

Heather Beck
SUPERINTENDENT (000100054 Super 121813)

heather.beck@comcast.net
(720) 891-7168

PERSONAL INFORMATION

Contact Information

First Name	Heather	Last Name	Beck
Middle Name	Rogers	Email	heather.beck@comcast.net
Primary Phone	720-891-7168	Alternate Phone	303-982-3755
Preferred Contact Method	Email		

Address

Street	9773 W. Hinsdale Lane	City	Littleton
State	Colorado	Zip Code	80128

Equal Opportunity Information

Providing this information is strictly voluntary. You will not be subject to adverse action or treatment if you choose not to provide this information. If you choose not to provide this information, please select 'Decline to Identify.'

Ethnicity	Not Hispanic/Latino	American Indian or Alaska Native	No
Asian	No	Black or African American	No
Native Hawaiian or Other Pacific Islander	No	White	Yes

CERTIFICATION

Certification Information #1

Certification Area	Ed Leadership	Certification Area Type	Professional Certification
Grade Level	NA	Certification State	Colorado

Certification Information #2

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #3

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #4

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #5

Certification Area		Certification Area Type	
Grade Level		Certification State	

ADDITIONAL CERTIFICATION AREAS

Certification Area	
Details	
Certification State	

Computer Skills

Years of Experience	20	Keyboarding Words Per Minute	Unknown
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Word Processing	Yes	Spreadsheets	Yes
Database	No	Web / Internet Browser	Yes
E-mail	Yes	Graphics	Yes
Microsoft Windows	Yes	Apple Macintosh	Yes

EMPLOYMENT HISTORY**Present Position**

Present Title	Chief Academic Officer	Name of Employer	Jefferson County Public Schools
Start Date	07/01/2011	Supervisor Name	Dr. Cynthia Stevenson
Supervisor Phone Number	303-982-6608		

Duties and Responsibilities

85,000 students in 153 schools spread over approximately 800 square miles; 12,000 employees including about 5,000 teachers. Reports to superintendent and oversees professional development, instruction and curriculum, assessment and research, educational technology, special populations programming, educator effectiveness and evaluation, and grants.

Reasons for Leaving **Seeking a superintendent position.**

May we Contact this Employer **Yes**

Experience in Education #1

From (mm/yyyy)	07/2010	To (mm/yyyy)	06/2011
Employer Name	Jefferson County Public Schools	Assignment	Executive Director of School Management
Reason For Leaving	Promoted	Supervisor Name	Jose Martinez
Supervisor Phone Number	720-383-2675		

Duties and Responsibilities

Monitored and supervised 37 schools, including 4 high schools, 5 middle schools, 28 elementary schools with approximately 21,000 students. 19 of the 37 schools qualified as Title 1 schools. Evaluated principals and acted as liaison between community organizations and district. Ensured alignment between school improvement goals and student outcomes.

May we Contact this Employer **Yes**

Experience in Education #2

From (mm/yyyy)	07/2003	To (mm/yyyy)	06/2010
Employer Name	Jefferson County Public Schools	Assignment	Principal
Reason For Leaving	Promoted	Supervisor Name	Marcia Anker
Supervisor Phone Number	303-564-1405		

Duties and Responsibilities

2003-2006 Deer Creek Middle School; 2007-2010 Carmody Middle School (2006-07 International Travel) Implemented academic programming to increase student achievement; supported teachers, students and parents.

May we Contact this Employer **Yes**

Experience in Education #3

From (mm/yyyy)	01/2001	To (mm/yyyy)	06/2003
Employer Name	Cherry Creek School District	Assignment	Assistant Principal
Reason For Leaving	Promoted	Supervisor Name	Jeanne Gilbert
Supervisor Phone Number	303-335-8159		

Duties and Responsibilities

Supported the principal and teachers. Evaluated teachers. Increased student achievement by implementing programs with fidelity.

May we Contact this Employer **Yes**

Work Experience #1

Employed from (mm/yyyy)	Employed to (mm/yyyy)
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<i>Employer</i>	<i>Title</i>
<i>Reason For Leaving</i>	<i>Supervisor Name</i>
<i>Supervisor Phone Number</i>	<i>Supervisor Email</i>
<i>Duties and Responsibilities</i>	
<i>May we Contact this Employer</i>	

Work Experience #2

<i>Employed from (mm/yyyy)</i>	<i>Employed to (mm/yyyy)</i>
<i>Employer</i>	<i>Title</i>
<i>Reason For Leaving</i>	<i>Supervisor Name</i>
<i>Supervisor Phone Number</i>	<i>Supervisor Email</i>
<i>Duties and Responsibilities</i>	

Experience Summary

Actual experience in a scholastic environment (with the exception of non-academic experience).

<i>Years of teaching experience</i>	7	<i>Years of student teaching experience</i>	0.5
<i>Years of administrative experience</i>	14		

EDUCATION**Secondary/High School Information**

<i>School Attended</i>	Lovett School	<i>City/State</i>	Atlanta, Georgia
<i>Activities/Honors</i>			
<i>Degree</i>	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	University of Colorado	<i>Attended From (mm/yyyy)</i>	08/1982
<i>Attended To (mm/yyyy)</i>	05/1986	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Other: International Affairs		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: University of Northern Colorado	<i>Attended From (mm/yyyy)</i>	08/1994
<i>Attended To (mm/yyyy)</i>	05/1996	<i>Degree</i>	Master of Arts
<i>Subject</i>	Exceptional Student Education		

College/University/Vocational Institution #3

<i>Name of School</i>	Other: University of Denver	<i>Attended From (mm/yyyy)</i>	08/1999
<i>Attended To (mm/yyyy)</i>	08/2003	<i>Degree</i>	Doctorate - PhD
<i>Subject</i>	Educational Leadership		

Student Teaching #1

<i>Name of School</i>	Heritage High School	<i>Subject</i>	History
<i>Grade</i>	10	<i>Semester</i>	Fall
<i>Year</i>	1988		

REFERENCES**Lesley Dahlkemper**

<i>Title</i>	Board Member	<i>Relationship</i>	Other - School Board Member
<i>Address</i>	12854 West Harvard Avenue	<i>City</i>	Lakewood
<i>State</i>	Colorado	<i>Zip</i>	80228
<i>Country</i>	USA		

Email	Idahlkemper@comcast.net	Phone	303-987-1354
From	11/2012	To	Present
Reference Letter	<u>Rec Beck Dahlkemper.pdf</u>		

Kelly Johnson

Title	Parent, Jeffco PTA	Relationship	Other - Parent in community
Address	15865 West Bayaud Drive	City	Golden
State	Colorado	Zip	80401
Country	USA		
Email	kellyjjj@me.com	Phone	303-859-4174
From	08/2010	To	Present
Reference Letter	<u>Dr. Beck Letter of Recommendation.pdf</u>		

Wendy Rubin

Title	Principal	Relationship	Colleague
Address	7227 S. Simms Street	City	Littleton
State	Colorado	Zip	80127
Country	USA		
Email	wrubin@jeffco.k12.co.us	Phone	303-982-3670
From	07/2003	To	Present
Reference Letter	<u>Beck Recommendation- Rubin.pdf</u>		

Cynthia Stevenson

Title	Superintendent	Relationship	Supervisor
Address	1829 Denver West Drive, #27	City	Golden
State	Colorado	Zip	80401
Country	USA		
Email	cstevens@jeffco.k12.co.us	Phone	303-982-6500
From	03/2003	To	Present
Reference Letter	<u>Rec Beck Stevenson.pdf</u>		

DISTRICT QUESTIONS**District Questions**

Have you retired from any State of Florida administered retirement plan? You are considered retired if: 1) You have received any benefits under the FRS Pension Plan (including DROP). 2) You have taken any distribution (including a rollover) from the FRS Investment Plan, or alternative retirement programs offered by state universities (SUSORP), state community colleges (CCORP), state government (SMSOAP), or local governments.

No

If you have retired from a state of Florida administered retirement plan, is the effective date July 1, 2010 or later?

Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?

No

If "Yes", please provide the dates of your previous employment with the District and your position.

Is any member of your immediate family employed by the school district of Flagler County? **No**

If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.

Been investigated for misconduct related to your employment? **No**

If "Yes", please provide a detailed explanation.

Been arrested or charged(even if no contest or charges dropped or pled down) for a crime? **No**

If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.

Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?

No

If "Yes", please provide details including the date of the charge, the court action, and the address of the court involved.

Are you under investigation by any local, county, state, federal, or international agency for any reason (including any violation of the Florida Code of Ethics)?

No

If yes, please provide a detailed explanation.

Been named by a state agency responsible for child welfare as a perpetrator in an indicated report of child abuse or neglect?

No

If yes, please provide a detailed explanation.

Had a report of child abuse or sexual activities involving a K-12 student or minor filed against you with a school district, a state or federal agency, a police agency, or in court?

No

If yes, please provide a detailed explanation.

Have you ever had a professional certificate, credential or license (of any kind) revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct. Are there any pending adverse actions against you?

No

If yes, please provide a detailed explanation.

Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?

No

If yes, please provide a detailed explanation.

Have you surrendered a professional license of any kind before its expiration? **No**

If yes, please provide a detailed explanation.

Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?

No

If yes, please provide a detailed explanation.

Have you ever been suspended, terminated, non-reappointed, released during a probationary period or resigned in lieu of termination or non-reappointment from an educational institution, the State of Florida, or any other employer/organization including the military?

No

If yes, please provide a detailed explanation.

Have you ever been placed on leave by your employer or left such employment prior to the end of the contract term due to any reason other than the Family Medical Leave Act or a physical disability?

No

If yes, please provide a detailed explanation.

Is your physical/mental health condition such that you can fulfill the essential job functions of the position for which you are applying (either with or without reasonable accommodations)?

Yes

Are you considered a "High Risk" offender, according to Senate Bill 988? **No**

If you answered YES to the question above, please explain in the space provided, including the date of your last conviction.

Have you ever had any record sealed or expunged in which you were convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the City Where Arrested, State, Date of Arrest, Charge(s), and Disposition(s). Please NOTE: Sealed or expunged records must be reported pursuant ss. 943.0585 and 943.059, FS. However, the existence of such records will not be disclosed nor made part of your certification file which is public record.

Have you ever been convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the city where arrested, state, date of arrest, charge(s), and disposition(s).

Are you a veteran as defined by s. 295.07, Florida Statutes? **No**

Are you claiming Veteran's Preference? If yes, a DD214 must be submitted under attachments.

No

If you are claiming Veteran's Preference, please indicate the provision under which you qualify.

Provision 1 – A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.

Provision 2 – A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.

Provision 3 – Receipt of any Armed Forces Expeditionary Medal is qualifying for veterans' preference.

Provision 4 – The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.

Provision 5 – The unremarried widow or widower of a veteran who died of a service-connected disability.

If you state that you were "A veteran of any war...", please indicate the war, according to these options:

Korean Conflict: June 27, 1950 to January 31, 1955

Vietnam Era: February 28, 1961 to May 7, 1975

Persian Gulf War: August 2, 1990 to January 2, 1992

Operation Enduring Freedom: October 7, 2001 to date to be determined

Operation Iraqi Freedom: March 19, 2003 to date to be determined

TEACHER/CERTIFIED QUESTIONS

Teacher/Certified Questions

Have you ever had a teaching certificate revoked, suspended or placed on probation by any state Department of Education?

No

If "yes", please provide details including state, dates, and action(s) taken or pending.

ATTACHMENTS

Attachment*Resume (Optional)*[Heather Beck-CV Superintendent.pdf](#)**DISCLAIMERS AND AFFIRMATION**

District Policy

The Flagler County School District strives for a balanced, productive workforce, that is diverse in terms of age, gender, and cultural identity. We do not base hiring or promotional decisions on factors other than performance and professional growth potential.

Application Confirmation Statement

I affirm that all information set forth in this application is accurate, truthful and complete. If I am employed by Flagler County School District, I will abide by all Board of Education and school policies, work on assigned committees, and continue my professional growth to the best of my ability and within reasonable and personal standards. I grant permission for school officials to obtain a personal record check from the federal, state, county, and/or local law enforcement agencies and Division of Family Services. I understand that references may be contacted as soon as I submit an application. I release individuals listed as references and current or former employers from any liability for information given in response to a request for an employment reference.

I understand that I will be required to take a drug test and that some positions in the district require a physical exam prior to assuming any position for which I may be employed. In the event that I am employed by the District and in the further event that I have provided false or misleading information in this application or in subsequent employment interviews, I understand that my employment may be terminated at any time after the discovery of the false or misleading information.

I agree to the terms above **Affirm***Initials* **HRB***Affirmation Date* **01/16/2014**

Heather Beck

address: 9773 W. Hinsdale Lane, Littleton CO 80128

telephone (cell): 720-891-7168

email: heather.beck@comcast.net

Professional Profile

Demonstrated exceptional leadership in guiding public schools to top academic performance, defined academic vision inspired by the latest educational research leading to the promotion to the number two position in one of the nation's top school districts. Introduced numerous innovations into the classroom and administrative leadership, conducted reviews of future advances in technology in teaching, mentored, motivated, inspired and increased the professional capacity of teachers, principals and district administrators resulting in increased performance and student achievement and growth scores.

Pioneered the development of an integrated single-source classroom dashboard to track learning outcomes from kindergarten through graduation which will provide unprecedented support for students, parents and teachers, and will improve educator effectiveness by transforming student data into instructional information. This has attracted considerable interest from school districts across the country and the world, and has procured a \$5.2M grant from the Bill and Melinda Gates Foundation.

Objective

Superintendent position optimizing my skills in strategic planning, leadership development, educational innovation, and executive and fiscal management.

Key Achievements

- Managed the instructional programming for over 85,000 students and 5,000 teachers in 153 schools for the past three years.
- Directed the development, implementation and scaling of an iPD (Innovative Professional Development) Challenge Grant from the Bill and Melinda Gates Foundation. Jeffco has been awarded \$5.2 million.
- Designed and implemented an intensive continuous school improvement process based on the Instructional Rounds framework.
- Served as an international leader in transforming education through Next Generation Learning projects for Global Education Leaders Program (GELP) with 13 international jurisdictions at a recent convening in India.
- Led 30 schools through the analysis of resource optimization including time and flexible staffing. Result: one school was awarded a grant with the TIME Collaborative with the National Center for Time and Learning.
- Served as an education panelist for the BLE Group, focused on the implementation of strategic and practical-use education technology for improved outcomes and management efficiency.
- Presented a session on teacher evaluations highlighting Jeffco's peer evaluation program and evaluation rubric at Craig Michaels K-12 Academic Summit in California
- Instructed pre-service administrators at Regis University as an adjunct professor and wrote new course curriculum for training school administrators
- Performed in all levels of education for multiple, successful public school districts: teacher, administrator, central school leadership, Cabinet

Career Summary

JEFFERSON COUNTY PUBLIC SCHOOLS

July 1993 – Present

Overview of District:

- 85,000 students in 153 schools (17 high schools, 19 middle schools, 89 elementary schools, 3 K-8 schools, 24 option/charter schools, 1 online academy) spread over approximately 800 square miles
- 12,000 full and part-time employees including approximately 5,000 teachers;
- \$960 million annual budget (\$635 million operating funds)
- 34% free/reduced lunch eligible, 102 different languages spoken by our families
- 91% on-time graduation rate in neighborhood schools

Chief Academic Officer

July 2011– Present

- Accountable for the District's education program and providing strategic direction for District's curriculum, instruction, assessment & school improvement initiatives
- Prepared, recommended, implemented and monitored \$130M budget, including general funds and grants
- Supported the Board of Education's agenda by aligning goals and budget
- Implemented and tracked the Board of Education goals and performance of schools
- Presented academic data, research and information to the Board of Education
- Led district & school leaders in designing & implementing school improvement plans to improve student achievement and build a high performing educational leadership team
- Defined priorities, goals and effectively manage resources to maintain a positive school climate for student and staff success
- Increased student achievement through research-based best practices and innovative professional development opportunities, that supporting schools, classrooms, teachers and students
- Integrated Instructional Rounds as part of the continuous improvement process by coordinating six teams with neighborhood and option schools
- Managed 7 key departments including curriculum & instruction, special populations, assessment, research, educational technology, grants, educator effectiveness and professional development
- Enhanced learning environments to improve performance and promoted student leadership in initiating and creating positive learning opportunities

Executive Director of School Management

July 2010-June 2011

- Monitored and supervised 37 schools, including 4 high schools, 5 middle schools, 28 elementary schools with approximately 21,000 students (19 schools qualified as Title 1 schools)
- Assisted schools in preparing budgets and oversaw school budgets, setting priorities, increasing fiscal responsibility, and maximizing resources
- Increased student achievement, improved school accreditation and ensured fiscal soundness through management of district and school resources
- Developed & maintained clear and inclusive decision-making processes and monitored effectiveness of standards-based curriculum
- Employed best practices in staffing schools, including intensive reviews of school climate data
- Defined performance standards across all functional areas and reviewed performance with principals

Principal**July 2003–June 2010**

- Led two schools with a clear vision and mission to increase student achievement by implementing school-wide literacy projects, student engagement strategies, and data-driven goals
- Structured annual operational budget and implementing effective control measures to contain expenses within defined limits
- Created an aggressive program for school improvement
- Trained staff to tailor activities, operations, procedures, discipline and resources to ensure maximum productivity and increase student achievement

International Travel – Travelled to 25 countries across six continents – 2006 – 2007

**CHERRY CREEK & DOUGLAS COUNTY SCHOOL DISTRICTS July 2000–June 2003
Assistant Principal / Dean**

- Supported teachers with instructional methodologies, overseeing classroom management, discipline concerns and developing positive relationships with students, staff and parents resulting in a learning environment to meet and enhance the students' emotional, intellectual, social and creative strengths
- Expanded effectiveness in professional development, communications with students and parents, and conducting staff meetings
- Designed and implemented new teaching techniques and intervention opportunities for struggling students

**High School and Middle School Teacher,
Culturally Responsive District Trainer****July 1993– June 2000**

- Created daily educational assignments, projects, and assessments for all content courses taught
- Supported and communicated with parents to improve the education & guidance for their children
- Maintained outstanding rapport with parents and conducted parent-teacher meetings to provide feedback on the student's performance or areas of improvement

Education and Certifications

Doctorate: Educational Leadership
University of Denver (2003)

Administrator License: Colorado Number 42994 Expires 10/19/2015

Principal License: Colorado Number 35739 Expires 7/25/2017

Masters: Special Education: Affective Needs
University of Northern Colorado (1996)

Bachelors: International Affairs
University of Colorado (1986)

Committees, Task Forces and Community Involvement

Data Management Advisory Committee
Strategic Planning Advisory Committee
Community Diversity Advisory Committee
District Licensed Personnel Performance Council
Principal Advisory Committee
District Technology Steering Committee
Compensation Study Group
Flexible Staffing Task Force
Keeping Students On-Track Multiple Pathways Task Force
Professional Development Leadership Expo Planning Committee
Citizens Budget Academy
Citizens Leadership Academy
Metro Area Learning Leaders (MALL)
Jefferson County Administrators Association (JCAA)
Colorado Association of School Executives (CASE)
Association for Supervision and Curriculum Development (ASCD)
Parent Teacher Association (PTA)