

Kim P. Huckstadt, EdD

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Education

- **Doctorate in Educational Leadership, 2011**
 - Western Illinois University, Macomb, Illinois
 - **Dissertation:** (2011) The impact of standards-based teacher evaluation on instruction and professional practices in Iowa.
- **Specialist in Education Administration, 1998**
 - Drake University, Des Moines, Iowa
- **Master of Science Degree in Education Administration, 1992**
 - Western Illinois University, Macomb, Illinois
- **Bachelor of Arts in Biology/Education, 1977**
 - Beloit College, Beloit, Wisconsin

Honors and Grants

- 2019: Working in a supportive role with colleague Dr. Denise Schares to implement Kern Family Foundation Grant. Together we have conducted over a dozen Board-Superintendent Workshops focused on Ethical Decision-Making.
- 2014: U.S. Department of Defense: Patriotic Employer Award – for Demonstrating Exemplary Employer Support for personnel serving in the National Guard and/or Military Reserves.
- 2014: Recipient of Maquoketa Area Chamber of Commerce Executive Directors Award
- 2012: Recipient of the Dr. Robert Hall Dissertation Award presented by the Educational Leadership Department at Western Illinois University, Macomb, IL.
- 2012-13 / 2009-10: President Mississippi Bend AEA Superintendents Organization.
- 2009: Finalist - School Administrators of Iowa - AEA 9 Superintendent of the Year.
- 2002, 2009 and 2010: Procured two matching Iowa Demonstration Fire and Safety Grants for Life Safety Improvements to Briggs Elementary and the Maquoketa Middle School.
- 2002-2005: Served a three-year term on the Board of Directors of the Maquoketa Area Chamber of Commerce.
- 1999: School Administrators of Iowa - AEA 9 Middle Level Principal of the Year.

Certification and Endorsements:

- **State of Iowa**, Board of Educational Examiners, Professional Administrator: PK-12 Superintendent; Grades 7-12 Principal with Evaluator Approval (New)
(Folder #193011) Expires: 5/31/23

Record of Professional Experience:

- (2014 – Present) **Professor (Term Appointment)**, University of Northern Iowa Cedar Falls, IA Educational Leadership Program in the Department of Educational Leadership and Postsecondary Education, College of Education.
- 2001 - 2014 **Superintendent of Education**, Maquoketa Community Schools
Responsibilities included: Providing educational leadership and supervision of all district operations for 1650 students and approximately 250 staff. *Oversight of District Budget exceeding \$17 million per year. *Oversight of facility improvement projects totaling over \$11.5 million.
- 2012 – 2014 **Adjunct Professor**, Western Illinois University – Macomb, IL
Teaching graduate courses, on Personnel Management and Facilities Planning, Operations and Maintenance to aspiring principals and superintendents in the Educational Leadership Program.
- 1995-2001 **Principal**, Maquoketa Middle School
Responsibilities included: Providing leadership and supervision for 450 students and 50 staff members in a 6-7-8 building.
- 2000: **Adjunct Professor**; Drake University; Teaching graduate course, "School - Community Relations" to aspiring principals in their Educational Leadership Program.
- 1999 - 2000 **Interim Curriculum Director** Primary responsibilities related to development of District Comprehensive School Improvement Plan and Annual Performance Review.
- 1990-1995 **Assistant Principal/Activities Director**, Maquoketa Middle School.
- 1977-1995 **Science Instructor**, Maquoketa Junior High/Middle School.

Scholarship, Leadership and Professional Activities

- 2021 – Co-Author of Journal Article: School Administrators' Experiences in a 6-Month Health and Wellness Community of Practice. Journal of School Health. 2021
<https://doi.org/10.1111/josh.13073>
- 2020-21: Serving as Coordinator of the Iowa Superintendents Finance and Leadership Consortium. A joint-effort between the Institution for Educational Leadership at UNI and the Iowa Association of School Boards with conferences in both December and February.
- 2020-2021 – Serve on the Iowa Board of Educational Examiners Advisory Council representing Administrator Prep Organizations in the State of Iowa.

Scholarship, Leadership and Professional Activities

- 2020-21: Serving on the Iowa Association of School Boards Leadership Cadre. I have facilitate Board-Superintendent Roles and Responsibilities Workshops in four Iowa school districts: Cedar Rapids, Bettendorf, Lisbon and Postville.
- 2019: Co-Author of research publication: Practitioner to professor: Joys, challenges, and thriving in the transition. David Schmid, Denise Schares, Sue Alborn-Yilek, and Kim Huckstadt (Vol. 4, No, 1, August 2019, pp. 50-63.)
- 2019: Co-Author of research publication in the Journal of School Leadership. School Administrators' Experiences' in a 6-Month Well-Being Pilot Program Jennifer J. Waldron¹, Susan Alborn-Yilek¹, Gary Gute¹, Denise Schares¹, and Kim Huckstadt.
- 2019: Facilitation of Kern Family Foundation Grant Workshops. Together with Dr. Denise Schares, I helped to facilitate four Board-Superintendent Workshops focused on Ethical Decision-Making.
- 2018: Big Ideas/Small Bytes Presentation: Beginning with the end in mind... utilizing technology as a tool. The presentation demonstrated the transformation of a tool-focused course to a goal-focused course "Technology for School Leaders". (1/17/18)
- 2018 – Serve on the Iowa Association of School Boards Advisory Cadre for School Board Professional Development. Provide Board Development Workshops in Iowa
- 2017: Represented UNI as an Expert Panelist at the C.R. Gazette – Iowa Ideas Conference – Session Title: Leadership in Small Towns. Cedar Rapids, IA (9/22/17).
- 2017: Brown Bag Lecture Series: Presented a brief overview of the findings of the Catch-Life 1.0 and 2.0 in collaboration with Department Colleagues. The study focused on the impact of exercise, diet and sleep on the overall wellness of Iowa School Administrators. (10/16/17)
- 2017: Presented session on Cultural Competency with colleague Dr. Denise Schares at the Women in Educational Leadership Conference – University of Nebraska – Lincoln (10/2/17).
- 2017: Served as a Screener and Interviewer for Regents Alternative Pathway to Iowa Licensure program. Iowa Department of Education. (9/1/17).
- 2016-2017: Participant in UNI Research Team for Catch-Life 1.0 and Catch Life 2.0 in collaboration with the School Administrators of Iowa. The study focus on the impact of exercise, diet and sleep on the overall wellness of Iowa School Administrators.
- 2017: Presenter at Iowa Association of School Personnel Administrators Spring Meeting – Teacher Recruitment, Preparation, Transition and Retention. (3.1.17)

Scholarship, Leadership and Professional Activities

- 2017: Represent University of Northern Iowa at the Iowa Department of Education School Finance Roundtable (October 25, 2016).
- 2016: Facilitation of School Board Workshop for the Vinton-Shellsburg School District regarding the Standards for Effective School Boards.
- 2016: Presented session on the Standards for Effective School Boards Iowa Association of School Board Convention in Des Moines.
- 2016: Invited by Dr. M. Reade to serve as a school finance consultant during an Advocacy Initiative of Greater Cedar Valley Chamber for the equalization of Per-Pupil Funding in K-12 schools in Iowa.
- 2016: Represent University of Northern Iowa at the Iowa Department of Education School Finance Roundtable (October 25, 2016).
- 2016: Presented session on Cultural Competency with colleague Dr. Denise Schares at the Statewide Teaching and Learning Conference and ICCOC Joint Conference in Sioux City, Iowa.
- 2016 - School Finance Overview Presentation for CET Dept. personnel at the University of Northern Iowa. The presentation provided a review of the Iowa School Finance Formula.
- 2016: Brown Bag Lecture Series: Presented a brief overview of the of the findings and recommendations of a comprehensive dissertation study he conducted to determine if teachers and administrators across Iowa reported that the standards-based teacher evaluation system mandated in the state of Iowa in 2003 has genuine utility and value.
- 2016: Instructor– Iowa Superintendents Finance Leadership Consortium. Taught session to Superintendents and Business Managers called “*Leadership Conversations*”. The session included a visit to the Iowa Capital to advocate for educational issues.
- 2015 – League of Women Voters – Served as a Panelist in an Open Forum Discussion on the status of Funding for Iowa Public Schools.
- 2015 – Contributed Model Letter for Iowa Superintendents and Newly Elected Board Members to School Administrators of Iowa for their Board Member Orientation Resources Newsletter. (September 10, 2015)
- 2013-2015: Instructor– Iowa Superintendents Finance Leadership Consortium. Taught session to Superintendents and Business Managers called “*Preparing and Presenting Your Budget.*”

Scholarship, Leadership and Professional Activities

- 2013: Presenter at Iowa Task Force on Teacher Evaluation, Des Moines IA. Invited to review the findings of my Doctoral Dissertation Research: “The Impact of Standards-Based Teacher Evaluation on Instruction and Professional Practices in Iowa.”
- 2009 - 2014: Representative on the Iowa Association of School Boards Superintendents Advisory Council.
- 2012-13 and 2009-10: Represented the Mississippi Bend Area Education Agency on the Iowa Dept. of Education Superintendents Advisory Committee.
- 2001 - 2014: Publication of Monthly and Bi-Monthly Board Agendas containing data, rationale, and recommendations regarding all financial, instructional program, and personnel matters related to the effective operation and management of a school district.
- 2012 (February): Co-Presenter at the American Association of School Administrators National Conference on Education (Houston, TX): “*Pay for Performance.*”
- 2011-2014: Representative on the statewide Iowa Leadership Partnership Council sponsored by the School Administrators of Iowa.
- 2008 – 2014: Participant in the Iowa Superintendent’s Network Project. This project is sponsored by the Iowa Leadership Academy based on the “medical rounds model” developed by Harvard Professor and Author – Dr. Richard Elmore.
- 2012, 2009, 2008 and 2007: Served as a Mentor for four first-year superintendents as part of the School Administrators of Iowa New Superintendent Mentoring Program.
- 2011: Doctoral Dissertation Proposal Defense Presentation: “*The Impact of Standards-Based Teacher Evaluation on Instructional Practices in Iowa.*” (Anticipated final dissertation defense - April 2011 / Graduation - May 2011).
- 2008-2009: State Certified Trainer for Iowa Department of Education Evaluator Approval Program.
- 2009 (November): Presentation at the Iowa Association of School Board Convention: “*From the Board Room to the Classroom... Working Together to Implement the Iowa Core Standards*”
- 2005 (April): Published article; “When Hedgehogs Fly” in Iowa Association for Supervision and Curriculum Development Newsletter.
- 2005 and 2007: Presenter at Iowa Association of School Boards Annual Convention – Topics included: Whole Grade Sharing and Professional Learning Communities - A Framework for School Improvement.

Scholarship, Leadership and Professional Activities

- 2001 and 2006: Worked with community members and neighboring districts to promote both the initial passage as well as a ten-year extension of the Local Option Sales Tax in Jackson County... The initiative had failed twice prior to my tenure as superintendent.
- 2001-2014: Worked with administrators and Board of Directors to improve the District's financial position during difficult times... District's Solvency Ratio has improved from 4.2% to over 14%.
- 2001-2014: Represent the Board of Directors of the Maquoketa CSD in all employee contract negotiations.
- 1999 (June): Co-Presenter with Dr. Jan Yoder at The International Center for Leadership in Education's 1999 "Model Schools Conference" in Washington, DC. The presentation focused on curricular and organizational changes that allow for the integration of technology.
- 2000: Presenter at School Administrators of Iowa Middle Level Conference: "Systemic Approach to School Improvement."

Teaching, Mentoring, and Consulting

- 1998-2012: Served as the chairperson of Maquoketa School District Technology Task Force playing a key leadership role in planning, prioritizing, and purchasing. Led efforts to develop technology-rich learning environment for all students.
- 1997 (May): At the invitation of Dr. Jan Yoder, I was a member of the first team to visit River Oaks School near Toronto, Canada to see how technology can be utilized as a learning tool and integrated into the classroom.
- **University of Northern Iowa (Graduate College):**
 - EDLEAD 7340 School Finance for Improved Student Achievement
 - EDLEAD 7346 School Business Management
 - EDLEAD 7319 Power, Politics and Ethics
 - EDLEAD 7311 Leadership and Systems Change
 - EDLEAD 7310 Human Resources Leadership
 - EDLEAD 7389 Internship in the Superintendent Program
 - EDLEAD 6225 Leadership in Activities Administration
 - EDLEAD 6292 Principal's Capstone – Integrating Leadership Standards
 - EDLEAD 6245 Leadership for Effective Schools
 - EDLEAD 6289 Pre-K – 12 Educational Leadership
 - EDLEAD 6240 Technology for Educational Leaders
- **2015- 2020 - UNI Doctoral Program Coordinator for Educational Leadership**

Teaching, Mentoring, and Consulting

- **Western Illinois University**
 - EDL 522 Human Resources – Personnel Administration
 - EDL 635 Facilities Management
- **Drake University**
 - EDL 622 School – Community Relations

Consultations:

- 2020: Iowa Association of School Boards – Board Development Cadre Member
- 2020 Kern Family Leadership Grant – Board Workshops – Ethical leadership
- 2019: Iowa Department of Education – School Finance Round Table
- 2017: Expert Panelist – Iowa Ideas Conference – Leadership in Small Iowa Communities
- 2017: Superintendent Collective Bargaining Think-Tank – Senator Tod Bowman
- 2016: Leader Valley of Blackhawk Co. – School Finance Consult – Dr. Melissa Reade
- 2016: Teacher Evaluation Dissertation Findings Presentation – Dr. Carol Montz
- 2016: School Finance Overview Presentation – CET Dept. University of Northern Iowa
- 2016: Teacher Evaluation Dissertation Findings Presentation – Dr. Sue Alborn-Yilek
- 2015: League of Women Voters – Forum Panelist: Funding for Iowa Public Schools.
- 2015: Budget Review and Consultation – Vinton – Shellsburg CSD
- 2014-2015: Iowa School Finance and Leadership Consortium –

Professional Development

- 2017: Search Committee Bias Training – UNI Campus
- 2016: Fall Faculty Workshop – Culturally Inclusive Classrooms in all Disciplines
- 2016: Iowa Association of School Boards Annual Fiscal Conference – Des Moines, IA
- 2016: School Finance Overview Presentation – CET Dept. University of Northern Iowa
- 2015: Fall Human Resources Directors Conference – West Des Moines, IA
- 2015: Violent Incident Defense Strategies Training – UNI Campus
- 2015: On-Base Training – Doctoral Program Coordination
- 2015: AEA 2-6-7 Superintendents Meeting – Department of Education: Dr. Ryan Wise
- 2015: AEA 2-6-7 Superintendents Meeting – IA School Board Assoc.: Lisa Bartusek
- 2014: Fall Faculty Workshop – Student-Centered Teaching - Dr. Maryellen Weimer
- August 19-20, 2014 – New Faculty Orientation
- August 18, 2014 – ADOBE Connect Workshop Training – Michael Savage
- 2008-2014: Iowa Superintendent’s Network Project based on the “medical rounds model” developed by Harvard Professor, Dr. Richard Elmore.

Professional Engagement / Service & Outreach

- 2017 – Search Co-Chair – Associate Professor of Educational Leadership (w. Tenure)
- 2017 – Served on the School Psychologist Advisory Committee
- 2017 – Served on the Student Leadership Awards Screening / Selection Committee.
- 2017 – Served on the screening committee for Summer Faculty Scholarships.
- 2016-2017 – Serve on the Iowa Board of Educational Examiners Advisory Council representing Administrator Prep Organizations in the State of Iowa.
- 2016: Presented session on the Standards for Effective School Boards Iowa Association of School Board Convention in Des Moines.
- 2016: Represented UNI at the combined Career Fair of North Scott County Schools for the recruitment of potential students to the College of Education.
- 2016: School Finance Overview Presentation – CET Dept. University of Northern Iowa

Professional Engagement / Service & Outreach

- 2015: Iowa Association of School Boards Convention – Des Moines, IA
- 2015: Panthers Exploring Fields of Opportunity – Davenport Comm. School District
- 2015: Served as Legal Resource for Mason City Globe Gazette at the request of Liz Conklin (University Relations) – School Board Role in Student Discipline (11/4/15)
- 2015: League of Women Voters –Open Forum Panelist on Funding for Iowa Schools.
- 2015: Contributed model letter got School Administrators of Iowa Board Member Orientation Resources.
- 2015: Guest Instructor – Principals Leadership Cohort – Human Resources Policy
- 2015: Instructor– Iowa Superintendents Finance Leadership Consortium.
- 2013: Presenter at Iowa Task Force on Teacher Evaluation, Des Moines IA.
- 2009-2014: Iowa Association of School Boards Superintendents Advisory Council.
- 2012-13 and 2009-10: Iowa Dept. of Education Superintendents Advisory Committee.

Professional Affiliations

- American Association of School Administrators
- National Association of Secondary School Principals
- School Administrators of Iowa
- Association for Supervision and Curriculum Development
- Rotary Club International