



DENISE SHETTER, Ed. D.



EDUCATION

Texas Tech University
 Doctorate, Educational Leadership
 (2015)

Sul Ross State University
 Master of Arts Education;
 Educational Administration
 (2002)

University of Texas-Permian Basin
 Bachelor of Arts
 Speech Communication
 Psychology
 (1999)

BIOGRAPHY: Growing up in West Texas, I always thought this part of the state never got the opportunities as urban/suburban students did. As Superintendent, I'm changing that paradigm one program at a time...one student at a time.

Broad and diverse, my career in education spans nearly two decades having been Principal at every level and earning two Superintendent positions.

In 2012, officials at Winona ISD selected me as the first female Superintendent in the school's history. Under the new accountability system, I led my staff and students to achieve "Met Standard" every year while balancing a budget that had not been done in 10 years.

Three years later, I was humbled and honored to earn my second superintendent position at Kermit ISD in 2015. Though the accountability system may seem challenging at times, I have been able to steer all my campuses out of IR, achieve "Met Standard," and earn an ECHS distinction all in a backdrop of declining state aid and a severe teacher shortage. Awarded ESC Region 18 "Superintendent of the Year for 2017-18 validates all the hours of hard work my staff and I put in each day.

My education background includes three degrees and four certifications.

Leadership Profile & Achievements

19 – Years in Public Education

14 – Years as Administrator

6 – Years as Superintendent

7 – Years as Principal (at all levels)

- Awarded ESC Region 18 "Superintendent of the Year" (2017-18)
- Achieved "Met Standard: five consecutive years (Kermit & Winona)
- Achieved a total of 8 Distinctions (Kermit & Winona)
- Turned around and moved all campuses out of IR (KISD)
- Awarded Early College High School Designation in 2016 (KISD)
- Successfully implemented program to recruit International Teachers from India for math/science due to teacher shortage (KISD)
- Balanced budget for the first time in 10 years; added to fund balance; audit Property values; restructure QSCAB bonds (Winona ISD)

CERTIFICATIONS

- Superintendent
- Principal
- Special Ed (K-12)
- Gifted & Talented

SUMMARY OF PROFESSIONAL WORK EXPERIENCE

PUBLIC EDUCATION

Kermit ISD	Superintendent	2015 – Present
Winona ISD	Superintendent	2012 – 2015
Ector County ISD	Director of Research & Development	2011 – 2012
Ector County ISD	High School Principal (Odessa)	2010 – 2011
Ector County ISD	Junior High School Principal	2007 – 2010
Ector County ISD	Elementary Principal	2004 – 2007
Ector County ISD	Teacher	1999 – 2003

HIGHER EDUCATION

UT Tyler	Adjunct Professor	2017 - Present
Odessa College	Director	2003 – 2004
Texas Tech Health Sciences Center (Odessa)	Coordinator Graduate Medical Education	1995 – 1999

DETAILED SUMMARY OF PROFESSIONAL HISTORY – PUBLIC EDUCATION

Kermit ISD

2015 - Present

Superintendent of Schools

Summary: *3-A Chapter 41 district with enrollment of 1,400 (grades PK-12); Rated “Met Standard” by TEA in 2015, 2016, 2017*

District: 70% Hispanic, 25% White, 3% AA and 78% Economically Disadvantaged

- All campuses out of IR
- Early College High School Designation awarded in 2016
- Implemented *Grow Your Own Teacher* program
- Curriculum Initiatives - Guided Reading and Neuhaus Phonics in Elementary; *Advancement via Individual Determination (AVID)* as a cohort model in junior high school and Project Based Learning (PBL) for district
- Planning T-STEM Academy for KJHS funded by grants
- Created Professional Learning Communities (PLC) embedding within the instructional day
- Recruit International Teachers for math / science due to teacher shortage
- Hip2Hip - program to coach/model instruction and planning for induction year teachers and alternative certified teachers
- Strategic planning for student support services for major renovations, facilities maintenance and major purchases of equipment.
- Implement “90 day plan” with in the T-PESS framework for all administrators so that goals and progress are transparent.

Winona ISD

2012 - 2015

Superintendent of Schools

Summary: *3-A district with enrollment of 1,100 (grades PK-12); Rated “Met Standard” by TEA in 2012, 2013, 2014*

District: 50% White, 30% Hispanic, 20% AA and 65% Economically Disadvantaged

- Balanced budget for the first time in 10 years; added to fund balance; audit Property values; restructure QSCAB bonds
- Curriculum Initiatives - Project Based Learning (PBL), restructured course sequencing and new CTE offerings, and *Advancement via Individual Determination (AVID)* as a cohort model
- Curriculum and engagement innovations, using “Fundamental Five” instructional program by refocusing professional support staff roles.
- Strategic planning for student support services for major renovations, facilities maintenance and major purchases of equipment.
- Grant partnership with UT Tyler for enrichment activities. Also awarded Teacher Quality Grant to help middle school math and science teachers improve skills and student achievement.
- Strategic Technology Plan to implement a one-to-one technology initiative.
- Developing teacher retention model to include subsidizing Master’s degree, longevity and attendance incentives.
- Implement “90 day plan” for all administrators so that goals and progress are transparent.

Ector County ISD

2011 - 2012

Director of Research and Development

Summary: *Work directly with the Assistant Superintendent of Human Resources*

6-A district with enrollment of 27,000 and 3,200 employees

- Conduct needs analysis and effectiveness reviews of existing/new district programs as directed by national, state and local governing bodies
- Create, analyze and recommend changes in district’s board policies, regulations and procedures to support the existing/new course offerings.



- Program and leadership team planning to establish objectives, best practices, logistics, professional development, with timelines for progress monitoring, communication, metrics to determine program success and sustainability.

Ector County ISD

2010 - 2011

Odessa High School, ECISD, Principal

Summary: *6-A High School with enrollment of 2,800 (grades 10-12; Rated “Academically Acceptable” by TEA in 2010, 2011*

- Supervised 9 assistant principals – over 200 staff
- Campus 70% Hispanic and 60% Economically Disadvantaged
- Pilot campus for the CSCAPE curriculum delivery system.
- Oversaw campus programs of International Baccalaureate (IB), Advanced Placement (AP), AVID, dual credit, concurrent enrollment, ESL, 504 and Special Education.
- Innovative curriculum delivery with gender-based classes, looping and team teaching.
- Special Education specialized programs on campus include VAC, Life Skills, Structured Communication and Auditory Impairment programs.
- Oversaw more than 30 extra-curricular programs.

Ector County ISD

2007 - 2010

Bowie Junior High School, ECISD, Principal

Summary: *Enrollment of 1,100 within grades 7-9; Rated “Recognized” by TEA in 2009*

- Supervised 2 assistant principals – over 100 staff
- Campus 70% Hispanic and 76% Economically Disadvantaged
- Advanced campus rating from Academically Unacceptable, “AU” to “Recognized” in two years.
- Oversaw personnel decisions and program implementation for all campus faculty in general education, bilingual, G/T, 504, AAP magnet and Special Education.
- Innovative curriculum delivery with gender-based classes, “Got 5” self-monitoring system and team-based achievement.

Ector County ISD

2004 - 2007

Gale Pond Alamo Year-Round Elementary, ECISD, Principal

Summary: *Enrollment of 500 within grades K-6; Rated “Recognized” by TEA in 2007*

- Supervised assistant principal and 70 staff members
- Campus achieved “Recognized” rating from the Texas Education Agency two consecutive years.
- Directed year-round magnet program and its innovative class enrichment during intercession.

DETAILED SUMMARY OF HIGHER EDUCATION WORK HISTORY

University of Texas-Tyler

2017 - Present

Adjunct Professor

- Field service supervisor for superintendent candidates
- Adjunct Lecturer for principals and superintendents



Odessa College

2003 - 2004

Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) – Director

Summary: *Cohort enrollment of 900 Economically Disadvantaged Students*

- Overall supervision for a federally funded grant.
- Supervised 4 full time staff members on two different campuses.
- Increased participation by 26% and increased scholarship monies awarded by 37%.
- Major programs included student mentors, financial aid workshops, college campus tours, dual / concurrent enrollment, study prep for college entrance exams, systematic grade monitoring, retaining current community partners and recruiting new community support.

Texas Tech Health Sciences Center at Odessa

1995 - 1999

Coordinator Graduate Medical Education (GME) Texas Tech Health Sciences Center

- Acted as internal compliance monitor regarding governing body regulations relating to four separate physician-training programs and coordinated annual institutional reviews of programs.
- Facilitate the systematic on-site review by the appropriate governing agencies.
- Acted as personnel officer for resident physicians.
- Performed as campus monitor for medical credentialing of resident physicians.
- Assisted in successful application to the American Council for Graduate Medical Education (ACGME) for categorical Internal Medicine Residency.

PRESENTATIONS

Jan 2018	“Moving From <i>Gunsmoke</i> to <i>Star Trek</i> ; It’s a Dusty Ride,” Texas Council of Women School Executives (TCWSE) Leadership Conference
Oct 2017	“Moving From <i>Gunsmoke</i> to <i>Star Trek</i> ; It’s a Dusty Ride,” TASA /TASB Convention
Oct 2017	“How to Tip Toe Through the Cow Patties Without Getting Your Boots Dirty,” TASA /TASB Convention
Jan 2017	“Facilitating Quality Relationships Using Technology to Navigate and Respect Personal Choices,” TASA Midwinter
Sept 2014	“Budgets; Making Sure You Ask the Right Questions,” TASA /TASB Convention
May 2014	“Achieving Leadership Success Together – A Community Approach” Leadership Roundup John Ben Sheppard Public Leadership Institute
Feb 2011	“Education’s Role in Breaking Poverty,” Black Leadership Conference Panelist- UTPB
June 2010	“It Takes a Village; Including All Stakeholders In Education,” TASSP Summer Workshop
June 2009	“Got 5?,” TASSP Summer Workshop
March 2009	“Quien Habla Data?,” Texas Middle School Association
June 2008	“Data Paves the Way for Student Success,” West Texas Principal Center Leadership Conference

EDUCATIONAL CONSULTING

2017-18	Online Course Development and Delivery for Critical Thinking; Collaborative between JNTUK, JNTU-Kakinada, India and UT Permian Basin English Dept.
2016-17	Community Health Screenings for a Project Based Learning Model; Collaborative between Medical Center Outreach and KISD
2016-17	Avatar Platform; School Registration, Campus Portal and Educational Applications
2014-15	Acclaim India: Global High School Network, Teacher / Teacher development consultant For Critical Thinking and Problem Solving
2014-17	Acclaim 2.0 Education Platform, Star Tech Group Consultant
June 2013	I2Ed Education Conference, Steering Committee member, UT Tyler Innovation Academy



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TRAININGS

2016-17	Leadership Coach Training; Make it YOUR Mark; Superintendent Mentor Training
2016-17	TEA Registered Provider for Public and Charter School Board Trainings
2016-17	Early College High School Requirements - UTPB
2014-17	AVID- Culturally Relevant Teachings
2014	Restorative Discipline / CHAMPS
2014	TexasISD.com Financial symposium in SOF and QSCAB bond restructure
2014-17	Fundamental Five Instructional Monitoring
2013	Digital Learning Design—Transforming Our Schools
2013	TEKS Resource System
2010/ 2011	School Turnaround Specialist Program, Darden School of Business/Curry School of Education, University of Virginia

AWARDS

2009	World Class Leader in Education, Ector County ISD
2003	Regular Educator of Year Award, Texas Council of Administrators of Special Ed (TCASE)

PROFESSIONAL / COMMUNITY MEMBERSHIPS

- Kermit Rotary Club
- Legislative Committee – Texas Rural Education Association (TREA)
- Superintendent Advisory Committee, Region 18 Superintendent Consortium
- Legislative Monitoring Committee - Testing, Chair, Region 7 Superintendent Consortium
- Finance Committee, Region 7 Superintendent Consortium
- Collective Impact Initiative with City of Tyler Business/Education Council
- Texas Council of Women School Executives (TCWSE)
- Superintendent's Visioning Committee – ESC Region 7
- Winona Chamber of Commerce
- Texas Association of Secondary School Principals (TASSP)
- Texas Association of School Administrators (TASA)
- Association for Supervision, Curriculum and Development (ASCD)
- Former Member, Crane ISD School Board
- 4H Parent Volunteer



LIST OF REFERENCES

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