

Amy Heisma

Weld Re-4 School District (Windsor-Severance)

amy.heisma@weldre4.k12.co.us
(970) 686-8028

Current role within the District/BOCES: Director of Instruction

My history in education (teaching, administration, support, etc.):

I have been in the Weld Re-4 School District for the past 18 years. I taught 7th grade Language Arts from 1996-2009 at Windsor Middle School. I have been in the Director of Instruction role since 2009. I am a state model trainer for our district as well and facilitate the implementation of Educator Effectiveness. I also oversee assessment, federal programs, professional development, and instruction.

My areas of strength that I am willing to share within the EELN network: I would be willing to share my approach with a “deep dive” into one of the teacher standards on assessment that might be helpful to others. I would also be willing to share any training materials that I have.



Ann Pearce

Santa Fe Trails BOCES

dr.annpearce@gmail.com
303-520-4949

Current Role within the District/BOCES: Educator Effectiveness Consultant

My history in education (teaching, administration, support, etc.):

I have extensive experience in education in a number of roles, including classroom teaching at secondary level (English, Language Arts, Drama, Speech, Journalism), special education service provider (speech/language pathology and audiology) at K-12, building administrator for elementary, middle school, and high school (including being principal at a therapeutic school and at an alternative high school), district level administration (special education director), state level administration (supervisor at CDE), and university instructor and supervisor for undergraduate student teachers and graduate internships. Following my retirement, I have been providing coaching, consulting, and professional learning opportunities for schools and leaders.

My areas of strength that I am willing to share within the EELN network:

I am passionate about many areas of education and bring many years of experience primarily as related to:

- Coaching skills and practical considerations. I am a Training Associate for Cognitive CoachingSM and Learning Focused Supervision.
- Facilitation Skills for enhancing group work. I am a Training Associate for Adaptive Schools: Developing and Facilitating Collaborative Groups.



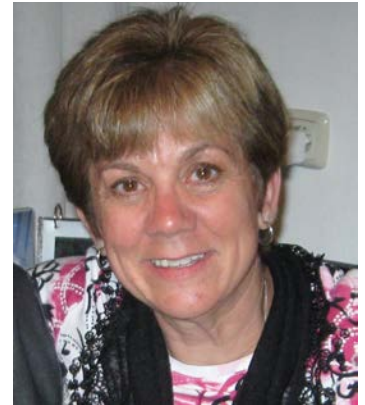


Becky Smith

Bayfield School District

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A native of Colorado and a Fort Lewis College graduate, Becky Smith has been an educator in southwestern Colorado since 1989. She taught 5th grade in Ignacio and, after an extended maternity leave, she taught in the Ignacio elementary computer lab. A resident of Bayfield, Becky served on the local school board for 12 years. She was a private consultant with a dual focus on integrating technology into instruction and district wide systemic change and reform. She found a passion for working with high poverty, high need schools to support improved instructional strategies in order to increase student learning. Becky worked for the Colorado Department of Education as a support manager for seven of the state's lowest performing school districts. Her challenge was to guide the districts through self-assessment and root cause analysis in order to address the deep systemic issues that were crippling their ability to make improvement. She went into semi-retirement in August of 2012 and is currently working part time with Bayfield School District to assist their efforts to implement the Educator Effectiveness requirements in SB 191.



Brad Schultz

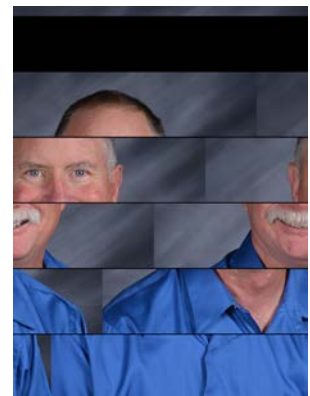
Arapahoe 2-Sheridan

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720-833-6601

Current role within the District/BOCES: Special Education Director

My history in education (teaching, administration, support, etc.): I taught Special Education for about 20 years in all grades from a K-4 classroom to HS age students. I also taught at the Junior College level for 4 years as an adjunct instructor. I was Principal of a Day Treatment Program for 3 years, then a Student Services Director for 6 years before taking my current position as Special Education Director for the past 3 years.



My areas of strength that I am willing to share within the EELN network: Evaluation of Special Service Providers

Dan Snowberger

San Juan BOCES-Durango School District 9R

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Current role within the District/BOCES: Superintendent

My history in education (teaching, administration, support, etc.):

This is my 29th year in public education. I started my career in Florida working while earning my degree in Elementary Education. I served in a number of capacities prior to earning my degree and licensure in Florida, including paraprofessional, peer counselor, and computer instructor. I started my teaching career in a rural District in Lake County, FL. I taught both third and fifth grade prior to becoming an assistant principal in Seminole County, Florida – just North of Orlando. After three years as an AP, I became principal of Winter Springs Elementary, a school that was in major academic decline. After adoption of a comprehensive school reform initiative, we changed course and made tremendous growth, ultimately moving from a “D” to an “A” in the State of Florida’s grading system. I left the school district after three years as principal and worked with the Learning Connection, a research and development organization that supported public, private and charter schools in addressing student learning needs. During my tenure, I was relocated to Colorado. After two years of extensive travel, I returned to a public school district accepting the role of elementary principal in Douglas County, CO. I continued to serve as a consult with several school organizations on my own time outside of Colorado during my tenure in Douglas County. After three years as principal, I accepted a position as Director of Instructional Support Services in Douglas County where I supervised special education, gifted and talented programming, and at-risk support services in the Parker region of the district. In 2007, I was hired as Director of Learning Services in Harrison School District to support the turnaround efforts underway. In 2009, I was promoted to Executive Director of School Supervision and Leadership, and Assistant Superintendent in 2010, where I supervised instruction and leadership. In 2012, I was hired as Superintendent in Durango, CO where I have worked to address critical achievement gaps and build the instructional leadership skills of our school administrators. We have embarked on a critical formative assessment initiative during the last 2 ½ years in hopes of developing a system of common assessment tasks that support teachers in ensuring all students gain benefit from their quality instruction.



My areas of strength that I am willing to share within the EELN network:

I have had a keen focus during the last eight years of my career in the area of quality instruction and instructional feedback. I have supported administrators in engaging in coaching conversations. As part of my role as superintendent, I regularly spend time in classrooms supporting administrators as they develop their skills as instructional leaders.



Santa Fe Trail BOCES

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Current role within the District/BOCES: Educator Effectiveness Consultant

My history in education (teaching, administration, support, etc.):

Teacher: math and science: 11 years

Asst. Principal: 3 years

HS Principal 11 years

Superintendent/Principal: 7 years

Educator effectiveness consultant: 2 years

My areas of strength that I am willing to share within the EELN network:

The educator effectiveness processes we have put in place are the strength of our work with both teachers and principals.



Ilona Sarai-Witty

Salida School District R-32-J working with Mountain BOCES

iwitty@salidaschools.org

Work: 719-530-5357 Cell:719-221-1925

Current role within the District/BOCES: Early Childhood Principal

My history in education (teaching, administration, support, etc.):

Ilona Witty is currently the Early Childhood Principal for the Salida School District. She has worked in Early Childhood Education for 18 years, managing all the funding and grants for Head Start, Early Head Start and the Colorado Preschool Program as well as Special Education and private funding. Additionally, Ilona was a Buell Fellow for Early Childhood Education Leadership Program at the University of Denver. In 2010 Ilona obtained her K-12 Principal's license from the Colorado Department of Education and has participated on Head Start peer review groups, CDE advisory groups and many local boards. Previously, with a BA in Microbiology, she taught adults in the School of Medical Technology at Presbyterian St. Luke's Medical Center.

My areas of strength that I am willing to share within the EELN network:

As a respected leader in education, Ilona brings the early Childhood piece to the discussion. She is well versed in developmentally appropriate practice for the younger students as well as good instruction and teacher support for preschool through third grade. She understands the importance of Standards Based Education and how it fits into the ECE model. The School Readiness Plans and assessment for preschool through third grade are just a part of the whole continuum of the P-20 system. Ilona is very involved and passionate about education and is a life long learner.



Jim Parr



Montezuma Cortez RE-1

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970-5702-3162

Current role within the District/BOCES: Associate Principal @ Lewis Arriola & Pleasant View Elementary Schools/ CEI Integration Liaison

My history in education (teaching, administration, support, etc.):

- 4 yrs teaching 7th grade reading
- 2yrs Middle School Literacy Coach
- 6 yrs teaching 5th grade
- 1yr Dean of Students
- 1 yr CEI Integration Liaison
- 1 yr Associate Principal



My areas of strength that I am willing to share within the EELN network:

My recent work as an Integration Liaison exclusively focused on teacher evaluation and providing support for the process. I have spent extensive time working with the evaluation process and evaluation cycle thus providing me a strong base to further this work with principals. Additionally, my work as an Integration Liaison has put me in a position to work closely with members of the CDE Ed. Effectiveness team and given me access to resources they have for supporting evaluation.

Kathy Wiemer

Adams County School District 50

kwiemer@adams50.org

720-542-5083

Current role within the District/BOCES: Educator Effectiveness Specialist

My history in education (teaching, administration, support, etc.):

- Teaching: 7 years high school language arts & social studies
- Assistant Principal: 4 years high school
- Principal: 8 years elementary, 1 year middle school
- Current: Educator Effectiveness Specialist- Human Resources

My areas of strength that I am willing to share within the EELN network:

- Conferencing with teachers
- Recognizing quality artifacts/elements-best practices
- Writing summative narratives and remediation plans



Lou Valdez



Pikes Peak BOCES

lvadldez@ppboces.org

lvaldez@uccs.edu

Office: 719-622-2901 Cell: 719-231-4231

Current role within the District/BOCES: Director of the Two-Year Alternative Licensure Program

My history in education (teaching, administration, support, etc.): I retired from School District 11 after thirty three years in public k12 education. Those years were filled with rich and varied experiences as a classroom teacher and administrator. My position at the time of retirement was that of Executive Director of School Leadership. My duties included the supervision of twenty five principals and several district level Directors. Prior to that, I spent seven years as Principal of Coronado High School. Currently, I am the Director of the Two-Year Alternative Licensure program, a program partnership between the Pikes Peak BOCES and the University of Colorado at Colorado Springs.

My areas of strength that I am willing to share within the EELN network: I have extensive experience in the area of supervising and evaluating teachers and administrators.



Lynn Kintz

Summit County School District

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(719) 659-0008

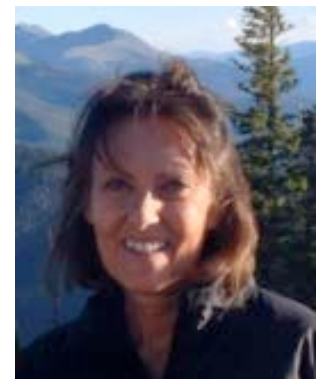
Current role within the District/BOCES: Consultant for Educator Effectiveness

My history in education (teaching, administration, support, etc.):

I have over 30 years of public and charter educational experience, including serving as an elementary principal, vice-president of student achievement for a charter organization, director of curriculum and instruction, assistant superintendent of Human Resources, liaison to the superintendent, principal coach and mentor and lead negotiator for a district with contract negotiations. I have worked in high performing school districts as well as district's with unique achievement challenges. I facilitate program reviews, retreats for district leadership and various departments within school districts.

My areas of strength that I am willing to share within the EELN network:

- Approved by CDE as a provider for the 2014-15 school year as Colorado State Model Educator Evaluation System Training.
- SB 191 components (i.e., Mutual Consent, Priority Hiring Pool, School Based hiring committees).
- School closures in the spring of 2010 after SB 10-191 was passed. Navigating the new legislative requirements in a unionized school district.
- Cognitive Coaching strategies.
- Beginning work in inter-rater reliability - the practicality of changing systems with detailed rubrics which are not well understood by teachers or evaluators. Calibration. Elevate Colorado.
- Examples of PD evaluators can recommend to help teachers move toward proficient (effective).
- Developing Measures of Student Learning/Outcomes with individual teachers and SSPs.
- How to "go slow to go fast." Persistence, patience and meeting people where they are.



Marne Autobee



Pueblo School District No. 60 (Pueblo City Schools)

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719-240-6314/719-250-0153

Current role within the District/BOCES: Administrator on Special Assignment for Educator Effectiveness

My history in education (teaching, administration, support, etc.):

- Basic Skills Coordinator/English Instructor, Upward Bound, Adams State College, 1990-1991
- Language Arts Teacher, Brighton High School, 1993-1997
- School Counselor, Goodnight School, 1998-2002
- Assistant Principal, Goodnight School, 2002-2004
- Principal, Goodnight School, 2004-2014
- Administrator on Special Assignment for Educator Effectiveness, Pueblo City Schools, 2013-present
- Principal Support for Heroes K-8 Academy and Goodnight School, 2014-2015 school year



My areas of strength that I am willing to share within the EELN network:

- Using the Colorado Performance Management/RANDA System
- Developing Measures of Student Learning/Measures of Student Outcomes

Mary Greenwood

Pikes Peak BOCES

mgreenwood@ppboces.org

303-704-8243

Current role within the District/BOCES: Curriculum/Professional Development Coordinator

My history in education (teaching, administration, support, etc.):

- Pikes Peak BOCES 2 years as Curriculum/Professional Development Coordinator
- CDE Exceptional Student Services Unit for 6 years
- Southern Oregon University 5 years teaching in teacher and administrator preparation programs
- Hawaii Schools teaching preschool and elementary special education
- Administrator in Oregon working with special education, Title 1, English Language Learning programs, alternative education programs, K-12
- Elementary special education teacher

My areas of strength that I am willing to share within the EELN network:

While at CDE, I represented ESSU on Educator Effectiveness Leadership Team, data collection and management for special education, and monitoring of special education program implementation. Since joining the Pikes Peak BOCES, I have worked with principals to implement requirements of SB191.

Mary Jen Merdink

Archuleta School District 50 JT

meerdinkmj@aol.com

Mary Jen Meerdink, Ph.D. is a licensed Clinical Psychologist (in both Colorado and Ohio), experienced Trainer and Executive/Leadership Coach with over 25 years' experience and more than 25,000 direct contact hours spent coaching/training individuals, couples and organizations in the process of growth and transition.

In her individual leadership coaching, Dr. Meerdink's foundation in clinical psychology affords her unique tools and expertise in the areas of assessment, design, implementation, and maintenance of lasting and meaningful individual and systemic change. Her extensive clinical experience is evidenced in her unique ability to effectively support professional and personal development in even the most emotionally-sensitive settings. In all of her organizational work, she brings clarity to the process of identifying barriers to maximal success and provides a discrete, results-driven environment in which to build greater capacity around such key skills as self awareness, self management, and creating effective relationships with others. As an Executive Thinking Partner, she further assists leaders in clarifying priorities and attaining measurable, pragmatic results as leaders and supervisors.

Dr. Meerdink, an experienced Group Trainer and Facilitator, additionally works with intact groups, facilitating difficult (and often avoided) critical situations and dialogues and in strengthening and deepening both core intrapersonal and intrapersonal capacities as well as pivotal relationships within interdependent individuals and teams. She is on the Visiting Faculty of the Gestalt Institute of Cleveland where she designs and delivers both workshops and on-going training programs. Dr. Meerdink is certified in Emotional Intelligence Assessment and Training (as well as a wide variety of other assessment instruments and treatment modalities) and employs these in her work with clients. Her client industries include healthcare, transportation, education, coaches and healers and a wide variety of other small, entrepreneurial businesses as well as laypeople.

For more than two decades, her work with organizational clients has ranged from departmental development (around such themes as Service Excellence and Culture Change) to Leadership Development to Executive Suite Coaching and Strategic Support. She has also served as a trainer for the United Nations' "Leadership for Results" Program. Her client training groups have ranged in size from five to 250 participants. In addition, she is and has been an invited speaker and trainer both nationally and internationally.



Naomi Kline

Steamboat Springs, South Routt & Hayden School Districts

Nkline@ssdk12.org

970-819-0484

Current role within the District/BOCES:

Prior to the Liaison position I was an Instruction Coach for the Steamboat Springs School District K-12

My history in education (teaching, administration, support, etc.): I have been a 5th grade teacher for ten years. Last year I was a 'Master Teacher' which is similar to an Instructional Coach with the added responsibilities of evaluating other teachers. This year I have been working as an Instructional Coach K-12 for the Steamboat Springs School District.

My areas of strength that I am willing to share within the EELN network: My biggest strength is my ability to make decisions quickly.





Rachel Paul

Pikes Peaks BOCES

rpaul@edison54jt.org

719-478-2125 719-892-0101

Current role within the District/BOCES: Principal, Edison School District

My history in education (teaching, administration, support, etc.): Special Education Teacher at Miami Yoder High School in Rush, Colorado from 1990-1999. Principal of Edison High School for the last 16 years. I have worked over the last year as a Master Scorer and as a trainer on the State Rubric. I am interested in training teachers and principals to be more effective evaluators and to be more efficient in their use of the rubric through RANDA or PD 360.



My areas of strength that I am willing to share within the EELN network:

Expertise on teacher evaluation, observations and use of the rubric. I am experienced with RANDA, PD 360 and Elevate Colorado. I am particularly interested in teacher feedback, length and frequency of observations, and efficiency in the use of the rubric.

Rose Ley

Mountain BOCES

rley@mtnboces.org

970-274-9946

Current role within the District/BOCES: Director of Professional Learning

My history in education (teaching, administration, support, etc.)

Rose Ley is currently the Director of Professional Learning for the Mountain BOCES, which involves training principal coaches, alternative licensure candidates, mentors, and teachers and principals engaged in induction programs. Rose is also an approved provider of state model evaluator training for principals, teachers, and special services professionals. Most recently she engaged local talent in the facilitation of eighteen live webinars on a variety of educational topics.

Prior to the director position, Rose was the principal of Salida Middle School, where she was instrumental in piloting the implementation of SB191 for the Salida School District. She has an MA in Education, an EdS in Leadership and Policy Studies, and holds teacher, principal, and administrator licenses with the Colorado Department of Education. She has always had a passion for standards-based education and particularly enjoys working with colleagues around educator effectiveness.



My areas of strength that I am willing to share within the EELN network:

Evaluator training, principal coaching and SMART goal setting.



Stan A. Richardson

Falcon School District

sar50a@hotmail.com

Cell: 719-648-6302 Home: 719-391-1456

Current role within the District/BOCES: External Consultant-Richardson Educational Consulting, LLC

My history in education (teaching, administration, support, etc.):

- Teacher / coach – Widefield School District 1975-1986
- Assistant Principal – Widefield School District 1987-1991
- Principal – Widefield School District 1991-1996
- Assistant Director of Human Resources – Widefield School District 1997-1999
- Executive Director of Human Resources – Widefield School District 2000-2007
- Superintendent of Schools – Widefield School District – 2008-2010
- Consultant – Richardson Educational Consulting LLC – 2011 – Present

My areas of strength that I am willing to share within the EELN network:

I have assisted two districts in varying degrees in their design and implementation of the Colorado State Evaluation System. I currently mentor and assist approximately 34 novice and experienced administrators in three districts in becoming effective educational leaders, including coaching novice principals in using their respective evaluation systems.

Steve States

Mesa County Valley School District 51

Steve.States@d51schools.org

My name is Steve States. I received my BS degrees in Biology and Environmental Restoration and Waste Management in 1996 and my teacher certification in 1999 from Mesa State College (now Colorado Mesa University). In 1999, I began teaching 3rd grade at Clifton Elementary in Mesa County Valley School District #51. In 2003, I graduated from the University of Northern Colorado with a MA in Educational Leadership. In that same year I became the Assistant Principal at Clifton Elementary. In 2007 I became the Assistant Principal at Shelledy Elementary. In 2008 I became the Principal at Shelledy Elementary. In June of 2014 I became the Director of Academic Achievement and Growth for Elementary Schools for MCVSD #51. When the District's Director for Educator Effectiveness had to step down in October of 2014, I began to take over many of her responsibilities until our district's leadership found a suitable replacement. I am excited to learn from my colleagues across Colorado through the Educator Effectiveness Liaison Network.





Tina Cassens

Ute Pass BOCES

tcassens@wpsdk12.org

Office (719)686-2011 Cell (719)491-5943

Current role within the District/BOCES: Woodland Park School District Director of Educator Effectiveness and Instructional Technology

My history in education (teaching, administration, support, etc.):

- Elkhorn Middle School in Nebraska:
 - 2 Years as a Middle School Math Teacher
- Woodland Park Middle School:
 - 6 Years as a 7th Grade Math Teacher
 - 4 Years as the Instructional Resource Teacher
 - 8 Years as the Assistant Principal
- Woodland Park School District:
 - 2 Years as the Director of Educator Effectiveness and Instructional Technology



My areas of strength that I am willing to share within the EELN network:

- Willingness to brainstorm around any issue
- 2 years of experience with defining Educator Effectiveness for a small district, including...
 - Timelines and Observation Tools
 - Professional Practice Rubrics
 - Various Looks for Measures of Student Learning and Student Growth Objectives
 - District Approved Assessment Process (in-progress)
 - Perception Surveys and Locally developed online evaluation system
 - Norming practices with all district administrators and coaches

Zach Allen

Moffat County School District

zack.allen@moffatsd.org

Office: (970) 826-6343 Cell: (970) 756-4291

Current role within the District/BOCES: Director of Educator Effectiveness

My history in education (teaching, administration, support, etc.): 6 years teaching kindergarten, 1 year teaching 1st grade, 1 year as Technology Director at a middle school, 8 years elementary principal, 2nd year as Director of Educator Effectiveness

My areas of strength that I am willing to share within the EELN network: Data concepts, MSLS, leverage opportunities in the evaluation system, principal coaching...

