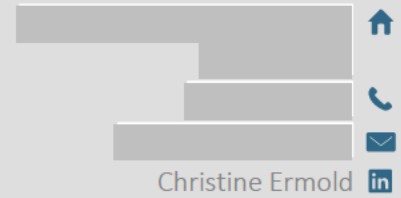


CHRISTINE ERMOLD, ED.D.



OBJECTIVE

Dynamic and knowledgeable servant leader who seeks to bring out the best in every team member for the benefit of students. Seeking the opportunity to lead and nurture the Kenai Peninsula Borough School District through a difficult financial period, in a way that supports the continuous improvement of our public schools for the well-being of our students and communities.



EDUCATION

Doctor of Education, 2011 | Walden University

Administrator Leadership for Teaching and Learning

Conducted action research into school culture and climate while attending school full time and working as an elementary school principal. Doctoral study *Correlational Study of School Climate and Student Achievement*.

Master in Education, 2001 | University of Alaska

Educational Leadership and K-12 Principal's Endorsement

Facilitated professional learning experiences at district, state, and national conferences while teaching full time and attending classes both online and via distance.

Bachelor in Education, 1998 | University of Alaska

Elementary Education, minor in Alaska Native Studies, and K-8 Teaching Endorsement.

Facilitated professional learning experiences at district, state, and national conferences while teaching full time and attending classes both online and via distance.



EXPERIENCE

Human Resources & Professional Development Director | KPBSD, Alaska

APRIL 2016 – PRESENT

Responsible for all aspects of recruitment, retention, and professional learning for 1200 employees at 44 worksites, with approximately 400 substitutes and 4000 volunteers, annually. Work collaboratively with the Superintendent, Leadership Team, and school administrators on matters of personnel, staffing, research partnerships, plus short and long term strategic projects. Collect and analyze data from multiple key areas to guide deployment of resources. Provide reports and information to the Board of Education. Provide HR support to Academic Policy Committees at KPBSD charter schools. Oversee the implementation of the Collective Bargaining Agreements and employment contracts for all employee groups. Work cooperatively with other Directors to plan, deliver, and assess the professional learning for all certified staff, while also providing direct instruction to administrators and teacher leaders on various topics. Develop and implement an ADA Employee Accommodations process, and create streamlined guides for routine school-level HR and management functions to improve efficiency and effectiveness.

Elementary Education & Professional Development Director | KPBSD, Alaska

JUNE 2013 – JULY 2016

Provided leadership for all PreK-6 elementary schools and programs, including districtwide curriculum and instruction tools. Worked closely with the district's K-12 curriculum processes, and supervised both the Title I PreK program, and all elementary level services and programs. Served as the district point of contact for elementary-level parent concerns, provided guidance and support to school administrators in delivering a comprehensive and well-rounded elementary program. Held regular Skype sessions for elementary teachers on topics of concern to keep them informed and gather input. Facilitated the annual collection and analysis of data and subsequent professional development planning process, while overseeing instructional coaches, technology coaches, and coordinators.

Principal at Sterling Elementary PreK-6 | KPBSD, Alaska

JUNE 2004 – JULY 2013

Led the renewal of a neighborhood school that resulted in increased enrollment, the addition of new programs to meet community needs, and strengthened existing programs. Established a Title I funded PreK program and an onsite school program for children significantly impacted by disabilities. Taught art K-6 to enrich the school's program for students and wrote multiple grants to bring in practicing artists in various disciplines. Facilitated and hosted the Borough Forensics tournament, along with annual art shows with participation from numerous professional artists of various mediums. School recognitions included NASA Explorer School, 2005; AK Department of Education's Public School Incentive reward, 2007 & 2008; Nationally Distinguished Title I School, 2010; Inclusive Practices Award from the Governor's Council for Individuals with Disabilities, 2011.

Principal Teacher & Regional Principal at Hope K-12 School, Moose Pass K-8 School, and Cooper Landing K-12 Schools | KPBSD, Alaska

JUNE 2001 – MAY 2004

Taught 16 K-2 students in a multi-grade setting while also managing school administration duties for one site. Subsequently provided instructional leadership and administration for three rural schools in ways that honored the community's priorities for their schools. Established school/community partnerships that included service-learning projects, meaningfully engaged school volunteers, and established cross-school partnerships that utilized technology to increase student opportunities in both academics and extra-curricular areas. Led the implementation of a curriculum mapping process to guarantee all students in small multi-grade classes received access to the appropriate content standards in a reliable and meaningful manner. Guided each school community through substantial reductions in staffing, and worked with the district to establish a minimum staffing level for small schools.

Classroom Teacher & Summer School Teacher | KPBSD, Alaska

AUGUST 1998 – JULY 2001

Taught a fifth grade general education classroom and Language Arts credit recovery summer school course for students in grades ten through twelve. Provided learning experiences designed to capitalize upon student strengths while building up areas of weakness. Integrated school-to-career skills across all content areas. Accommodated students significantly impacted by disabilities and provided academic acceleration for Gifted and Talented students. Utilized student-led conferences to build confidence and ownership of learning by students. Provided leadership for school-wide activities including spelling bees, forensics, and health fairs.

Classroom Teacher | Anchorage School District, Alaska

AUGUST 1997 – MAY 1998

Provided instruction in all academic areas to students in grade five, most of whom were English Language Learners and had no English-speaking family at home. Modified the general curriculum to couch all academic skill development within the context of employability and life skills, and provided exposure to experiences uncommon to the low socioeconomic inner-city setting, such as hatching

ducks and going downhill skiing. Served as a member of the school's School-to-Career leadership committee, who designed and delivered professional learning to assist teachers in teaching rigorous academic content through employability skills while also promoting the exploration of various careers.



KEY SKILLS & ATTRIBUTES

- Experienced in change management, relationship development, and using coaching as a tool for adult change
- Passionate teacher committed to continuous improvement and high-yield instructional practices
- Conservative budget management philosophy focused on building reserves for unexpected needs
- Community minded, with a commitment to developing opportunities for mutual benefits
- Collaborative leader able to identify common interests and move groups towards big picture goals
- Trained and experienced in dispute mediation through NEA-Alaska for school districts around the state
- Systems thinker who seeks opportunities to streamline, organize, and codify for future ease and efficiency
- Confident public speaker, able to convey difficult ideas and engage in challenging conversations to further positive outcomes



SELECTED PRESENTATIONS/AWARDS/SERVICE

University of Alaska Anchorage, College of Education Partnership Advisory Council (Member) 2019
Educator Equity and Excellence Advisory Committee (Member) AK Department of Education and Early Development 2014-present

Educator Contracts, and Why They Matter (Presenter), Kappa Delta Pi 2019

This is Us (Presenter) American Association for Employment in Education 2018

KPBSD Effective Instruction Handbook and Training Video (Author, Presenter) Kenai Peninsula Borough School District 2011, revised 2016 and 2018

Assessments to Improve Teaching and Learning ED 555 (Sponsoring Instructor) Kenai Peninsula College, in partnership with Kansas University 2014-15

Effective Instruction ED 590 (Instructor) Kenai Peninsula College 2014-2017

Unpacking and Understanding Your Educational Standards (Author, Presenter) Kenai Peninsula Borough School District 2013

AmeriCorps Site Supervisor for the Sterling Community, 2005-2013

Intervention Team Meeting FAQs for Parents and Guardians (Author) Special Ed Connection 2012

Women in School Leadership Award for Alaska (Recipient) American Association of School Administrators 2012

Kenai Peninsula Administrator's Association (President, Executive Board Member) 2009-2013

Alaska Association of Elementary School Principals (Executive Board Member) 2009-2013

Giving Students Effective Feedback ED 575 (Instructor) Kenai Peninsula College 2009

Alaska's Distinguished Principal (Recipient) Alaska Association of Elementary School Principals 2008

Technology Leadership Award (Recipient) Apple Education 2005

Phi Delta Kappa, Kenai Peninsula Chapter (Executive Board Member) 2001-2003

School to Career Training for Teachers (Presenter) Wrangell School District 2000 & Anchorage School District 1999

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