally Focused Accountability – teacher evaluation rubrics, multiple announced and unannounced observations, and peer coaching and feedback.
 - Performance-Based Compensation – using value-added, student achievement data and rubric scores.
- Collaborated with a Board-Approved, District Facility Committee to pass a \$7.98 million dollar bond referendum (66% community “yes” vote). This referendum will provide facility improvements to all of the schools in the district as well as the athletic/activity stadium.

- Oversaw the implementation of a grades 7-12, 1:1 laptop initiative.
- Strategically reduced, in tandem with Board leadership, approximately \$1 million dollars in ongoing expenses while at the same time improving instructional services for students.
 - This included closing an elementary school and reconfiguring the district from grades PK-3, 4-5, 6-8, and 9-12 to the current PK-4, 5-8, and 9-12 school orientation.
- Supported the implementation of both a Summer Camp and Summer Meal Program

Associate Superintendent, Waukee Community School District, Waukee, IA, July 2009-June 2011

- Led and supervised the areas for which I was responsible as the assistant superintendent, with the addition of the Human Resources Department and the Department of Information, Communication, and Enrollment Services.
- Led the Instruction Committee – A Committee of the Board of Education.
- Coordinated a systemic process to align the work of School Improvement, guided by a collaboratively designed district Theory of Action, both within the division and to the other divisions in the district.
- Oversaw the operating budget for the division as well as the various state and federal programs that intersected with the School Improvement Division.
- Managed the implementation of the Comprehensive School Improvement Plan (CSIP), many segments of Project EASIER, and state and federal data accountability measures.
- Contributed to the work of the district Facilities Committee as we continued to plan for future building projects in response to increases in student enrollment.
- Supervised the data collection process around the implementation of the Iowa Core, as well as oversee the writing and implementation of the district plan.
- Participate in district interest-based, collective bargaining activities, as well as ongoing contract maintenance conversations.
- Investigated the Instructional Rounds concept and process and guided the implementation of the process in the district.
- Facilitated the investigation and implementation of a district-wide data warehouse system.

Assistant Superintendent for School Improvement, Waukee Community School District, Waukee, IA, April 2006-June 2009

- Led and supervised the district level curriculum, instruction, assessment and professional development department, district student services department (i.e. special education, ELP, ESL, etc.), as well as the building principals.
- Designed a unified vision for teaching and student learning in the district, through a collaborative process that included building and district leaders, teachers, board members, parents, and community members, that is grounded in the tenets of Professional Learning Communities (PLC).
- Entered into a collaborative agreement with the Center for Advanced Study of Technology Leadership in Education (CASTLE) at Iowa State University to investigate the implementation of additional classroom technology to transition Waukee CSD into a 21st century school district.

- Improved the teacher evaluation and professional development framework to align with the unified vision, through a collaborative process involving leaders of the Waukee Education Association and district evaluators.
- Investigated, designed and implemented a model for leader evaluation and professional development, in collaboration with representative principals and central office staff members.
- Guided by relevant research and data from a Curriculum Management Audit, led a process to construct a five-year plan for ongoing improvement in the district.
- Supported the work of building leadership at both Waukee Middle School and Waukee Elementary in their eventual removal from the School in Need of Assistance (SINA) designation.
- Working in partnership with the local area education agency, designed and implemented a process for program evaluation in the district.

Principal, Prairieview School (grades 8-9) & Waukee Middle School (grades 6-7), Waukee, IA, July 2004-March 2006

- Led and managed a combined leadership team of 2 assistant principals and 5 Deans of Students between PVS and WMS, and supervised over 100 staff members and 1200 students.
- Facilitated and organized the transition from a grades 6-8 middle school and grades 9-12 high school to a district building structure including grades 8 and 9.
- Designed through a collaboratively process that included teachers, parents, community members, and business leaders, a student-leader based character initiative that infuses both Character and Counts and Positive Behavior Intervention Supports.

Principal, Waukee Middle School (grades 6-8), Waukee, IA, July 2001-June 2004

- Led the design and implementation of a middle school vision – including a role as a champion of advisor-advisee programming and student-led conferences.
- Managed the transition from paper-pencil grading and scheduling to electronic scheduling the use of an electronic student information management system.

Principal, Hudson Middle School (grades 5-8), Hudson, IA, August 1998-June 2001

- Led the transition from a traditional junior high/upper elementary to a child-centered middle school through a collaboratively produced building action plan.

Principal, North Mahaska Jr./Sr. High School, New Sharon, IA, August 1997-July 1998

- Responsible for the operation of the 7-12 building including the school improvement process, the role as secondary curriculum director, and manager of building budgets and supervision of all building staff members.

Life Science Instructor, Parkview Middle School, Ankeny, IA, August 1992-July 1997

- Taught on a core team in a fully inclusive classroom teaching environment.
- Collaborated on several interdisciplinary units, organized time in a flexible block schedule, and served in a variety of teacher leadership roles.

OTHER PROFESSIONAL EXPERIENCE

- Professor – Adjunct – Viterbo University – Principal Leadership: Foundations, Principal Leadership: Management and Ethical Issues in School and Society – Summer 2007-present
- Certified Facilitator – DiSC – Behavioral and Leadership Style Assessment and Analysis – 2009-present
- Professor – Adjunct – Iowa State University – Human Resource Management, School Systems as Learning Cultures, and Evaluation of Personnel – 2006-2011

LEADERSHIP IN STATE-LEVEL INITIATIVES

- C4K Work Team – Educator Quality Co-Leader – LEA Representative – Response to Intervention (RtI), K-3 Literacy Initiative – Iowa Department of Education – 2012-present
- Superintendent Instructional Rounds – Apprentice Facilitator for Heartland Area Education Agency (HAEA) – 2012-present
- Superintendent Instructional Rounds – Participant – HAEA – 2011-present
- Leadership Partnership Committee – State-wide Wallace Grant Initiative – Practitioner Representative for Iowa – 2006-present
- Statewide Longitudinal Data System – Iowa Department of Education – Advisory Committee Member – 2011-2012
- Statewide Workgroup: System of Supports – Iowa Department of Education – Des Moines, IA – 2010-2012
- Associate Superintendent and Assistant Principal Mentoring Framework – Design Team Member – 2010-2012
- Virtual Reality User Group – DMACC – Ankeny, IA – 2009-2011
- Leadership Standards and Criteria Task Force – Co-Facilitator – Process to design the Leadership Standards and Criteria for the state of Iowa and Model Descriptors – Wallace Foundation Grant – 2006-2007
- Planning Team to Write the Superintendent Evaluation Model – 2006-2007
- Design Committee to Write Level II of the Iowa Evaluator Approval Training Program (IEATP) – Principal Representative – 2005-2007

LEADERSHIP IN PROFESSIONAL ORGANIZATIONS

- Area Director – State of Iowa – Phi Delta Kappa International – 2010-2011
- Past President – School Administrators of Iowa (SAI) – 2009-2010
- President – School Administrators of Iowa (SAI) – 2008-2009
- Executive Council and Representative Council Member – SAI – 2006-2010
- Past President – Iowa Association for Middle Level Educators (IAMLE) – 2008-2009
- President – Iowa Association for Middle Level Educators (IAMLE) – 2006-2008

COMMUNITY CONNECTIONS

- Capitol Crossroads Committee – Greater Des Moines Partnership – Human Resources Division – 2011-present
- University of Northern Iowa Alumni Association – Board of Directors – Spring 2007-present

- United Way Campaign Cabinet – K-12 Committee Co-Leader – Greater Des Moines Campaign – 2012-2013
- Safe Waters International Ministries (SWIM) – Board Member – Fall 2010-2012
- American Diabetes Association (ADA) – StepOut Campaign – Team Recruitment Co-Chair – Spring 2010
- 2009 UNI Lux Service Award – Selection Committee Member
- Waukee Education Foundation Board Member – 2007-2011
- School Improvement Advisory Committee (SIAC) – District Community Committee
- Saylorville Church – Member, Nursery/Toddler Volunteer
- Waukee Leadership Institute Alumni

PROFESSIONAL CONTRIBUTIONS

- Sportsmanship Judging – Boys State Basketball Tournament – Iowa High School Athletic Association – 2005-present
- Viterbo University – Educational Leadership Advisory Group – 2005-present
- Mentor superintendent to a first-year superintendent through SAI and for a number of principals and superintendents-in-training – Drake University, University of Northern Iowa, and Viterbo University – 2003-present
- State of Iowa Cheerleading Championships – Master of Ceremonies – 2001-2004, 2006-present
- SAI Fall Conference Planning Committee – 2011-12
- Iowa Character Awards – Selection Committee – 2010-2011
- Revised Teacher Evaluation and Professional Development System – Delivered through Moodle – designed videos observed by all staff – Fall 2009
- Iowa Evaluator Approval Training Program – Renewal – State Trainer for Waukee CSD and Adel-DeSoto-Minburn CSD – 2007
- President Elect – School Administrators of Iowa – 2007-2008
- Chaperone – Student Home and School Visit Trip to Germany – Spring Break 2007
- Vice President – School Administrators of Iowa – 2006-2007
- President – Iowa Association for Middle Level Educators – 2006-2008
- President-Elect – Iowa Association for Middle Level Educators – 2004-2006
- Committee to Design and Revise a Model Principal Evaluation System for the State of Iowa – SAI – 2004-2006
- Institute for Character Development – Advisory Committee Member – 2004-2006
- FINE Foundation Fall Conference Planning Committee – Middle School Education Representative – 2004-2006
- Using Electronic Portfolios to Support Licensure Transition and Professional Growth – Co-taught Drake Credit Class – 2003
- Interdisciplinary Instruction in the Middle School Classroom – Taught Drake University Professional Development Credit Class – 2003
- SAI Representative Council – Area 11 – 2003-2006
- SAI Professional Development Advisory Committee – 2003-2004
- Treasurer - Iowa Association for Middle Level Educators – 2001-2004

TRAININGS RECEIVED

- Assessing Academic Rigor Course (Evaluator Renewal Course) – 2011-2012

- Iowa Core Planning and Implementation Team – Saydel CSD, 2011-present and Waukee CSD – 2008-2011
- Phi Delta Kappa – Area Director Training – Chicago, IL – Summer 2010
- Inform Data Warehouse System – Summer 2010
- Iowa Department of Education Site Visit Training – West Des Moines, IA – Fall 2009
- DiSC Certification – Fall 2009
- Stepping Stones to Data Use – Northwest Education Association (NWEA) – Waukee, IA – Fall 2008
- Grading and Assessment in the Differentiated Classroom – Rick Wormeli Presenter – Des Moines, IA – Winter 2007
- Superintendent Evaluation Implementation Framework – IASB – Fall 2007
- Waukee Leadership Academy – 2007-2008
- Superintendent Evaluation Approval Training Program – Fall 2007
- Iowa Evaluator Approval Training Program (IEATP) Renewal – Train-the-Trainer – Des Moines, IA – Spring 2007
- Balanced Leadership Academy – 2006-2007
- Pathwise Training – Evaluator Version – OshKosh, WI – Fall 2006
- DiSC Personality Profile Training – Omaha, NE – Summer 2005
- Character Counts – Two-Day Training – West Des Moines, IA – Spring 2004
- Three-Minute Walk-Through Revised Training – Waukee, IA – Spring 2004

CONFERENCE PARTICIPATION

- Iowa Association of School Boards – Annual Convention – 2010-present
- SAI Fall Conference - Des Moines, IA – Fall 2000-2003, 2005-present
- SAI Executive Leader Group – Participant – 2011-present
- National Association of School Boards – Annual Convention – San Diego, CA – 2013
- TAP National Conference – Washington, DC – 2013
- IASB – Legislative Conference – Des Moines, IA – 2013
- TAP School Visits – Indianapolis, IN, Clarksville, IN, and Knoxville, TN – 2012-2013
- Iowa Superintendents Finance Leadership Consortium (ISFLC) – Fundamentals of School Finance – 2007, 2011-present
- IASB – School Finance Conference – Iowa State University – 2012
- IASB – Employee Relations Conference – Altoona, IA – 2012
- Instructional Rounds – Statewide Meeting and Elmore Presentation/Reflections – 2012
- Iowa Education Summit – Summer 2011
- Project 21st Century Skills – Iowa Kick-off Event – Summer 2010
- Professional Learning Community Conference – coordinated and facilitated the trip for 80 teachers and administrators using Teacher Quality Funds – St. Joseph, MO – Summer 2010
- Superintendent’s Network – Instructional Rounds Conversation with Richard Elmore and Liz City – Spring 2010
- 1:1 Schools – Network Meeting – Will Richardson and Scott McLeod Presenters – Ames, IA – Winter 2009
- Iowa Association of School Boards – Annual Convention Pre-Conference – School Finance Boot Camp – Winter 2009
- Wallace Foundation Grantees Conference – Building and Sustaining Coherent Systems of Leadership – Washington, DC – Fall 2009

- Professional Learning Community Conference – Las Vegas, NV – Fall 2009
- Transitioning Schools to the 21st Century – Dr. Scott McLeod Presenter – Johnston, IA – Fall 2008, Winter 2009 and Spring 2009
- National Association of Secondary School Principals (NASSP) National Convention – SAI Representative – San Diego, CA – Spring 2009
- Iowa Association of School Boards – Annual Convention – Des Moines, IA – Fall 2008
- Response to Intervention (RtI) – Regional Summit – Follow-Up to National Summit – Chicago, IL – Fall 2008
- Suburban School Superintendents – Mentor-Mentee – Summer Session – Chicago, IL – Summer 2008
- Leadership Summit – Representative for SAI and NASSP – Washington, DC – 2008
- Summer Conference on Differentiated Instruction, Understanding by Design, and What Works in Schools – ASCD – Nashville, TN – Summer 2008
- NASSP National Convention – SAI Representative – San Antonio, TX – Spring 2008
- Response to Intervention (RtI) – National Summit – Central Office Representative for the Iowa Delegation – Washington, DC – Winter 2007
- Wallace Foundation Grantees Conference – The Role of Building Leadership in Initiating and Sustaining Change – New York, NY – Fall 2007
- Wallace Foundation Grantees Conference – Building High Quality Principal Evaluation Systems – Washington, D.C. – Spring 2007
- NASSP National Convention – SAI Representative – Las Vegas, NV – Spring 2007
- Cisco Systems – 21st Work Skills and Voice Over IP Systems – Winter 2007
- Wallace Foundation Grantees Conference – St. Louis, MO – Fall 2006
- Midwest Regional Middle Level Conference – Ames, IA – Fall 2006
- FINE Foundation – Fall Conference – Using Research-Based Strategies to Increase Student Achievement – Des Moines, IA – 2005
- Effective Leadership Strategies that Impact Student Achievement – McREL Seminar – Clive, IA – Fall 2005
- State Principal Leadership Summit – Washington, DC – Spring 2004
- NASSP National Convention – Orlando, FL – Spring 2004
- Midwest Regional Middle Level Conference – Ames, IA – Fall 2003

PROFESSIONAL PRESENTATIONS

- Instructional Rounds in Waukee CSD – AEA 11 Superintendents – Fall 2010
- Instructional Rounds in Waukee CSD – State Superintendent Network – Instructional Rounds Advisory Committee – Spring 2010
- School Administrators of Iowa – Prospective Administrator Institute – *Great Principals I Have Known: Characteristics of Exemplary Principals* – Clive, IA – Fall 2008
- Iowa Department of Education – Winter Update – *Connecting District, Building, and Individual Teacher Professional Development Plans* – West Des Moines, IA - Winter 2008
- Board of Educational Examiners – Presentation on the Iowa Standards for School Leaders – Des Moines, IA – Winter 2007
- Iowa World Languages Annual Conference – Luncheon Speaker – *Experiences in the 5 C's of World Language & the Implications to Iowa* – Des Moines, IA – Fall 2007
- State Board of Education - Presentation on the Iowa Standards for School Leaders – Des Moines, IA – Winter 2006

- SAI Mentor/Mentee Training – Update on Iowa Leadership Standards and Criteria – West Des Moines, IA – Fall 2006
- Midwest Regional Middle Level Educators Conference – *Implementing a Student Leader-Based Character Initiative in Your Community* – Ames, IA – Fall 2006
- National Middle School Association National Conference – *Implementing a Student Leader Based Character Initiative in Your Community* – Philadelphia, PA – 2005
- National Conference on Teacher Compensation and Evaluation – *Using the Danielson Framework for Licensing and Employment* – Chicago, IL - 2003
- School Administrators of Iowa – Fall Conference – *Two-Minute Classroom Observation Technique* – Des Moines, IA – 2003
- New Principals Workshop – Drake University – Addressed common concerns and triumphs associated with the principalship – Des Moines, IA – 2002

PROFESSIONAL ORGANIZATIONS

- School Administrators of Iowa (SAI)
- American Association of School Administrators (AASA)
- Phi Delta Kappa International (PDK)

PROFESSIONAL RECOGNITION

- Grant Author – Kern Family Foundation – Project Lead the Way (PLTW) Implementation – 2007
- Iowa Middle Level Principal of the Year – 2004
- Middle Level Principal of the Year – District 11 – 2004
- Iowa Scottish-Rite Ph.D. Fellowship Recipient – May 2000
- Teacher of the Year - Parkview Middle School – Ankeny, IA – 1995-1996

REFERENCES

Mr. Paul Breitbarth – Board President
Saydel Community School District
Des Moines, IA

Dr. David Wilkerson – Superintendent
Waukee Community School District
Waukee, IA

Ms. Ann Hanigan – Waukee Education Association President and English Teacher
Waukee Community School District
Waukee, IA

Dr. Troyce Fisher – Former Director – Wallace Grant

Former Executive Director – School Administrators of Iowa
Clive, IA 50325



CREDENTIALS

Provided as a part of the application process.