



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

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May 3, 2010

TO: Board of Education
FROM: Steve Atwater, Superintendent
SUBJECT: 2010-11 Administrator Contracts- Item 10 a (7)

It is recommended that the following administrator contracts be approved for the 2010-11 school year. The following assignments are tentative:

Jason Bickling	Principal/Teacher	Seward Middle School
Marilyn K. Johnson	Principal/Teacher	Tebughna School
Raymond E. Marshall	Principal	West Homer Elementary

Jason C. Bickling

Igiugig, AK 99613

TEACHING EXPERIENCE:

Lake and Peninsula School District

Igiugig School: August 2009- Current (Head Teacher, Secondary Generalist)

Dena'ina School: August 2007 – May 2009 (Head Teacher, Secondary Generalist)

Administrative Duties: hiring & oversight of certified staff, school discipline, managing site budget, coordinating site maintenance, working with district on site plan, managing site procurement, Local School Advisory Board Executive Officer, District Math Committee Chair, LPEA Contract Negotiations Committee

Forest Grove High School: August 2005 – June 2007

Forest Grove, Oregon

High School Math Teacher Grades 9 – 12 (Pre-Algebra, Algebra, Applied Geometry, Geometry, AP Statistics)

Port Graham School: August 2004 – June 2005

Port Graham, Alaska

Generalist: 4th – 10th Grades; Science K – 3rd Grade

Site Council Member, Kenai Peninsula Education Association Representative

Whitford Middle School: March 2004 – June 2004

Beaverton, Oregon

Vice Principal/Supervisor: Karen Robinson

Long Term Substitute: Math – 8th Grade

EDUCATION:

University of Alaska, Anchorage: January 2009 – May 2010

Anchorage, AK

Graduate Program: Master of Arts in Educational Leadership

Certification: Type B – Administrative Certificate

RAPPS Program, AACCP Participant

George Fox University: January 2003 – April 2004

Newberg, OR

Graduate Program: Master of Arts in Teaching

Certification: Mathematics (Highly Qualified Grades 6-12)

Portland State University: September 1994 – March 1998

Portland, OR

Major: Economics

Degree Received: Bachelors of Science in Economics

WORK EXPERIENCE (non education related):

ADC Telecommunications: July 2000 – July 2002

Portland, OR

Position: (IS Department) Production Support Analyst / Jr. Programmer/Analyst

Duties: Forecasting; Create educational curriculum and materials for software;
Programming

Tooth and Nail Records: September 1998 – March 2000

Seattle, WA

Position: Head of Marketing and Advertising

Duties: Marketing, Advertising, Planning, Managing Staff, Public Relations

Profit Engineering Technologies: January 1997 - July 1998

Portland, OR

Position: Consultant for Intel

Duties: Statistical Analysis for Engineering Department

RELATED WORK EXPERIENCE:

Math Tutor 1992-2004

Volunteer Young Life Leader 2002-2004

Royal Family Kids Camp Counselor 2000

EXTRA CURRICULAR ACTIVITIES:

Surfing, Hiking, Backpacking, Hunting, Fishing, Auto-Mechanics, Snowshoeing, Art

REFERENCES:

Excellent references available upon request.

QUALIFICATIONS

I am certified for grade levels 7-12 in the following subjects.

Biology
Botany
Zoology
Chemistry
General Science

I have a BA in Biology from Washburn University and a Masters of Social Work from Kansas University. I started working towards Masters in Special Education at Washburn University in 2004.

Team player describes my work relationships. I maintain positive working relationships with students, parents, staff and other faculty even in chaotic situations. My return to teaching brings experiences outside the academic setting and enthusiasm for the sciences and learning.

I am a curious and cheerful learner. My current interests range from horses, gardening, finance, music, theater and cooking. I connect with most people in a matter of minutes; the others take a little more time.

WORK HISTORY

2008-Current Science Teacher, USD 409 Atchison Public Schools

I have worked this past year and a half for USD 409 in Atchison KS. I was hired to teach science courses to incarcerated male adolescents in a minimum-security setting. The facility closed and re-opened as a level II group home for male adjudicated students run by G4S. The facility has been closed again due to budget issues with the State of Kansas. I enjoyed using both of my skill sets to maximize learning and encourage personal growth in the students. I will continue to work for USD 409 through this contract year wherever my skills are needed.

- * Developed individual lesson and course plans for students using A+ computerized program and off line work as appropriate for the student
- * Prepared lessons for biology, general science, physical science and earth science
- * Prepared and set up labs for individual and groups of students
- * Worked with students to increase social skills
- * Maintained accurate records for grades and attendance
- * Participated in Special Education Team meetings communicated concerns and worked with G4S staff
- * Attended and participated in Faculty Meetings
- * Completed assigned readings and participated in Wiki discussions

2004-2008

Special Education Teacher, USD 501 Topeka Public Schools

I taught special education classes and co-taught Earth Science, Biology and Physical Science classes. Our classes ranged from 16% to 30% special education students in an inclusion setting in the general education classroom.

- * Provided weekly lesson plans to appropriate administrators
- * Provided accommodations to special education students in the general education classroom.
- * Prepared and present graphic organizer lessons to all students
- * Presented power point lectures and notes as appropriate
- * Set up, and cleaned up labs arranged for students
- * Tutored students before and after school as appropriate
- * Provided case management services to 18 Special Education students
- * Completed yearly IEPs and documentation

2003-2004

Substitute Teacher, USD 501 Topeka Public Schools

I provided continued classroom instruction in the absence of the regular education teacher, working in classrooms from elementary to secondary education including special education.

- * Carried out duties as assigned by the school principal
- * Followed and presented the lesson plans as instructed by the teacher
- * Maintained a learning environment in the classroom
- * Completed a written report of the day's activities for the regular classroom teacher

1989-2002

Social Worker, Stormont-Vail Regional HealthCare

I provided direct Social Work services to patients, families, and hospital staff on cardio-pulmonary, telemetry, oncology, surgical and medical units.

- * Discharge Planning based on individualized assessment working with physicians, nursing, Indian Health, other hospitals, transportation, mental health and substance abuse agencies
- * 24-hour on call coverage for the Medical Center on a weekly rotating basis
- * Provided grief counseling and support
- * Provided individual counseling and support
- * Provided individual counseling to patients
- * Completed State of Kansas pre-admission Care Assessments for nursing home patients
- * Participated daily in team discharge planning rounds for two medical units

EDUCATION

1986

University of Kansas MSW

1976

Washburn University BA Biology

CONTINUING EDUCATION

Since 2004, I have taken graduate education courses at Washburn University. Course work includes:

Problems of Youth with Disabilities
Conferencing & Consulting in Special Education
Materials and Methods for Teaching Disabled Youth
Curriculum Development and Evaluation
Resources for Families with Disabilities
Instruction for Readers at Risk

Workshops I have attended include a weeklong session on KU Learning Strategies for: Question Exploration, Unit Organizer, Vocabulary LINCing, Concept Anchoring and Concept Comparison routines. I participated in a two-day workshop during the summer of 2007 to learn Wilson Reading techniques.

Books I have read this past two years include Ruby Payne's, A Framework for Understanding Poverty and Robert J. Marzano's books Classroom Instruction that Works, and Classroom Management that Works. I also participated in professional reading groups with my colleagues regarding the books.

My continuing education has included maintaining my Kansas license for License Master Social Worker. I have taken continuing education in ethics, diagnosis, brief therapy and critical incident stress management.

PHILOSOPHY OF EDUCATION

My philosophy is initiated with my first interactions with a new class of students. I teach five guiding principles in my class Productive, Respect, Integrity, Discipline, and Excellence (PRIDE). I post these along with what it means for the students and what it means for me as a teacher.

No student should be made to repeatedly learn material they have already mastered whether it was learned in a family, community activity or school. Differentiated instruction is my strength. I am a proponent of using a pre-test to assess student learning needs in a subject area then preparing different lessons within a class to meet student needs. My goal is always for students to learn as much as possible.

While I have a sharp focus on my content area consideration must always be given to the whole student, spiritually, socially, emotionally and physically. Students are like prisms, they have facets and are breakable yet remarkably strong. I think students have many more facets than we can perceive, but we must always try our best and know our limits as teachers.

Raymond E. Marshall Jr.

, Chugiak AK 99567

Objective: To become part of a team in which the consolidated goal is the education and advancement of today's youth.

Education:

09/98 – 08/00 **Master of Education** - Major: School Administration (GPA 4.0)
Western Washington University, Bellingham, WA

09/94 – 12/96 **Bachelor of General Studies** - Major: Elementary Education (GPA 3.5)
Gonzaga University, Spokane, WA

01/92 – 06/94 **Associate of Arts - Business Emphasis** (GPA 3.59)
Spokane Community College, Spokane, WA

Certification: **Alaska Type A and Type B**
Washington Continuing Teaching and Continuing Administrative

Administrative

Experience:

09/09 – Current **Director of Student Services/Assistant Principal** - Insight Schools of Washington; Bellevue, WA

In my role as Director of Special Services, I am directly responsible for the development and management of special programs including Special Education and 504. I establish and maintain policies and procedures for the identification, placement, and provision of services for students with a broad range of disabilities and other special needs. In addition, I work closely with the corporate office to develop and manage special programs for high school students with the focus on student achievement and compliance with federal, state and district requirements. As an assistant principal, I am responsible for the oversight of teachers and academic counselors as well as day to day administrative operations.

08/07 – 08/09 **Elementary School Principal** - Iditarod Elementary, Matanuska-Susitna School District; Palmer, AK

In my role as principal, I worked to improve curriculum and teaching practices throughout Iditarod Elementary. In addition, I built positive relationships with staff, students, and families. When I assumed this position, it was expected that Iditarod would not make adequate yearly progress (AYP). At the end of my first year, Iditarod was honored by the state as the 17th school in the state for closing the achievement gap for students (PIP). At the conclusion of my second year, Iditarod MAP assessment data indicated that Iditarod was one of the most improved schools in the district.

08/05 – 07/07 **High School Principal/Middle School Principal** - Quillayute Valley School District; Forks, WA

I was appointed to this combined principalship. In both roles, I garnered community support by involving all stakeholders in the educational process. In addition, I mentored assistant principals in each building. In my first year at Forks High School, I worked with staff to develop a building wide focus that would improve student performance and as a result, test scores measurably improved. In my second year, Forks High School was awarded a school improvement grant, and I led a team of individuals in the development of a comprehensive school improvement plan that was finalized and ready for implementation at year's end. As middle school principal, I retained responsibility for instructional leadership and the evaluation and growth of all staff members.

08/05 – 07/07 **Careers in Technical Education Director** - Quillayute Valley School District; Forks, WA

As CTE director, I guided vocational teachers toward authentic integration of reading, writing and mathematics into CTE courses in an effort to provide a more rigorous academic program for all students. In addition, I was responsible for authoring and oversight of the district's Carl Perkins grant.

08/02 – 07/05 **Middle School Principal** - Quillayute Valley School District; Forks, WA

Throughout the course of my tenure at Forks Middle School, WASL test scores increased and behavioral referrals decreased annually. I fostered an atmosphere of distributed leadership that empowered teacher leaders to design and implement research and site-based professional development. In addition, in the 2003-2004 school year, I led a team of staff members and stakeholders in the development and implementation of the school's first Title One School Wide plan.

Administrative

Experience Cont.:

- 08/00 – 07/02 **Elementary School Assistant Principal** - Quillayute Valley School District; Forks, WA
As Forks Elementary School Assistant Principal, I supervised and evaluated half the staff, provided oversight for the attendance/truancy process, and designed and implemented the building wide discipline system. Through implementation of a new disciplinary philosophy, supported by clear policies and procedures, annual referrals were reduced by more than one half within a two year period.
- 08/00 – 07/03 **District Technology Director** - Quillayute Valley School District; Forks, WA
As Quillayute Valley School District Technology Director, I chaired the district technology committee, a committee of staff charged with the development of the district's technology plan, setting policies and procedures regarding technology use; the acquisition of, placement, redistribution and disposal of equipment; and the provision of in-service to allow for seamless integration of technology into academic disciplines.
- 09/99 – 07/06 **Middle School Athletic Director** - Quillayute Valley School District; Forks, WA
As Forks Middle School Athletic Director, I collaborated with a team of stakeholders to revise the middle school athletic code. In addition, I was responsible for hiring, mentoring, evaluating, retaining and terminating middle school coaches, as well as scheduling transportation, referees, facilities and game supervision for multiple athletic events. Further, I met regularly with athletic directors from other districts within the regional athletic league to develop schedules, policies, and standard operating procedures that would ensure a safe, equitable athletic experience for all participants.

Teaching

Experience:

- 08/00 - 07/02 **Middle School ASB** - Quillayute Valley School District; Forks, WA
09/97 - 06/00 **6th Grade** - Quillayute Valley School District; Forks, WA
06/97 - 07/97 **K-6th grade Migrant/Title I Summer School** - North Franklin School District; Connell, WA

Awards/

Recognition:

- 08/09 Greatest improvement in elementary school student performance for the 08-09 school year, as measured by MAP, in the Matanuska-Susitna School District – Iditarod Elementary School, AK
- 10/08 Invited by the state of Alaska to apply for the *Title I Distinguished Schools Program*, awarded for closing the achievement gap (students with disabilities) – Iditarod Elementary School, AK
- 08/08 17th in the state of Alaska public school *Performance Incentive Program* (PIP), awarded for reducing the achievement gap for all 4th and 5th grade students – Iditarod Elementary School, AK
- 06/07 *Title I School Improvement Award*, awarded for overall gains in student achievement – Forks Middle School, WA
- 11/07 Honorable Mention in the *2007 State Superintendent's Learning Improvement Award*, "because of the remarkable gains your students achieved in mathematics and reading scores" – Forks Middle School, WA
- 09/05 Recognized by Washington State's Office of the Superintendent of Public Instruction as one of the 50 most improved Title One schools in the state of Washington – Forks Middle School, WA
- 07/04 *Title I School Improvement Award*, awarded for overall gains in student achievement – Forks Middle School, WA

Coaching

Experience:

- 01/99 - 03/00 **Middle School Assistant Girls' Basketball Coach** - Quillayute Valley School District; Forks, WA
10/97 - 01/99 **Middle School Assistant Boys' Basketball Coach** - Quillayute Valley School District; Forks, WA