



**Dr. Grant E. Schmidt**

**PAGE 1: 2017 Board of Directors Election - Current Board Members' Use Only**

<b>Q1: Name</b>	Grant Schmidt
<b>Q2: Title</b>	Superintendent
<b>Q3: District</b>	Hanover District 28
<b>Q4: Work Address</b>	
7930 Indian Village Heights Fountain, CO 80817	
<b>Q5: Work Email Address</b>	gschmidt@hanoverhorns.org
<b>Q6: Work Phone Number</b>	719-660-6567
<b>Q7: I am nominating for the role of:</b>	CAES President-elect - September 1, 2017 - August 31, 2020 (1 yr. as Pres.-elect; 1 yr. as Pres.; 1 yr as Past President)
<b>Q8: I have been a member of CASE for (please select one):</b>	6-10 years
<b>Q9: I have been a member of the CAES Board for (please select one):</b>	3-5 years
<b>Q10: I am able to attend four (4) CAES Board meetings per year.</b>	Yes
<b>Q11: For President-elect nominees only: I am able to attend six (6) Coordinating Council Meetings per year.</b>	Yes
<b>Q12: Educational Background</b>	
<ul style="list-style-type: none"> <li>• Teacher, Principal, Director of Curriculum &amp; Instruction, Assistant Superintendent, Superintendent, Sr. Vice President</li> <li>• PhD (Univ of Denver), MBA (Univ of Colorado), MAED (Univ of Phoenix)</li> </ul>	
<b>Q13: Honors and Awards</b>	
<ul style="list-style-type: none"> <li>• Commissioner's Cup for closing the achievement gap</li> <li>• Who's Who Among Leaders</li> <li>• Outstanding Teacher (2 times)</li> <li>• Educator Award from Jared Polis</li> <li>• Athletic Hall of Fame (Millikin University)</li> </ul>	

2017 CAES Nomination Form for Board Officer Roles Only

**Q14: Describe your CASE/CAES involvement and community service activities**

- Member of the CASE Legislative Committee
  - Previous Member of CASE Professional Learning Advisory Group
  - Board member for CAES (current)
  - Optimist Club
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**Q15: If you have any comments or concerns about the 2017 CAES Board Officer Election, please enter them below, or call Barb Albright in the CASE office, 303.762.8762. Thank you!**

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*Respondent skipped this question*

# DR. GRANT E. SCHMIDT

[https://www.linkedin.com/profile/view?id=62847696&trk=nav\\_responsive\\_tab\\_profile](https://www.linkedin.com/profile/view?id=62847696&trk=nav_responsive_tab_profile)

## EDUCATION

Doctor of Philosophy (PhD) <i>Administration and Policy Studies</i>	University of Denver, Denver, CO
Masters of Business Administration (MBA) <i>with Change Management Specialty</i>	University of Colorado, Denver, CO
Masters of Education (MAED) <i>Administration and Supervision</i>	University of Phoenix, Denver, CO
Bachelors of Science (BS) <i>Elementary Education</i>	Millikin University, Decatur, IL

## RECOGNITIONS

Board Member, Colorado Association of Education Specialist (subgroup of Colorado Association of School Executives)  
Committee Member, Colorado Association of School Executives -- Professional Learning Committee and Legislative Committee  
Cambridge's Who's Who Among Executives and Professionals  
Edi Education Achievement Award – *awarded 9 times*  
Recognition of Leadership, Support and Collaboration  
Outstanding Teacher Award – *awarded 2 times*  
Athletic Hall of Fame (*Millikin University*)  
Commissioner's Cup (*Colorado Department of Education for closing the achievement gap*)  
Board Member, NEED Foundation

## SUPERINTENDENT/ PRINCIPAL

**Hanover School District – Fountain, CO**

**2012-present**

Serving as instructional leader of a rural school and district with 80% free and reduced lunch, 18% special education population and 10% second language learners. Leading continuous training of staff on research-based instructional practices in literacy and math. Brought forward initiatives for: high speed internet, strategic plan development, GoCo grant, 1:1 device, social emotional learning, poverty book study, children of trauma trainings, cognitive coaching, adaptive schools, Career and Technical Education programs, solar energy field with buy-back program, curriculum audit and Board training with Colorado Association of School Boards. Identified areas of systemic needs in order to develop standard operating procedures for efficiency. Facilitated district curriculum development. Responsible for the district's consolidated application. Increased staff trust and morale, and community involvement. Implemented Administrative Team structure for shared leadership. Supported development of preschool program receiving 4 out of 5 on Qualistar rating.

### *Key Achievements*

- Junior-Senior High School recognized by Colorado Commissioner of Education and State Board of Education as a Center of Excellence.
- Elementary School moved out of Program Improvement status
- Started Career and Technical Education programs (woods, culinary, electric, solar).
- Partnered with solar energy companies to create solar field with buy back agreement as a district revenue source.
- Developed curriculum review and adoption process.
- Organized district strategic plan development and implementation.
- Held monthly coffee and donuts for community interaction.
- Created monthly district newsletter mailed to all district homes.
- Started live video of all Board meeting, with all meetings archived.
- Started a Parent Teacher Organization to gain community involvement.
- Published line-item budget for staff and community viewing.
- Developed and utilized annual climate survey of students, staff and community.
- Increased district's fund balance each year to exceed guidelines of GFOA.
- Created and implemented complete Board packet, shared with community on website, to include cover sheets and alignment to strategic plan vision, mission, core values and goals.
- Created and published explanation videos for staff and community to expand full operational transparency on topics of interest (i.e. budget development, fund use for projects, rationale for decisions made).

## **SENIOR VICE PRESIDENT**

**EdisonLearning, Inc – New York, NY**

**2009-2012**

Served as a supervisor of a cross-functional management team, serving clients in the west region of the United States (enrollment 50,000). Was the company liaison to the Colorado State Department of Education (CDE). Worked under a \$300 million dollar budget. Consulted with numerous rural and medium sized schools and districts, including a large number in turnaround status. Focused on successful change management, increasing achievement, closing achievement gaps, curriculum alignment and staff performance.

### *Key Achievements*

- Recognized by Colorado Commissioner of Education and Superintendents for my change management and organizational effectiveness leadership.
- Trained and implemented the following:
  - organizational structures
  - alignment and development of systems
  - monthly progress monitoring and data analysis protocol by teachers and administrators
  - leadership coaching and professional development of staff
  - facilitated improvement planning
  - creation of standard operating procedures
  - sustainability plans for continuous long-term improvement
- Endorsed by Chief Academic Officer of Greeley School District for change management and organizational effectiveness consulting with the district's leadership team, as well as the training of staff.
- Consulted, coached, mentored and trained school sites resulting in significant gains in performance.
- Developed and lead professional development at national, local, and company-wide conferences.

## **SUPERINTENDENT**

**Falcon School District – Falcon, CO**

**2008-2009**

Served as Chief Executive of all functions and operations of a medium sized school district (enrollment of 19,000). I was the sixth superintendent in seven years. There were three superintendents in the two years after I left. No superintendent since 2011. Lead the development and monitoring of a \$90 million budget. Maintained a 13-15% fund balance. Re-organized the central office for efficiency and distributed leadership. Utilized the Executive Cabinet, Community and School Board to assist in implementing the necessary changes in order to create buy in for a more efficient system of operations to increase achievement and staff morale. Facilitated department and school visioning and commitment process.

### *Key Achievements*

- Awarded Commissioner's Cup for closing the achievement gap in one-year's time
- Provided Cognitive Coaching training for all managers
- Hired communication specialist and marketing consultant to improve district's public image
- Implemented FTE based staffing model (position control)
- Lead the development and alignment of operating systems
- Directed the installment of an asset management system
- Utilized Six Sigma practice, including dashboard monitoring
- Monthly meetings with school staff and community members to build relations and increase two-way communication flow
- Increased communication flow through the introduction of a monthly communication video for all staff
- Lead and directed the visioning process for all district departments

## **ASSISTANT SUPERINTENDENT/DIRECTOR OF ELEMENTARY EDUCATION**

**Del Paso Heights School District - Sacramento, CA**

**2005-2008**

During my time with the urban district of nearly 2,500 students in grades PK-6, the API performance of all schools increased significantly; including all student subgroups. Ethnic breakdown was approximately: 30% Hispanic, 30% Hmong, 30% African American, and 10% White. Free and reduced was 95%. Additionally, 60% of the student population was second language learners. Approximate \$15 million budget. Increased staff morale and credibility.

### *Key Achievements*

- Implemented large-scale technology plan
- Provided leadership coaching for all principals and managers
- Implemented interest based bargaining with unions, serving as the district's negotiator
- Completed the annual consolidated application
- Contracted the development of an electronic purchase requisition routing system
- Developed a comprehensive assessment system
- Increase staff morale and confidence in district administration
- Created a comprehensive, individualized professional development plan for all staff

## **PRINCIPAL EXPERIENCE (9-years)**

## **TEACHING EXPERIENCE (9-years)**

## **GRADUATE & UNDERGRADUATE INSTRUCTOR (9-years)**

Taught a wide variety of teacher education courses for aspiring teachers. Taught for the administrator licensing master's degree program. Some of the courses I taught were: statistics, research, the principalship, special education, curriculum development, methods of teaching courses, and master's thesis.

## **CONFERENCE PRESENTATIONS**

- Instructional Leadership Conference, 2012 Annual Conference (*Las Vegas, NV*)
- Educational Leadership Development Conference, 2010 Annual Conference (*Palm Springs, CA*)
- Instructional Leadership Conference, 2010 Annual Conference (*Los Angeles, CA*)
- Colorado Association of School Executives, 2005 Annual Convention (*Breckenridge, CO*)
- Colorado Council of Teachers of Mathematics, 1999 Annual Conference (*Denver, CO*)
- National Year-Round Conference, 1999 Annual Conference (*San Diego, CA*)