



# KENAI PENINSULA BOROUGH SCHOOL DISTRICT

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July 13, 2009

TO: Board of Education  
FROM: Steve Atwater, Superintendent  
SUBJECT: 2009-10 Administrator Contracts- Item 10 (5)

It is recommended that the following administrator contracts be approved for the 2009-10 school year. The following assignments are tentative:

Dennis Allan Gee, Ed.D.	Principal	Homer High School
Timothy Vlasak	Director	Secondary Education & Assessment
Donald R. Frashier	Principal/Teacher	Tebughna Elementary/High

# D. Allan Gee, Ed.D.

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EDUCATION	<b>NOVA SOUTHEASTERN UNIVERSITY</b> <i>Fischler School of Education and Human Services</i> Doctorate of Education – Educational Leadership	Fort Lauderdale, FL December, 2008
	<b>UNIVERSITY OF GEORGIA</b> <i>College of Education</i> Master of Education – Educational Leadership	Athens, GA June, 1996
	<b>NORTH GEORGIA COLLEGE AND STATE UNIVERSITY</b> <i>School of Education</i> Bachelor of Education – Middle Grades Education	Dahlonega, GA June, 1993
EXPERIENCE	<b>GWINNETT COUNTY PUBLIC SCHOOLS</b> <i>Principal</i> <i>Centerville Elementary School, Snellville, Georgia</i>	Suwanee, GA December, 2007 - Present
	<ul style="list-style-type: none"><li>• Instructional and operational leader for a staff of 112 with 850 students in grades K- 5.</li><li>• Recognized as a 2008 Title I Distinguished School</li><li>• Implemented a new master schedule to integrate a continuous quality improvement model (CQI) which added daily remediation and enrichment of the district curriculum.</li><li>• Implemented common benchmark assessments at every grade level including the use of district software for data analysis to identify and provide individualized remediation.</li><li>• Oversight of a major technology retrofit of four new computer labs, laptops for all faculty, integrated wireless access points, two mobile computer labs, and LCD projectors in every classroom.</li><li>• Reorganized and revitalized the local PTA chapter to establish eight school wide events with specific grade level teachers serving as co-chairs of each event.</li><li>• Worked with Centerville Local School Council to initiate a major landscaping project to refurbish the playground and athletic field.</li></ul>	
	<b>Assistant Principal</b> <i>Richards Middle, Lawrenceville, Georgia</i>	August, 2003 - December, 2007
	<ul style="list-style-type: none"><li>• Instructional leader and disciplinarian for 2,450 students in grade 6-8</li><li>• Grade level administrator with direct supervision of 32 teachers</li><li>• Crisis Response Manager for staff of 250 and 2,450 students</li><li>• Discipline Coordinator for four elementary schools, one middle school, and one high school.</li><li>• Human Resource contact for the local school to ensure maintenance of teacher certification, recruitment, and retention efforts, and coordination of continuous staff development.</li></ul>	
	<b>KODIAK ISLAND BOROUGH SCHOOL DISTRICT</b> <i>Principal</i> <i>Kodiak Middle School, Kodiak, Alaska</i>	Kodiak, AK August, 1999 – June, 2003
	<ul style="list-style-type: none"><li>• Instructional leadership and disciplinarian for 420 students in grades K- 5 and a faculty of 32.</li><li>• Initiated the implementation of Powerschool software for integration of student attendance and grade reporting including on-line parent access.</li><li>• Completed a curriculum mapping cycle for one academic year in all content areas to ensure instruction was aligned with district curriculum.</li></ul>	

**NORTH SLOPE BOROUGH SCHOOL DISTRICT** Barrow, AK  
*Principal*  
*Wainwright/Alak School, Wainwright, Alaska* August, 1997 – June, 1999

- Instructional leadership and disciplinarian for 210 students in grades K- 12 and a faculty of 25.
- Committee member of the district-wide Capital Improvement Plan.
- Co-chair for administrator negotiations with school board during contract negotiations in 1998.

**JEFFERSON CITY SCHOOL DISTRICT** Jefferson, GA  
*Assistant Principal*  
*Jefferson High School, Jefferson, Georgia* August, 1996 – June, 1997

- Instructional leadership and disciplinarian for 800 students in grades 7-12 and a faculty of 50.
- Athletic Director for grades 7-12

**HALL COUNTY SCHOOL SYSTEM** Gainesville, GA  
*Teacher – Fifth Grade*  
*Friendship Elementary School, Buford, Georgia* August, 1995 – June, 1996

*Teacher – Seventh and Eighth Grade*  
*West Hall Middle School, Oakwood, Georgia* August, 1993 – June, 1995

**HONORS &  
ACTIVITIES**

**QUALITY-PLUS LEADERSHIP ACADEMY**  
*Graduate of Inaugural Class of 36 students* January, 2007 – December, 2007

- Selected from more than 200 applicants to participate in the inaugural class of the Quality-Plus Leadership Academy with 36 participants targeted for principal positions.
- Completed 110 hours of instruction including individual presentations, group projects, and case studies with topics including human resource development, curriculum, instructional strategies, assessment, budget and finance, technology, maintenance/operations, and public relations.

**CROSS FUNCTIONAL ACTION TEAM REPORT** September, 2006 - February, 2007  
*Increasing Academic Rigor in Middle School to Improve Student Success in High School*

- Presented final executive summary on February 21, 2007 to superintendent, the executive cabinet, GCPS Board of Education members, and 106 principals during the monthly Leadership Development session.
- Presentation consisted of current data on the district's fourteen middle schools, research findings for best practices in student academic achievement, desired status of the middle schools, recommendations to guide improvement toward the desired status, budget to implement the team's recommendations, and measurement/evaluation of the recommendations.

**CROSS FUNCTIONAL ACTION TEAM REPORT** October, 2008 - December, 2008  
*Academic Acceleration of Students*

- Collaboration with two area superintendents to review and revise the district procedure for acceleration of students; subject acceleration and grade skipping were addressed.

**Human Resources Professional Development** September, 2006 – March, 2007  
*Ten Hours of Training*

- Participated in district-level training to address recruitment and retention, professional development plans, conducting internal investigations, and staffing allotment.

## TIM VLASAK

**EDUCATION:** M.A. Educational Leadership, Northern Arizona University, December 1991  
B.S. Secondary Education, University of Wisconsin La Crosse, May 1988  
Major - Physics, Minor - Mathematics,

**CERTIFICATION:** Arizona Principal and Superintendent Certificate  
Arizona Physics, Mathematics, Gifted, and English As A Second Language Certificates  
Arizona Community College Physics & Intro to Education Certificates

**EXPERIENCE:** Director of Research and Development, YUHSD #70 2007 – Present

- ◆ Oversaw all testing: Aims, Terra Nova, PSAT, ACT, SAT, Explore, ASVAB, AP.
- ◆ Supervised state reporting and provide data and guidance to campuses on AYP appeals.
- ◆ Facilitated revision and publishing of Curriculum, Course Description Catalog, Student-Parent Handbook, and specific sections of School Board Policy Manual.
- ◆ Coordinated Textbook Adoption Process and develop a prescribed six year cycle to accomplish training with new materials, common assessment development, curriculum calendar development, curriculum revision, and course description revision.
- ◆ Oversaw the development of common assessments.
- ◆ Supervised expansion of use of A+ Anywhere curriculum software.
- ◆ Streamlined the updating of NCAA Clearing House Eligibility information.
- ◆ Increased, improved, and streamlined articulation with AWC and our feeder districts regarding aligning curriculum and expanding Dual Credit opportunities.
- ◆ Wrote, administered, and monitored annually the Title IV Grant, Gifted Grant, Impact Aid Grant, and Aims Tutoring Grant.
- ◆ Wrote and administered the Readiness and Emergency Management for Schools Grant for \$250,000 for 18 months.
- ◆ Edited and administered the Advanced Placement Incentive Program Grant for \$2.5 million for 3 years.

Assistant Principal of Academics, San Luis High School 2005 – 2007

- ◆ Oversaw progress reports, report cards, Aims testing, AP testing, Freshmen Academies, Special Education, Residency, Attendance, Drop Out Prevention, the Master Schedule, and the Indian Gaming Budget.
- ◆ Hired, supervised, evaluated, and disciplined certified and classified personnel.
- ◆ Created a procedure for Child Find and Child Study.
- ◆ Added Gifted and Talented, Academic Decathlon, and several AP courses
- ◆ Worked with Math Department to develop and revise the math program.
- ◆ Articulated with AWC on Dual Credit Vocational classes
- ◆ Improved communication with our feeder district.
- ◆ Lead the Handbook/Policy Revision Committee the past seven years.
- ◆ Assisted five campuses toward a district contract for ID supplies and service.

Team Member North Central Accreditation 2005 of San Luis High School

- ◆ Learned about the changes to the North Central Accreditation process.

Land Acquisition Committee Member

- ◆ Learned about the legal process for a school district to acquire land and where the funding can come from.
- ◆ Learned about the steps developers have to go through to create subdivisions and how that information gets used to make population growth projections.

Assistant Principal of Activities, Cibola High School 2003 - 2005

Assistant Principal of Activities, Kofa High School 2000 - 2003

- ◆ Hired, supervised, evaluated, and disciplined certified and classified personnel.
- ◆ Administered discipline in accordance with discipline matrix.
- ◆ Coordinated with School Resource Officer, maintenance, custodial, transportation, food service, and community personnel regarding all events on the campus.
- ◆ Developed and approved scheduling and spending for activities of 70 clubs.
- ◆ Controlled and administered the activities budget.
- ◆ Coordinated, approved, and supported all the community sponsored events that occur on our high school campuses: Balloon Festival, Community Orchestra, Arizona Western College, Military, Yuma Police Department, Yuma Ballet, County Drug Court, and to many others to list.
- ◆ Participated in many of the brainstorming sessions for the design of San Luis High School.

Science Department Chairman Kofa High School 1998 - 2000

- ◆ Supervised development of criteria for placement in science courses.
- ◆ Defined department goals and objectives and develop an implementation plan.
- ◆ Implemented and coordinated the development of new science courses.
- ◆ Supervised and coordinated curriculum revision and textbook adoption.
- ◆ Created an Academic Detention program where science teachers took turns providing tutoring to students before and after school without pay.
- ◆ Supervised bringing the Chemical Storage Room and science classrooms up to fire code based on relationship developed with the Fire Marshal.
- ◆ Awarded Yuma County Teacher of the Year Finalist 2000

North Central Accreditation Steering Committee Co-Chairman 1999 – 2000

- ◆ Monitored sixteen committees and provide feedback to focus toward goal.
- ◆ Collected data from committees and put into appropriate format.

Physics Teacher Kofa High School, Yuma, Arizona. 1993 - 2000

- ◆ Increased the number of Physics classes from 3 to 8.
- ◆ Started the Science & Technology Club and its Electric Race Car Team.
- ◆ Raised funds through soliciting donations and writing grants for the Club and additional classroom equipment totaling approximately \$55,000.
- ◆ Helped write curriculum for Intro to Engineering course through collaboration with HS Electronics teacher and AWC Engineering professor.
- ◆ Created a rapport with the local newspaper to get the projects my students were doing for class recognized and ultimately the school some good publicity.
- ◆ Organized a group of students to create mini-lessons that they could take to local feeder schools and presented.
- ◆ Organized and created the football pre-game fireworks show. Organized the training to legally certify the fireworks technicians. Took care of fireworks permits.

Associate Professor of Physics at Arizona Western College, 1994 – 2006

- ◆ Revised the College Physics course curriculum and recommended the new textbook.
- ◆ Wrote grant that allowed for the equipment storage room to be cleaned and organized. Repaired what could be repaired and replaced what couldn't be repaired through a separate grant project.
- ◆ Worked toward a Dual Credit for high school Honors Physics.

Science Teacher Collegio Americano De Torreon, Coahuila Mexico 1992-1993

- ◆ Created lesson plans for a long term substitute for my science classes as I used the lesson plans of a veteran teacher to substitute in his upper level science classes.

Mathematics Teacher Kofa High School, Yuma, Arizona. 1988-1992

- ◆ Taught an Algebra class to students who spoke only Spanish.
- ◆ Volunteered to work with the lowest level math students.

Arizona Army National Guard, 1987-1995 Staff Sergeant, Desert Storm Veteran

- ◆ Organized and trained soldiers to accomplish their mission while providing the logistics for them to do so during peace time and at war.

**REFERENCES:** Available upon request.

## Donald Ray Frashier

### WORK EXPERIENCE

#### **Business / Business Technology Teacher**

August 2006 - Present

Joint School District #2, [www.meridianschools.org](http://www.meridianschools.org)  
Centennial High School

Currently teach 6 sections with an average of 30 students in a computer lab setting. Curriculum includes but not limited to: Microsoft applications, Accounting, Personal Finance. I am the Advisor and Academic Coach for two student leadership organizations, Business Professionals of America (BPA) and Mock Trial. In BPA, I have had students qualify for nationals each year and have had two national champions and various top finishers. My Mock Trial team, has competed at the state level the past four years, and finished second in state several years ago. I'm also the men's Lacrosse advisor, wherein our team has gone three years undefeated, with several going on to top lacrosse collegiate programs. Our overall team GPA is 3.67.

Also work as a part time Vice Principal intern assisting with various duties such as: Teacher supervision, discipline of students, and assisting with staff development.

#### **Vice Principal – 2008 Summer School**

June - August 2008

Joint School District #2, [www.meridianschools.org](http://www.meridianschools.org)  
Eagle High School

Served as Vice Principal during this 650 student summer school, for all normal duties of a vice principal including but not limited to: building security, counseling of students/parents, class scheduling, student discipline up to and including expulsion, supervision of teachers, setting up and maintaining technology, maintaining contact and attendance logs.

#### **Teacher – Competitive Speech & Debate**

August 2002 – August 2005

Joint School District #2, [www.meridianschools.org](http://www.meridianschools.org)  
Centennial High School

Teacher of beginning and advanced Debate & Speech classes. Each semester, taught at least five classes totaling 150 students. Required to change debate curricula each year depending on the national debate topic. Responsible for traveling with and supervising a co-ed team to major tournaments in the western US including but not limited to: University of Oregon, Gonzaga, Berkeley, and Alta, Utah. Secured many tournament victories, including Idaho state forensic league champion in policy debate and speech. I had students attend colleges on debate scholarships (University of Wyoming) or attend other prestigious academic schools such as Stanford, and Harvard.

**Manager – Claims Operations**  
Union Pacific Railroad Company  
Roseville, CA

August 1999 – March 2000

Responsible for multiple party injury claims operation in northern California territory, including hiring, training/development, as well as investigating serious personal injury cases.

**Senior Claims Manager**  
Union Pacific Railroad Company  
Nampa, ID; Longview, Texas; Pocatello, ID; Hermiston, OR;

June 1981 – August 1999

I worked this position in various locations in across the southern and northwestern United States. Mr. Loomis was knows of my skills, attitude better than any other director. I was responsible for investigating, handling and settling serious personal injury and property damage claims involving train operations and/or railroad property. I also assisted our general counsel with trials for my cases and cases of other claims personnel. I also assisted with hiring and training of claims personnel.

## EDUCATION

**Master's Degree – Education Specialist / Leadership**

April 2008

University of Idaho, Boise, ID

GPA: 4.0

Honors: summa cum laude

Relevant Coursework, Licensures and Certifications: I hold a principal administration certification as well as a certified Professional-Tech principal certification from the state of Idaho, effective fall-'08

**Master's Degree – Adult Education**

December 1995

University of Idaho, Boise, ID

GPA: 4.0

Honors: summa cum laude

Relevant Coursework, Licensures and Certifications: This degree was classified as a Vo-Tech degree at the time I received it, but the course work has not changed and it is now called an Adult Education degree.

**Bachelor of Business Administration**

May 1981

Major: Marketing, Minor: Communication

Boise State University

GPA: 3.45

Relevant Coursework, Licensures and Certifications: Completed this degree while working as a resident advisor in a dormitory. I served on several school wide committees such as the faculty promotion committee and the strategic planning committee for the school of business. I was also president of my business fraternity, Alpha Kappa Psi. At that time, BSU was one of the few accredited business schools in the west.