

Paul R Sturm
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April 13, 2022

Office of State Board of Education
650 W State Street, Room 307
Boise, ID 83702

Subject: NIC Zone 5 Trustee Application
Delivered via email to: board@osbe.idaho.gov

Dear Mike Keckler and NIC Trustee Interview Committee:

I am offering myself as an applicant to serve as a North Idaho College trustee for zone 5.

Please find my resume included with this communication. I believe that my education and professional experience can be of value to the college and the State as NIC addresses the recommendations and actions put forth in the external peer panel's final report (March 2, 2022) and Letter of Warning (April 1, 2022).

I have a particular interest in NIC for two main reasons. First, I am a product of a community college from which I gained my footing and a foundation to pursue further educational, career and life opportunities. Second, I live in Kootenai County. I have an understanding of how important NIC is for student opportunities and for the economic wellbeing of the North Idaho region and the State in general.

Being retired, I have time to devote to the challenges facing the NIC board. I am not interested in promoting any particular political or religious perspective. Instead, my interest rests in assuring that faculty and students are able to pursue their educational interests according to applicable laws and policies and without intrusive interference by the board.

The challenges facing NIC are urgent and daunting. Retaining accreditation is essential. I believe these challenges can be addressed with a board committed to focused action toward the directives and recommendations outlined by the NWCCU.

Thank you for your consideration.

Sincerely,

Paul R Sturm, EdD

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Education

Ed.D. Educational Leadership, Washington State University, Pullman WA	<i>2009</i>
Dissertation: Understanding Teacher Leadership in Context: A Qualitative Heuristic Study	
M.A. Educational Administration, Whitworth College (University), Spokane, WA	<i>1990</i>
B.S. Biology Major, Chemistry Minor, cum laude, Eastern Washington State College, (University), Cheney, WA	<i>1977</i>
A.A. Liberal Arts, Spokane Falls Community College, Spokane, WA	<i>1974</i>

Professional Experience

Superintendent, Pullman Public Schools, District # 267, Pullman, WA

2006 - 2016

- Recommend policy and budgets
- Lead levy and bond informational campaigns, 2008 first ever four-year levy at 77% approval; 2012 M&O levy received 79% approval, tech levy at 81% approval; current \$53.5 M bond proposal (February 2013)
- Induct new board members, encourage board development, and promote active involvement in state association and legislative and policy advocacy, adopt a board member by each school
- Lead transparent and collaborative budgeting and resource allocation
- Lead collective bargaining with certificated and classified employee groups
- Cultivate collaborative culture among central office staff and among district principals
- Lead strategic planning with representatives from community, parents, school board, classified and certificated employees, and administrators
- Strategic plan establishes a district-wide common focus on teaching and learning
- Collaborate with assistant superintendent regarding curriculum and instruction and learning achievement
- Collaborate with Information Technology Director, establish a vision for and development of robust district-wide digital network system
- Lead Teacher and Principal Evaluation Pilot and Implementation (Danielson/AWSP Leadership Frameworks)
- Participate with leadership team in two-year Washington State Leadership Academy
- Work with state representative to introduce college in the high school legislation to the house education committee
- Collaborate with County and City to provide fiber optic network among major agency facilities, including all district facilities
- Annual "state of the district" presentations to School Board, Chamber of Commerce, City Council, Lions Club, Rotary Club, Kiwanis Club
- Hosted Nishinomiya, Japan, Department of Education Delegation
- Community volunteer with Chamber of Commerce
- Encourage leadership development among staff and administrators

Professional Experience (continued) Assist. Superintendent, Pullman Public Schools, District #267, Pullman, WA 2002 – 2006

- Assist with a middle school new construction project
- Direct district-wide curriculum, instruction, assessment, special programs, including special education, Title, LAP, HiCap
- Manage State Assessments
- Lead district professional development
- District Compliance Officer: Investigate and resolve complaints and personnel misconduct; assist principals and other supervisors with staff performance concerns

- Review, develop, and update district policy and procedures
- Developed and implement curriculum review and materials adoption process and timelines
- Implement special education transition program
- Created county-wide transition council
- Coordinate WSU College of Education teacher development programs in the schools
- Promote focused job embedded professional development
- Assist superintendent and board in strategic planning
- Assist in the leadership and supervision of specialized staff and administrators
- Compliance officer for the district
- Active involvement with parent, community, business groups, and agencies

Principal, Central Valley High School, Veradale, WA

1994 - 2002

- Provided school level leadership for educational specifications, design, and on-site construction of new high school
- Led selection of staff for transition from 10-12 to 9-12 high school
- Led and managed site based transparent decision making, budgeting, and resource management
- Partnership with Hewlett-Packard, later Agilent Technologies
- Allocated resources toward planning development and installation of the school's first school-wide computer network system
- Continued development of career pathway program
- Led the implementation of block schedule
- Led the development and implementation of student advisory for each student
- Led all aspects of personnel supervision
- Conducted an on-site interagency crisis simulation
- Member of Eastern Washington University administrative Professional Educational Advisory Board (PEAB)
- Leadership and support for award winning arts and activities programs
- Maintained collaborative and supportive leadership team
- Participated in district classified and certificated collaborative bargaining
- Participated and collaborated with parent and community groups

Professional Experience (continued) Vice Principal, Central Valley High School, Veradale, WA

1990 -

1994

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- Administered curriculum, instruction, assessment, master schedule, staff development
 - Supervised curriculum, staff development, assessments
 - Supervised and manage school-wide student behavior and attendance
 - Supervised events and activities
 - Developed alternative program
 - Initiated new district employee assistance program
 - Implemented Career Pathways Program

- Assist in the supervision of instructional and non-instructional staff
- Participated in district-level classified and certificated collaborative bargaining

Teacher, Central Valley High School, Veradale, WA

- Teacher of mathematics, biology, chemistry 1982 - 1990
- Department curriculum coordinator
- Coordinated science laboratory remodel project
- District assessment committee (Student Learning Objective Assessments)
- SADD advisor
- Academic teams coach/advisor (Odyssey of the Mind; Technology, Science, Math, and Engineering TEAMS)
- District curriculum and assessment committees

Other Leadership Experience

- Leadership Coach, Washington State Leadership Academy (2016-2018)
- Adjunct Professor, Washington State University, College of Education, *Pullman, WA* (2014-2016)
- Association of School Administrators, President-elect and President (2011-2013)
- Washington Association of School Administrators, Northeast Region vice president and president (2008-2010)
- Washington Association of School Administrators, special education, superintendent component chairperson (2002-2008)
- WSU College of Education Dean Search Committee (2009)
- Pullman Education Foundation, Ex Officio Board Member (2002 – 2016)
- Pullman Chamber of Commerce, Board Member (2004 – 2016)
- WSU/Nishinomiya Partnership: Delegate to the Nishinomiya, Japan; Presented paper on special education in the United States (2007)
- WSU College of Education, Chair of Teaching and Learning Search Committee (2003-2004)
- Washington State ASCD Board of Directors (2005– 2008)
- Pullman Chamber of Commerce, Artisans Committee chairperson (2003-2004)
- Washington State University, Teacher Professional Education Advisory Board (2004 – 2006)
- Eastern Washington University Administrator Professional Education Advisory Board (1992 – 1997)
- Whitman County Developmental Disabilities, Member Board of Directors (2002 – 2006)
- Whitman County Superintendents - Secretary (2004), Chair (2005)
- NEWESD 101 math advisory committee (2006)
- NEWESD 101 Laser advisory committee (2004)
- Interplayer's Theatre Ensemble Board of Trustees, Spokane, WA (1992-1994)
- Spokane Area Science Teachers Association, secretary and president (1988-1990)

Recent Memberships and Associations

- Spirit Lake Idaho Property Owner's Association Board – Vice President
- Spirit Lake Idaho Historical Society Board – Treasurer
- Washington Association of Supervision and Curriculum Development
- Washington Association of School Administrators
- Washington State School Directors Association
- Association of Supervision and Curriculum Development
- American Association of School Administrators
- National School Board Association
- Pullman Chamber of Commerce
- Kiwanis Club of Pullman
- Lions Club of Pullman

Recent Awards, Recognitions & Publications

- Washington Association of School Administrators Regional Award of Merit, 2013
- Curriculum in Context, *The Art of Teacher and Principal Evaluations*. Washington State ASCD, Spring 2012
- Hotline, 2012 -2013, various newsletter submissions, Washington Association of School Administrators
- Pullman Community Update (an interagency community publication), various newsletter submissions, 2006-2016
- Washington Association of School Administrators Regional Award of Merit, 2009
- Pullman Chamber of Commerce Hall of Fame Modern Category (awarded to Nadine and Paul Sturm, 2007)
- Washington Association of School Principals, Regional Principal of the Year Award, 2001