



# KENAI PENINSULA BOROUGH SCHOOL DISTRICT

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June 6, 2011

TO: Board of Education  
FROM: Dr. Steve Atwater, Superintendent  
SUBJECT: 2011-2012 New Administrator Contracts- Item 10 a.(8)

It is recommended that the following new administrator contracts be approved for the 2011-12 school year. The following assignments are tentative:

Shane L. Bostic	Assistant Principal	Nikiski Middle/High School
Johnnie D. Cotton	Assistant Principal	Skyview High School
Michael A. Wojciak	Principal/Teacher	Voznesenka School

# Shane L Bostic

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## Professional Statement

Continuous Growth to Provide Relationships, Experiences and Opportunities for All

## Proven Instructional Leader

Offering Instructional Leadership Strategies to Develop Productive Student-Centered Environments to Maximize Quality Learning Experiences

## Professional Experience - Administrative

Garfield Re-2 School District, Rifle, CO  
Principal Rifle Middle School

2008-2011

As the building instructional leader, I am honored to work with a staff that challenges the status quo, builds relationships with stakeholders, and stimulates student thinking. Students are given the opportunity to be challenged at their academic level and are offered the opportunity to develop personally in CUB time advisory, athletics and activities, and Civics Core. We believe in kids and serve them with unwavering support as we journey to implement and adjust best practices. We learn and share these best practices together with the common link being the PEAK Learning System that addresses the six keys of Safety, Love and Belonging, Freedom and Independence, Success, Fun and Enjoyment, and Valued Purpose. We have linked these keys together with best practices to increase engagement and provide unrelenting coaching until the standards are met in a positive and stimulating classroom environment where KIDS come first. We are proud of our accomplishments of high student growth on the CSAP and ongoing growth in culture and climate.

➤ **Active Involvement with:**

- District Accountability Team
- PEAK Learning Systems (Administrator and Teacher Levels)
- Colorado Association of School Executives (CASE)

McLaughlin School District, McLaughlin, SD

2007-2008

Principal Middle School/High School– McLaughlin Middle School/High School  
Activities Director – McLaughlin Middle School/High School

As the instructional leader, I developed and facilitated a Teacher Leadership Team which reviewed, researched, recommended, and implemented Learning Communities' professional development. I guided and encouraged staff to build positive relationships and model compassionate and ethical critical thinking. I partnered with students, parents, teachers, and community members to gain perspective and share ownership of the educational process. I monitored school activities to ensure that they support student development and enhanced school culture. I ensured in a school with ninety-four percent minority and eighty-six percent free and reduced lunch that basic health and cultural

needs were addressed so all students had equal opportunity to have a successful educational experience.

- Active Involvement with:
  - Association for Supervision and Curriculum Development (ASCD)
  - South Dakota Association of Secondary School Principals (SDASSP)
  - South Dakota High School Interscholastic Activities Association
  - Boys and Girls Club of McLaughlin

**Douglas County School District RE. 1, Castle Rock, CO** 2005 – 2007  
**Assistant Principal/ Athletic Director – Mountain Ridge Middle School**

As a part of an administrative team, I planned, led and directed the instructional planning and scheduling for 950 students and 100 faculty members in a seventh and eighth middle school. I reviewed decisions that influenced the impact of curriculum, instruction and assessment on student achievement. I focused on students and stakeholders to determine requirements, expectations and preferences and to build relationships that contributed to satisfaction, trust and loyalty. As the Athletic Director, I reviewed programming and athletic philosophy at the district level and managed the budget and developed coaches at the building level

- Active Involvement with:
  - Association for Supervision and Curriculum Development (ASCD)
  - National Association of Secondary School Principals (NASSP)
  - Colorado Association of School Executives (CASE)
  - Colorado Athletic Directors Association (CADA)

**Delta Joint School District 50-J, Delta, CO** 2003 – 2005  
**Assistant Principal – Delta Middle School**

Scope of position included: recruit, develop, and evaluate staff; monitor student growth and achievement; supervise daily operations; data analysis; review Special Education IEP's; administer student success plans and discipline; monitor at risk youth; build team and student relationships; and create a safe, respectful, and fair environment.

- Active Involvement with:
  - Hispanic Task Force
  - Parent Involvement Committee
  - National Middle School Association

### **Professional Experience – Teaching**

**Delta Joint School District 50-J, Delta, CO** 2000-2003  
**Eighth Grade Teacher – Delta Middle School**

- Responsibilities Included:
  - Instructed in math, reading and social studies content areas
  - Raised CSAP scores of previously unsatisfactory scoring students
  - Disaggregated Data to modify instructional strategies
  - Coached Athletics and Sponsored extended school day activities
  - Facilitated Curriculum Adoption Discussions for Math and Reading

**Montrose School District RE-1J, Montrose, CO** 2000-2002  
Instructional Leader/Teacher – **Migrant Education Program** (Summer)

- Responsibilities Included:
  - Instructional Leader for PreK-5 Program
  - **Individualized Programs to meet Learner’s Needs**
  - **Focused on Students Cultural and Academic Growth**

**Ball Charter Schools, Chandler, AZ** 1998-2000  
Teacher – Fifth Grade

- Responsibilities Included:
  - **Organized and Implemented Unique Learning Opportunities**
  - Instructed in a self-contained elementary classroom
  - Used data to improve instruction

### **Education**

**M.A. Educational Leadership**, Adams State College, Alamosa, CO  
**B.A. Elementary Education**, Black Hills State University, Spearfish, SD

### **Certification**

K-12 Principal License – Colorado  
Professional Teacher License – Middle School/Elementary Education – Colorado

### **Professional Development**

<b>PEAK Learning Systems</b>	<b>Response to Intervention (RTI)</b>	
Recruitment and Hiring	School Law	<b>Critical Thinking</b>
Fair Labor Standards Act (FLSA)	Classified Evaluation	School Finance
<b>Minority Populations (Dr. Payne)</b>	Certified Evaluation	Infinite Campus
Drug Impairment Training (DITEP)	Administrative Evaluation	PowerSchool
Peace Jam - Service Learning	Breaking Ranks II	<b>Shared Leadership</b>
<b>Standards Alignment/Implementation</b>		
<b>Professional Learning Communities (DuFour)</b>		

### SUMMARY OF QUALIFICATIONS

Offering experience, education, training, and certification in **Educational Administration** with expertise in **School Improvement, Instructional/Personnel/Student Management, School/Community Relations, Facilities Planning and Construction, Staff Development, Fiscal Management, and Communication**. Experience includes, but is not limited to, the following:

#### **FISCAL MANAGEMENT**

- \* **Supervised** and managed campus budgets from 18k to 600k for 22 years.
- \* **Implemented** preparation of budget information including future budgetary predictions.
- \* **Implemented** efficiency measures to allow campus to remain at current budget despite increases in staff and student populations.

#### **CURRICULUM AND INSTRUCTIONAL MANAGEMENT**

- \* **Administered** all federal and state programs at the campus level including Title I, Title II, Title IV, Title VI, ESL, Optional Extended Year, Gifted and Talented, and compensatory education.
- \* **Implemented** classroom strategies initiative using research based teaching models.
- \* **Implemented** campus instructional program that resulted in overall increased TAKS scores at campus level.
- \* **Prioritized and supervised** all activities associated with academic improvement, curriculum, staff development for the campus.
- \* **Collaborated** with local community colleges to develop dual credit and career and technology classes.
- \* **Developed** beginning teacher, mentor, and peer coaching program proposals for district-wide implementation.
- \* **Collaborated** with area colleges and universities as a member of the Heart of Texas Tech Prep Board of Directors.

- \* **Implemented** new attendance monitoring system that helped raise attendance by 3%.
- \* **Implemented** new tutorial system that has lowered failure rate by 14% and increased tutorial participation by 40%.
- \* **Implemented** new discipline policies that decreased discipline referrals by 22%.

## **CONSTRUCTION PLANNING AND MANAGEMENT**

- \* **Collaborated** with architects, construction management personnel, community representatives and school personnel in planning and designing new Crandall High School campus.
- \* **Developed** long range facilities plan for Mexia ISD in collaboration with a community committee and SHW Group.
- \* **Collaborated** with superintendent and planning committee to plan and conduct public meetings to obtain input regarding bond proposals for construction in multiple districts for a high school, competition gymnasium and athletic field house facilities.

## **PERSONNEL MANAGEMENT**

- \* **Supervised** faculty and staff of 56 for high school campus. Responsibilities included: interviewing, hiring, training, and both formative and summative evaluations using district evaluation system, and PDAS.
- \* **Supervised** district-wide music staff at various schools for 22 years.
- \* **Designed** interview process to more effectively screen applicants.

## **SCHOOL/COMMUNITY RELATIONS ACCOMPLISHMENTS**

- \* **Developed** school/community relations through reports published in local newspapers and presented on the local cable channel.
- \* **Collaborated** with local law enforcement and emergency agencies for crisis management and school safety for the district and community.
- \* **Developed** community relations strategies to strengthen parent partnership.

## **STAFF DEVELOPMENT ACCOMPLISHMENTS**

- \* **Planned and supervised** all campus staff development.
- \* **Presented** staff development to campus and district personnel on specific topics as needed or required.

- \* **Implemented** a mentor program for new personnel.

## **COMMUNICATIONS**

- \* **Wrote** monthly reports to Board members.
- \* **Served** on District Advisory Committee.
- \* **Wrote** monthly newsletter to parents and community.
- \* **Wrote** weekly newsletters via email to faculty and staff.
- \* **Spoke** at several community events.

## **PROFESSIONAL ASSOCIATIONS**

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## **OTHER DUTIES**

Texas Association of School Administrators  
Texas Association of Secondary School Principals  
Heart of Texas Tech Prep Consortium – Board of Directors  
District Drug Testing Coordinator  
District Steroid Testing Coordinator  
District Advisory Member of C.A.T.S. (Bond Proposal Support group)  
Campus Testing Coordinator  
Campus Facilities Director

## **LICENSES AND CERTIFICATIONS**

STATE OF TEXAS CERTIFIED PROFESSIONAL SUPERINTENDENT (in process)  
STATE OF TEXAS CERTIFIED PROFESSIONAL PRINCIPAL  
ALL-LEVEL MUSIC EDUCATION  
STATE OF TEXAS CERTIFIED APPRAISER FOR PDAS

## **AWARDS & ACCOMPLISHMENTS:**

### **Principal**

Increased sub school attendance 2% in 08-09  
Increased attendance 2% between 05-08  
Decreased failures 14% between 05-08  
TAKS scores increased an average of 13% between 05-08

TAKS tutorial attendance increased 42% between 05-08  
Academic tutorials increased 20% between 05-08

**Teacher** Golden Heart Award – Crandall ISD – 2004  
Citation of Honor – City of Crandall – 2004  
Earned 55 UIL Division I Ratings  
Awarded 14 Sweepstakes Awards  
Region Honor Band Finalist 1983, 85, 86, 90, 93, 94, 96  
State Honor Band Finalist 1983, 1985, 1986, 1994  
State Honor Band 1992  
Teacher of the Month – 5 Times

**College** Disney All-American - 1982  
Head Drum major – 4 years

## **EDUCATION**

### **Superintendency Certification (in process)**

Tarleton State University  
Stephenville, TX  
Completion: December 2011

### **Master of Education:**

Educational Administration  
Texas A&M - Commerce  
Commerce, TX  
Graduated: December 2005

### **Bachelor of Fine Arts**

Music Education  
Stephen F. Austin State University  
Nacogdoches,  
Graduated: 1983

## **PROFESSIONAL EXPERIENCE**

2009-2010

**Assistant Principal**  
Jack E. Singley Academy  
Irving, Tx 75038

2008-2009

**Assistant Principal**



Plano East Senior High School  
Plano, Tx

2005-2008

**Principal / Assistant Principal**  
Mexia High School - Mexia, TX

1983 – 2005

**Fine Arts Director / Band Director**  
22 Years Experience at A-4A High Schools

## Michael Wojciak

**OBJECTIVE:** It is my desire to obtain an instructional leader position within an Alaskan school district. As a team leader it is my initiative to create a positive and healthy school climate where students, staff, and community members feel welcome and appreciated. I support community involvement and I believe in the importance of advocating for goals set forth by the school and district.

### HIGHLIGHTS OF QUALIFICATIONS:

- Work collaboratively with District Office to attain goals described in School Improvement Plan
- Ability to effectively address school concerns as the only on-site administrator
- Embrace opportunities to learn about culture and traditions

**ADMINISTRATIVE EXPERIENCE:** Lower Yukon School District (LYSD) fall 08-present  
**Pilot Station School:** (LYSD) K-12 Principal fall 09-present

- Monitor student progress concerning HSGQE/SBA data
- Conduct formal/ informal observations and evaluations with all staff
- Prepare agenda and direction for Advisory School Board meetings
- Host quarterly Community Meetings providing current data and addressing concerns
- Responsible for planning and organizing site in-services
- Implemented arts into the academics as a tool in our endeavor to achieve AYP
- Participant in the Alaska State Principal Mentorship Program

**Hooper Bay School:** (LYSD) K-12 Assistant Principal fall 08-spring 09

- Athletic Director for only 3A school in the district
- Organized and facilitated Student of the Month assemblies
- Collaborated with students and parents in regards to recurring discipline issues
- Responsible for accommodations needed by visiting teams and school guests
- Evaluated performance of all classified staff

### TEACHING/COACHING EXPERIENCE:

- Fifth/Fourth Grade Teacher- Park Elementary, Hutchinson, MN fall 02-spring 08
- Fifth Grade Teacher- Holy Family Catholic School, Silver Lake, MN fall 00-spring 02
- Middle School Track Coach- Glencoe-Silver Lake School District spring 01+02

### PROFESSIONAL SKILLS:

- Portray a pleasant attitude toward others and a positive attitude about education
- Dependable and competent employee as proven with past work experiences
- Model expected attributes of a positive work ethic

**EDUCATION:** St. Cloud State University, St. Cloud, MN

- K-12 principal licensure fall 05
- Superintendent licensure fall 05
- Community Education Director licensure fall 05
- Master of Science in Administration and Leadership spring 05
- Bachelor of Science in Elementary Education spring 00