

## **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**

- 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)  
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## **Record of Professional Experience:**

- (2014 – Present) **Assistant Professor**, 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**

- 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.
- 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.
- 2012-13 and 2009-10: Represented the Mississippi Bend Area Education Agency on the Iowa Dept. of Education Superintendents Advisory Committee.
- 2012 (February): Co-Presenter at the American Association of School Administrators National Conference on Education (Houston, TX): “*Pay for Performance: Teacher Evaluation.*”
- 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).
- 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*”
- 2008: State Certified Trainer for Iowa Department of Education Evaluator Approval Program
- 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.
- 1999-2000: Member of the "Voices from the Classroom" advisory council sponsored by the Iowa Department of Education.
- 1999-2000: Cadre Team Leader for the New Administrators Action Lab and Workshop.
- 2000: Presenter at School Administrators of Iowa Middle Level Conference: "Systemic Approach to School Improvement."
- 1998: Presenter at AEA 9 Superintendent's Spring Meeting concerning Flexible Scheduling.
- 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.

## **Teaching, Mentoring, and Consulting**

- **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 6292 Principal's Capstone – Integrating Leadership Standards
- **UNI Doctoral Program Coordinator for Educational Leadership**
- **Western Illinois University**
  - EDL 522 Human Resources – Personnel Administration
  - EDL 635 Facilities Management
- **Drake University**
  - EDL 622 School – Community Relations

### **Consultations:**

- 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**

- 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
- 2015: AEA 9 Superintendents Meeting – Elise Foster – The Multiplier Effect
- 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.
- 2008: State Certified Trainer for Iowa Dept. of Education Evaluator Approval Program

## **Professional Engagement / Service & Outreach**

- 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