

# Dr. Steven B. Cook

## Executive Profile

Life-long educator with over 30 years of public school experience. Accomplished Superintendent and Instructional Leader with a passion for teaching and learning and a track record of improving student access, student opportunity, and student achievement through explicit planning and transparent, data-informed decision-making. Systems thinker and motivational visionary with a penchant for collaboration, consensus building, and effectively simplifying complex layered issues into coherent, strategic plans. Ability to build trust and bring diverse opinion holders and thinkers together to partner and problem solve throughout the organization and community to promote access and equity. Fully committed to building relationships to effectively transform schools into a 21<sup>st</sup> century learning model for both educators and students. Values and promotes appropriate risk taking and a student-first approach. Effective communicator that is extremely serious about his work but never takes himself too seriously. Believes that the best leaders model and encourage not only rigorous work but also a culture that cultivates joy and passion for learning to keep staff and students connected, nurtured and engaged.

## Professional Experience

### Superintendent, Coeur d'Alene School District, ID

06/2018 – Present

Leader of the Coeur d'Alene School District, approximately 11,000 students in 18 schools in North Idaho. Managed over \$100 million budget. Successfully built and currently implementing district strategic plan designed to produce highly qualified graduates aligned to our Portrait of a Graduate. Worked highly effectively with the Board of Education to provide quality educational leadership.

#### ■ Successful Levy campaign

- Increased local Levy option from \$16 million to \$20 million annually. 54 presentations across the community for Information campaign, Supported with ~70% yes vote, March 2019.
  - Mental Health supports
  - Increase building/classroom budgets
  - Campus Security officers
  - Staff Pay
  - Trauma sensitive professional development

#### ■ Comprehensive [Strategic Planning Process](#)

- Redesign of District office structure, rewrote Job descriptions to insure focus on teaching and Learning for students
- Coherent [Instructional Framework](#)/[Curricular Management Plan](#) /[Comprehensive Assessment Plan](#)
- Created and Implemented [Equity Framework](#)
- Developed [Social Emotional Learning Plan](#) with specific attention to Mental Health
- Developing Systems performance framework and performance based budgeting framework

- Portrait of a Graduate process and plan
  - Conducted listening sessions and feedback gathering sessions with students, teachers, community members, business leaders, and elected officials to help define the community-wide expectations for all Coeur d Alene Public Schools graduates. [Plan](#) approved by the Board of Education March, 2020.
- Long Range Facility Plan
  - Developed process for tracking and maintaining records on Facilities and buildings of the district and maintaining these assets in the long term [Plan](#).
  - Plan for tracking and addressing Deferred Maintenance of the District's facilities
  - Purchase of 40 acres for long term planning use
  - Negotiating with local developer for partnerships for future growth
  - Reduction and Liquidation of current non-necessary assets.
- Construction of New Elementary School, Fall 2020.
  - Built 550 student elementary school during pandemic, on time and on budget
- Completion of all projects from 2017 Bond
  - 2 comprehensive high school additions
  - Elementary school renovations
  - Middle School addition
- Successfully Implemented Re-Boundaries process across the district
  - Long term feeder systems developed
  - Sites of future schools mapped out
  - Short term and long term needs for schools identified and developed plans to address
  - Restructure Policies and Procedures for District Magnet Schools
- Local, State, Regional, and National advocate for Public Schools
  - Idaho Association of School Administrators Executive Board member
  - Idaho State Superintendent Association State President
  - Idaho Governor's Emergency Council
  - AASA National Governing Board
  - Meet with Legislators, Elected Officials to promote bills and legislative rules
  - Idaho State Board Association (ISBA) Consulting work
- Built and Implemented Reopening Plan due to Coronavirus Pandemic
  - Established eSchool - 1200 student online K-12 school during 2020-2021 school year
  - Built and implemented 4 category reopening plan due to Coronavirus for 17 brick and mortar schools

- Collaborated with Local Health District and surrounding districts on effective planning for Coronavirus pandemic teaching and learning.
- Creation of [Blended Learning Framework](#) to support our Strategic Plan
- Implemented district and community wide communication and feedback strategies
  - Newsletters, Videos, Emails, Social Media, Podcast ([The Sup is On Podcast](#))
  - Start times
  - School Walkthroughs
  - Listening Sessions (Student, Staff, Principals)
  - SPARCC (Superintendent Parent Advisory Resource Community Council)
  - Superintendent's Advisory
  - Student Advisory Group (SAG)
  - Win the Supe for a day, Subbing
  - Bus ride-a-longs

#### **Deputy Superintendent, Douglas County School District, CO**

**06/2016 – 06/2018**

DCSD is a high performing school district that serves 68,000 students across 90 schools in the south Denver, CO metropolitan area.

- Member of Superintendent's Cabinet, instructional leader, direct and indirect supervision of 2000+ employees in 13 departments (Special Education/504, Gifted education, ESL, Early Childhood, Health and Wellness, Certified PD, Classified PD, Curriculum, Evaluation, Academic Systems, Security, Career and Technical Education, Library and Media Services). Manage budget of over \$130 million.
- Served as Acting Superintendent for 3 months (June – September, 2016). Led the district while losing 8 of 13 cabinet members during time of leadership transition while maintaining a culture of high performance. (<https://www.youtube.com/watch?v=OjXL1HeAt6c>) Superintendent's designee in Superintendent's absence.
- Partner with Higher Education/Industry/Manufacturers to broker the first collaboration campus in Colorado – agreement between the school district, local businesses, Arapahoe Community College, and Colorado State University to build a shared campus in Douglas county to deliver an educational, entrepreneurial ecosystem to serve students and adults providing externships, internships, bachelor's degrees and more and supply local workforce with skilled labor.
- Collaboratively implemented a district-wide restructuring and reorganization that reduced overall district expenditures by over \$20 million, and redirected these funds back into schools and staff salaries.
- Serve as District Liaison to the District Accountability Committee – elected parent/stakeholder group tasked to provide input and feedback to the BOE and district - directed by the Board to gather community input on budget priorities and feasibility study of a potential Bond/Mill Levy Override initiative and the most appropriate timeline for deployment.
- Help prepare the agenda for board meetings in consult with Interim Superintendent and Board President.

- Serve with 2 BOE members, Interim Superintendent, and Lobbyist to analyze, discuss, and determine district Legislative platform.
- Member of the Equity Leadership team designed the district vision for Equity

**Assistant Superintendent, Secondary Education, Douglas County School District, CO** **06/2014 - 06/2016**

- Instructional leader for 22 Secondary Schools, consisting of 9 middle schools, 9 high schools, and 4 alternative schools in the 3rd largest district in the state of Colorado – serving 68,000 students.
- Duties include – Implement the strategic plan, monitor systems performance, professional development, instructional leadership, supervision and evaluation of staff, sustain positive relationships with parents and community partners.
- Created, developed and implemented the Academic Cabinet Goals – the district’s approach for full implementation of the district strategic plan.
- Developed a systemic approach to distributive leadership model for 70 + schools. Designed outcome goals for building leadership teams and district coaching teams to facilitate the strategic plan.
- Oversaw the principal search and selection of 10 principals.
- Conducted professional development for over 70 administrators.

**Adjunct Professor, Argosy University, Aurora, CO** **06/2014-06/2016**

- Developed and delivered doctoral level class for graduate students in Education Leadership.
- Developed and delivered doctoral level class for graduate students in Clinical Supervision.
- Committee member for dissertation defense for doctoral students.

**Middle School Principal, Douglas County School District, CO** **06/2013 - 06/2014**

- Supervised over 120 staff at largest middle school in Douglas County School District (1500 students). Duties included: PD of staff, evaluation of teachers, articulation of school vision and mission, building positive and sustained relationships with community partners and parents, management of \$7.5 million budget – including facilities, staffing, projections, and hiring.
- Completely restructured the embedded professional development model to provide relevant and timely professional development for teachers.
- Instituted cultural norms and expectations amongst staff to promote and create a positive, fun work environment.
- Created the district’s first reunification drill, later adopted by the district and implemented across all district schools.

**Middle School Principal, Bonner Springs School District, Bonner Springs, KS** **06/2007 - 06/2013**

Bonner Springs School District is suburban district on the western edge of the Kansas City metropolitan area serving ~2800 students

- Supervised over 70 staff, provided PD, supervision and evaluation of staff, supervision of effective lesson design, responsible for staffing, projections, and hiring.
- Successfully carried out a building-wide implementation of Expeditionary Learning school reform initiative. Moved school off of state's performance level - Needs Improvement categorization, (5-year, \$250,000 implementation plan supported by a grant from the Kauffman Foundation (2007-2013).
- Implemented a building-wide MTSS model, became a model school for the state of Kansas on how to implement a multi-tiered system of supports in high-need schools to meet the needs of struggling learners.
- Implemented a distributive leadership model within the school, developing leadership capacity and teacher/leaders.
- Developed vertically and horizontally aligned master schedule to provide professional learning opportunities articulated by department and by grade level.
- Created, developed and implemented Professional Learning Communities (PLC's) outcomes and guidelines for teams.
- Upon hire, inherited multiple grievances and lawsuit from the teacher's union – successfully worked through issues and built a culture of high trust and collaboration with union leadership.

**Assistant High School Principal, Bonner Springs School District, Bonner Springs, KS** 06/2003 - 06/2007

- Supervised the Science department and Special Education department.
- Provided professional development for entire staff, managed textbook budget, student discipline.
- Built master schedule and managed enrollment for 800 students.
- Evaluation of staff, supervision of 100 + after-school events.
- Implemented F.I.R.S.T. Robotics Team – focus on application of STEM activities.

**Elementary Summer School Principal, Bonner Springs School District, Bonner Springs, KS** 05/2001 -07/2001

- Successfully created, implemented, and evaluated entire summer school program for 120 elementary school students.
- Provided instructional leadership, supervision, and guidance to summer school staff and teachers.

**Energy Manager, Bonner Springs School District, Bonner Springs, KS** 06/1998 - 06/2002

- Tracking district utility expenditures and reporting to the Superintendent and Board.
- Implementation of multiple programs to reduce utility expense and improve carbon footprint of the entire district.

**Dept. Chair – Chemistry/Physics Teacher, Bonner Springs School Dist, Bonner Springs, KS** 06/1993 - 06/2003

- Science Department Chair – taught Biology, Chemistry, Physics, Engineering and Design.
- Athletic Coaching – Boys FB, Boys Baseball.

- Developed and implemented building-wide laboratory & haz-mat protocols.
- Implemented project-based learning classroom approach for science department.

**Science Teacher, Copeland Unified School District, Copeland, KS**

**06/1989 - 06/1993**

- Science Department Chair – taught General Science, Anatomy & Physiology, Biology, Chemistry, and Physics.
- Athletic Coaching – Girl’s Basketball, Boy’s Basketball, Girl’s Track.
- Prom Sponsor – raised money during the year with multiple fund-raisers to finance all Prom activities.

**Education**

<b>Ed.D. Education Leadership &amp; Policy, University of Kansas</b>	<b>2009</b>
<b>M.S. Education Leadership, Emporia State University</b>	<b>2000</b>
<b>B.S. Science Education, Kansas State University</b>	<b>1989</b>

**Presentations**

Dozens of Community Presentations on Bond and Levy Information campaigns

Dozens of Community Portrait of a Graduate Presentations and Listening Sessions

Multiple Boundary Review Sessions

National School Board Association 2017 National Conference

*Becoming a Pioneering Online School for your District*

March 2017, Denver, CO

Target Audience: District Leaders & Board Members

Innovation Summit

*Innovative Staffing Models*

February 2016, Centennial, CO

Target Audience: District Leaders

Innovation Summit

*Building Successful Implementation Plans*

February 2015, Centennial, CO

Target audience: District Leaders

Expeditionary Learning Schools National Conference

*Structuring for Success in Expeditionary Learning Schools*

February 2010, Kansas City, MO

Target Audience: School Leaders

Lawrence, KS Public Schools Professional Development

*MTSS Implementation in Middle Schools*

October 2010 Lawrence, KS

Target Audience: Entire Staff

Kansas Multi-Tier System of Supports Symposium

*Implementation of MTSS: One School's Story*

September 2010, Wichita, KS

Target Audience: School Leaders, Teachers

The Heritage Schools

*Improving Pedagogy by Engaging Learning*

July 2010, Gurgaon, India

Target Audience: Teachers

University of Kansas, Guest Lecturer

*Implementation of MTSS in Secondary Schools*

May 2010, Edwards Campus, Overland Park, KS

Target Audience: Graduate students in Ed. Leadership Classes

University of Kamina, Guest Lecturer

*Effective Practices and Design in Secondary Schools*

July 2009, Kamina, Democratic Republic of the Congo

Target Audience: K-12 Teachers and Administrators

## **Publications**

Cook, Steve. "Determining the Impact of the Use of Interviewer Rubrics on the Reliability of Highly Structured Personnel Interviews," Dissertation, Feb. 2009.

Cook, Steve, "Negative Dose-Response Relationship for Radiation-Induced Micronuclei in Polychromatic Erythrocytes of Mice", Environmental and Molecular Mutagenesis, Vol. 23, Number 2, 1994.

## **Professional and community memberships**

KTEC Board member

Coeur d'Alene Economic Development Council

IASA Executive Board

ISSA State President

American Association of School Administrators Governing Board

EdLeader21/Batelle for kids member

Association for School Curriculum Development

Expeditionary Learning Network

Douglas County Education Foundation Board Member (Former)

## **Honors, Awards, Distinctions**

Governor's Emergency Council 2019 - current

Colorado Accountability Work Group member, 2015 - 2018, - reworked the state accountability system for the state of Colorado

Outstanding Teacher of the Year, 1998, Bonner Springs School District

TRAC fellowship award recipient, 1992, Oak Ridge National Laboratory

## **Certifications**

Idaho Administrator	Cert. # 754863845	Expires 2021
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Colorado Administrator	Cert. # 183946	Expires 2019
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Kansas District Administrator	Cert. # 5682169298	Expires 2018
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## Skills

Building mission and vision to inspire trust and teamwork.

Creating and sustaining a positive climate and culture.

Leading collaborative change with constituent input.

Prudent and resourceful fiscal manager with deep knowledge and understanding of school finance both federal and across multiple states.

Leveraging relationships with legislators, lobbyists, and policy-makers to affect positive change.

Building connections with community members, businesses, and other governmental agencies.

## References

- Casey Morrisroe                      CDA School District Board Chair
- Jennifer Brumley                    CDA School District Board Vice-Chair
- Tambra Pickford                    CDA School District Board Trustee
- Dr. Kate Orozco                    CDA Asst. Superintendent
- Quinn Perry                        Policy & Govt. Affairs Director, ISBA
- Greg Wilson                        Senior Policy Advisor – Governor Little
- David Brinkman                    Leadership Development Specialist, ISBA
- Megan O’Dowd                    Partner, Lyons & O’Dowd Law Firm
- Lora Whalen                        Director, Panhandle Health District
- Scott Murphy                      Education Director PEBC
- Paul Anselmo                      Superintendent, West Bonner SD
- Debbie Critchfield                Chairman, State Board of Education, Idaho
- Kim Ziegler                        CDA Union President
- Ted Knight                        Asst. Superintendent for Schools, DCSD
- Nancy Ingalls                    Chief Personalized Learning Officer, DCSD
- Matt Reynolds                    Chief Systems Performance Officer, DCSD
- Dr. Jason Germain                Principal, Thompson School District