

# KRISTEN M. MCNEILL, ED. D

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Reno, NV

## Professional Summary

Have twenty-six years of experience in the public education sector. Positions of professional responsibility include classroom teacher, principal, department director, chief officer, Interim Superintendent and Deputy Superintendent. Demonstrated record of progression and excellence with increased responsibility throughout career in numerous areas. Responsibilities from the classroom to the district level include areas of student achievement, safety and emergency management, fiscal management and compliance, resource acquisition, district program development and evaluation, curriculum development, human capital management, parent and family engagement, government and community relations at the federal, state and local levels.

## Skills

- Proven highly effective leadership in large public education organization dedicated to continuous improvement
- Proven track record of consensus and team building in education organization
- Accomplished record in implementing systems and supports for equity and access for all students
- Recognize, accept and encourage diversity of thought and opinions
- Strong verbal and written communication skills
- Strong understanding of complex budgets and budgeting process for large organization
- Persuasive public speaking and presentation skills
- Advocate for a focus on positive student outcomes
- Comprehensive understanding of national and state public education issues
- Well established record of successful partnerships among private and public organizations and agencies at the national, state and local levels
- Highly successful record on leveraging multiple funding streams to maximize outcomes for schools and students
- Highly knowledgeable in standards instruction and curriculum development

## **Work History**

**Deputy Superintendent, 09/2015 to Current**

**Washoe County School District – Reno, NV**

- **Since 2015, Graduation Rates have increased more than nine percentage points to the highest rate in Washoe County School District history in 2018 of 84.4%.**
- **Since 2015, Graduation Rates for special education students have seen an increase of 32 percentage points.**
- **Since 2015, Graduation Rates for English Language Learners have seen an increase of 46 percentage points.**
- **Since 2015, the number of students receiving an Honors or Advanced diploma has increased. In 2018, 49% of students received an Honors or Advanced diploma.**
- **Since 2015, the number of students passing at least one Advanced Placement exam has increased seven percentage points.**

The Deputy Superintendent as a direct report to the Superintendent of Schools, has overseen the following areas:

### **Office of School Leadership:**

- 62 elementary schools
- 14 middle schools,
- 14 comprehensive high schools
- 8 district sponsored charter schools
- 6 specialty schools

### **Office of Academics:**

- English Language Learners
- Career Technical Education/Signature Academies
- Gifted and Talented
- Curriculum and Instruction
- Northwest Regional Professional Development Program

### **Chief Ombudsman and Strategy Officer:**

- Equity and Diversity
- Multi-Tiered Systems of Support
- Behavior Hearings
- Zoning Advisory Committee

### **Chief Student Service Officer:**

- Special Education
- Child and Family Services/Family Engagement
- Re-engagement and Truancy

### **Chief Accountability Officer**

- Assessment/Student Voice/School Improvement

**Chief of Staff, 08/2012 to 09/2015**

**Washoe County School District – Reno, Nevada**

- Served as the Superintendent's Designee for Board Relations, Community Outreach, Public Concerns
- Oversaw the Offices of Grants, Child and Family Services, Federal and State Programs, Emergency Management, Education Alliance, Volunteer Services
- Oversaw Central Services and Administration Building
- Supported and assisted in efforts to raise private foundation funding through the Washoe K-12 Education Foundation
- Assisted the Superintendent with Strategic Planning Efforts

**Interim Superintendent of Schools, 07/2012 to 08/2012**

**Washoe County School District – Reno, Nevada**

- Appointed the CEO by the Board of Trustees during the transition process from previous superintendent Dr. Heath Morrison to newly appointed superintendent, Mr. Pedro Martinez.

**Chief Strategies Officer, 07/2010 to 07/2012**

**Washoe County School District – Reno, Nevada**

- Oversaw all district special revenue sources (federal, state, and local) totaling \$67 million in FY11 and \$68 million in FY12
- Oversaw for grant compliance oversight including program and expense reporting for more than 240 grants
- Led district efforts to secure two-year, \$4 million Striving Readers grant to improve literacy instruction
- Facilitated and organized the district's successful bid to become a member of the Collaborative of Academic and Social Emotional Learning Cross-district Initiative (CASEL)
- Assisted the Superintendent on the Teachers and Leaders Council
- Spearheaded community outreach to receive feedback on Key Performance Indicators
- Assisted the Superintendent with the creation and development of the Washoe K12 Education Foundation, securing funding and pledges in the amount of \$880,000 for FYs 12-14
- Led district efforts to expand Full Day Kindergarten and Tuition-based Full Day Kindergarten
- Led district efforts to expand Pre-Kindergarten programs

**Director of State and Federal Programs, 06/2008 to 07/2010**

**Washoe County School District – Reno, Nevada**

- Led district efforts to secure \$40 million through the ARRA competitive and formula programs, including successful audit outcomes in Title I, II-D, IDEA, IDEA Part B, McKinney-Vento, Bonds and COPS SOS
- Led district in aligning the use of Title I funds to support School Performance Plans, Early Childhood Education and Children in Transition
- Led district in overhaul of Title II-A programming to improve alignment to district initiatives
- Led district efforts in implementing district and school level programs through SB185 funding including after-school tutoring programs, family-engagement programs, and professional development

## **Additional Relevant Work Experience-**

**Principal, Marvin Moss Elementary School, 07/2003 to 07/2008**

**Washoe County School District – Sparks, Nevada**

Administrator of Pre-Kindergarten through 6th grade elementary school including several district programs for special populations.

**Principal, Lois Allen Elementary School, 07/2000 to 07/2003**

**Washoe County School District – Sun Valley, Nevada**

Administrator of Pre-K through 6th grade Title I school

**Fourth Grade Teacher, Libby Booth Elementary School, 08/1998 to 07/2000**

**Washoe County School District – Reno, Nevada**

Classroom teacher at Title I school

**Third Grade Teacher, Smithridge Elementary School, 08/1996 to 08/1998**

**Washoe County School District – Reno, Nevada**

Third grade teacher at Title I school

**Sixth Grade Teacher, Becker Middle School, 08/1995 to 08/1996**

**Clark County School District – Las Vegas, NV**

Sixth grade teacher at Becker Middle School

**Fourth Grade Teacher, 08/1993 to 08/1995**

**Clark County School District – Las Vegas, Nevada**

Fourth Grade Teacher at J.E. Manch Elementary School-Title I

**Graduate Student Worker, 08/1991 to 08/1993**

**Clark County School District – Las Vegas, NV**

Worked in the Office of the Assistant Superintendent for Community and Government Relations

**Assistant Training Manager, 06/1989 to 07/1991**

**Golden Nugget Hotel & Casino – Las Vegas, NM**

Graduated from the Management Assistant Program, trained hotel and casino employees on guest relations, wrote and edited company newsletter and assisted in planning employee functions

## **Education**

**Educational Doctorate:** Educational Leadership, 2016

**University Of Nevada, Reno** - Reno, NV

Dissertation: *A Study of Factors That Impact Middle School Teacher Job Satisfaction*

**Administrative Credential:** Educational Leadership, 2001

**University Of Nevada, Reno** - Reno, NV

**Master of Science:** Elementary Education, 1994

**University Of Nevada, Las Vegas** - Las Vegas, NV

Thesis: *A First-Year Teacher's Experiences Using an Integrated Approach to Reading*

**Bachelor of Science:** Hotel Administration, 1990

**University Of Nevada, Las Vegas** - Las Vegas, NV

## **Affiliations and Associations**

Board of Directors-Communities in Schools

Board of Directors-360 Blueprint

Board of Directors-Truckee Meadows Healthy Communities

National School Boards Association

National Association of Federal Education Program Administrators

WestEd Research Collaborative

Education Research and Development Institute

John Hopkins Research Collaborative

Western Educational Equity Assistance Center

Collaborative of Academic Social Emotional Learning (CASEL)

Northern Nevada Reading Coalition

AASA Aspiring Superintendent Academy-Co-hort 2016

Nevada Association of School Boards

Association of School Business Officials

District Negotiating Team for Washoe Education Association, Washoe Principals Association, School Police

National Title I Association

Teachers and Leaders Council/Task Force for Models and Indicators/Measures

Accountability Redesign Team: ESEA Waiver

**Affiliations Continued**

University of Virginia, Partners in Leadership for Education

National Governor's Association: Nevada's Policy Team

Governor's Blue Ribbon Task Force: Race to the Top State Grant Application

**Presentations**

Testimony provided to Nevada Legislature Senate Education Committee, Assembly Education Committee, and Interim Finance Committee

Keynote Speaker Washoe County School District Lead Teach Learn Events

Presenter at National Superintendents' Roundtable Collaborative Academic Social Emotional Learning Update

Keynote Speaker Washoe Aspiring Principal Academy

Panelist at Washoe County School District Safety Forums

Presenter at WC-1/Overcrowding Management Team Town Hall Meetings

Featured Speaker at Reno Chamber of Commerce Leadership Academy

Featured Speaker Family Access Day, University of Nevada Reno

Testimony provided to Teachers and Leaders Council

Presenter at AASA Early Childhood Learning Summit

**Awards/Accomplishments**

AASA Aspiring Superintendent Academy Graduate

Nevada Women's Fund Woman of Achievement WCSD Awardee

Nominee, Women in Leadership, National School Boards Association

Educator of the Month Reno Rotary

Nominee, University of Nevada, Reno, Outstanding K-12 Administrator

Mentor Administrator

**Certifications**

Nevada Teachers K-8 License-Expires February, 2022

Nevada Administrators Endorsement-Expires February, 2022

Nevada Substitute Teacher K-12, Expires February, 2022

**COMPLETE PROFESSIONAL AND PERSONAL REFERENCES AVAILABLE UPON REQUEST**

**Kristen M. McNeill, Ed.D**

**Reno, NV**

February 28, 2019

Dear President Wynn and Members of the State Board of Education Selection Committee:

Please accept this as a formal cover letter to apply for the position of Superintendent of Public Instruction for our great state of Nevada. My current experience as the Deputy Superintendent for the Washoe County School District for the past four years, including my success as a District and community leader, principal, and teacher attests to my qualifications for this critically important position. As a native Nevadan, I understand the unique characteristics of all 17 school districts and the Charter School Authority and their diverse needs. I have the skill set required to work collaboratively among all stakeholders, including all the district superintendents, to advance the important goals of the state on behalf of all students. Through countless hours of dedication to my work at the District, state, and national levels, as well as my sincere passion for public education, I have a strong and unwavering commitment to lead the Nevada Department of Education as its next State Superintendent of Public Instruction.

During my tenure at the Washoe County School District, I have been fortunate to be instrumental in contributing to improved outcomes and innovative programming for all students. I have been a significant part in acquiring much needed resources for schools and students. As a leader in the Washoe County School District, my contributions include the successful attainment of goals in the areas of increased student achievement, significant reductions in achievement gaps, improved human capital systems, meaningful community and family engagement programming, improved school climate and safety, and policy development.

As stated in the 2017-2018 State Accountability Report, the vision for all Nevadans to be ready for success in a global 21<sup>st</sup> century, is a belief I hold strongly and execute with passion. Our State of Nevada public education system must take the ownership and responsibility along with government, business, school districts and entire communities

to do everything possible to create a world class educational system for all students. I lead by example, inspiration, integrity and transparency. I have the intelligence, political acumen and established relationships that enable me to navigate the exciting and sometimes contentious public education environments; I have the ability to listen to all sides of an issue, do the research and data inquiry, and bring varying views to the table in order to make decisions in the best interest of our students and families.

Selected highlights of my accomplishments:

#### **Action Taken for Equity and Diversity and Improvement in Options for Students-**

- **Established the Equitable Access Taskforce** which has led to changes in policies around eliminating barriers for students by rethinking and/or removing course pre-requisites, high school program applications and course fees;
- Key member of Superintendent's **Equity and Diversity Leadership Team**
- **Invited contributor** to the national "Pathways to Adult Success" project lead by the Everyone Graduates Center at John Hopkins University;
- Led District efforts of **expansion of Pre-Kindergarten programs and Full Day Kindergarten programming;**
- Worked with Leadership Team members to bring **nationally recognized and innovative student-focused programs** to WCSD including **Social and Emotional Learning curriculum and standards, Microsoft Teams integration, Portrait of a Graduate in the WCSD, English Language Two-Way Immersion Programs, Dual Credit programs, Work Force Development/Internships, and Gifted and Talented Programming.**

#### **Increases in Funding-**

- Led and coordinated efforts in securing **the largest federal grants in the history of WCSD** including two Teacher Incentive Fund Grants, High School Graduation Initiative Grant, School Improvement Grants, and Striving Readers Grant **totaling more than \$76 million;**
- Secured more than **\$4 million in state and local foundation funding** for district programs and initiatives;
- **Led District efforts in securing additional funding** for grants for Pre-Kindergarten, Safety and Security, Signature Academies, AP Exam Fees;
- Assisted the Superintendent in the establishment of the **Washoe K-12 Education Foundation 501(c)3 non-profit.**



## Improvements in Collaboration-

- **Established the School Enrollment Taskforce** which led to the creation and approval of Board Policy 9215, Creating and Maintaining a Positive Culture and Climate;
- Supported and contributed work to the **National Assessment Workgroup for Establishing Practical Social Emotional Competence Assessments of Preschool to High School Students**;
- Worked with the Board of Trustees, Superintendent and Leadership Team to **establish metrics and targets for the execution of the District's strategic plan**;
- Facilitated and organized **several successful partnerships** for the District with many local, state and national organizations to improve student outcomes including **Community in Schools, 360 Blueprint, Children's Cabinet, Redfield Foundation, Pennington Foundation, Truckee Meadows Healthy Communities, Renown Hospital, University of Nevada, Reno, Truckee Meadows Community College, Jobs for American Graduates, and WestEd Research Collaborative**;
- Coordinated the early successful beginnings of the **WCSD Safe and Healthy Schools Commission**;
- Assisted the **Teachers and Leaders Council** in systems development and implementation of new evaluation framework for teachers and principals;
- Oversaw the implementation and execution of the **District's Emergency Plan alongside community agencies and partners**.

I believe my strengths in fiscal management and compliance, teacher and principal development, curriculum and instruction, knowledge of federal and state education laws such as the Every Student Succeeds Act (ESSA), acquiring additional resources, policy development, community engagement and instilling a strong and moral belief that all children can succeed will take our state of education to the highest levels. I have all the skills necessary to develop the Nevada Department of Education and its employees into a national model for the efficient and successful functioning of a state agency.

I know that I can lead the Nevada Department of Education with a clear vision of educational excellence. Through my leadership, trust, integrity, and in full collaboration with the Governor, Legislators, State Board of Education, organizations, and all school districts I am confident I will contribute to the shared desire and noble work to help Nevada have a trajectory of educational excellence for all students.

Respectfully submitted,

Kristen M. McNeill

Enclosure-Resume

**Professional References**  
**Kristen M. McNeill, Ed.D**

1. Deborah Biersdorff, Chief Academic Officer, Washoe County School District  
Physical Address.:  
Mailing Address.:  
Office Phone: Cell:
  
2. Tom Ciesynski, Chief Financial Officer (Retired), Washoe County School District  
Cell:
  
3. Lauren Ohlin, Director of Grants, Washoe County School District  
Physical Address.:  
Mailing Address.:  
Office Phone: Cell:
  
4. Lynn Rauh, Title I Director/Area Superintendent (Retired), Washoe County School District  
Cell:
  
5. Jason Trevino, Chief of School Police, Washoe County School District  
Physical Address.:  
Mailing Address.:  
Office Phone: