



## Fort Atkinson School District

### Second Interview Schedule

Tuesday, March 5, 2013 – Dr. Paul Mielke

7:00 – 7:30 Meet with Superintendent – Jim Fitzpatrick

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7:30 – 8:15 Luther Elementary School Visit – Dave Geiger

John Peterson 8:25 – 9:10 Purdy Elementary/EC Visit – Rick Brietzke

9:20 – 10:05 4K Tour – Brent Torrenga

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10:15 – 11:00 Barrie Elementary School Visit – Brent Torrenga

Jason Demerath 11:10 – 11:55 Rockwell Elementary School Visit – Vicki Wright

12:00 – 1:00 Lunch with Jason Demerath, Amy Oakley and John Peterson

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1:10 – 1:55 Middle School Visit – Rob Abbott

Amy Oakley 2:05 – 2:50 High School Visit – Jeff Zaspel / Associate

3:00 – 3:30 Meet with Dennis Kuchenmeister, John Ottow, Barb Waara (High School Conference Room)

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Amy, Jason & John 4:00 – 5:00 Casual “Meet and Greet” at Fort Atkinson High School IMC for staff and community (4:50 – Comments by candidate)

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6:00 – 7:30 Casual Dinner with Board of Education (Sammy’s Place)

7:40 Interview with Board of Education (Fort Atkinson High School Conference Room)

## Paul G. Mielke

### Education

- Ph.D. Leadership for the Advancement of Learning and Service, Cardinal Stritch University, 2012
- Master's Degree in Educational Leadership, Cardinal Stritch University, 2005
- Bachelor of Science, University of Wisconsin-Oshkosh, 1999

### Experience

- Principal, West-Allis Central High School, 2009-present
- Assistant Principal (including 2 years as Activities / Athletic Director), Waukesha South High School, 2006-2009
- English Teacher / football coach, Wittenberg-Birnamwood High School, 1999-2006

### Accomplishments as an Administrator

- Created **summer school program** focused on credit recovery and freshman transition. Over 340 credits were recovered by students in the last two summers.
- Facilitated **Next Generational Learning** programs in the forms of blended learning using Moodle for Biology; creation of iPad driven classes in Science, Math, and English; and creation of **Freshmen Academy** that created a house approach for 125 freshmen that focuses on 21<sup>st</sup> century learning skills. First semester results showed significant increase in GPA and attendance, with a significant decrease in behavioral referrals.
- Initiated Data Driven Decisions for **school improvement planning** resulting in improvement in WKCE cell groups in reading: SES (9 points), LEP (15 points), Hispanic (9 points), White (10 points).
- Implemented **PBIS** and daily home room program that focused on student achievement and development. Resulted in decrease of referrals of 17%, decrease of in-school suspensions of 31% and out of school suspensions by 60%.
- Implemented **1to1 iPad** and **Bring Your Own Device** district initiatives. Over 450 students began using district issued iPads at the beginning of the 2012-13 school year.
- **Redesigned teacher evaluation** system to include reflection model focused on differentiated growth.
- Increased **Advance Placement** participation by 37% and increased **ACT** participation by 47% in 2011-2012 school year.
- Analyzed current practices and **realigned staff development** to match district and building goals
- Adopted curriculum and instruction monitoring using the **Classroom Walkthrough Model**. Completed over 2000 walk-throughs that resulted in feedback for teachers to improve instruction and generated data to drive decision making for professional development.
- **Created Classroom Walk Through platform** using Google Docs that **replaced** system that cost +\$20,000 annually for zero cost.
- **Authored policies** in various areas including, AODA, extra-curricular, supervision/instruction and others.
- Facilitated **student services approach** to involve staff in the implementation of a pyramid of interventions in conjunction with Response to Intervention efforts.
- Facilitated the implementation and **national certifications** of **Project Lead the Way** and **AVID**
- Created **community partnerships** including agreements that generate \$18,000 annually for school and opportunities for students to gain experience working within the community.
- Assisted in **renovations of facilities** in Waukesha and West Allis that aided both academic and athletic endeavors. Fitness rooms at Waukesha and West Allis were renovated and updated; two new computer labs were created in West Allis, IMC redesigned in West Allis to create better student access and to create a more productive environment for staff meetings.

- **Developed and led collegial studies** in Lesson Study and Developing Teacher Expertise and offered optional professional development to staff. Over 100 teachers have participated in optional professional development to enhance their daily teaching effectiveness.

### **Accomplishments as a Teacher / Coach**

- Participated as a member of the **building leadership team**. Served as Principal during the day as needed, participated in hiring of new teachers, gave input to building Principal on various issues.
- **Developed new courses** for English department (Honors English 9, Sports Literature)
- Assisted with **successful football program**. Assistant coach and weight room coordinator for team that won six conference titles in seven years and ten playoff games.
- **Created extra-curricular club** focused on personal fitness. The program served over one hundred athletes in a small school regardless of sport interest that focused on increasing the strength and speed of athletes.

### **Accomplishments as Researcher / Presenter**

- Completed dissertation study on **teacher evaluation**, "*Investigating a Systematic Process to Develop Teacher Expertise: A Comparative Case Study*". The study garnered national attention from educational leader Robert Marzano and was promoted as a study that could impact teacher evaluation for the future.
- Dissertation was **featured by Learning Sciences Marzano Center** in multiple formats including a webinar, a link to download the complete dissertation, numerous Tweets, and a webpage dedicated to the highlights of the dissertation.
- **Presented webinar with Robert Marzano** based on findings of dissertation. Was the lead presenter to a national audience that focused on the components of an effective teacher evaluation process.
- **Published** as lead article in **Educational Leadership**, November 2012, "*Keeping Improvement In Mind*". Was the lead author for an article that promoted the idea of using teacher evaluation to drive teacher development.
- **Presented at multiple state conferences** on Lesson Study, Classroom Walk Throughs, Teacher Evaluation. The focus of the presentations was to inform and equip school leaders with tools to implement processes within their own schools and districts.
- **Presenting at international Marzano conference** in Florida in June 2013 on Developing Teacher Expertise. Was invited to speak about the impact of deliberate practice on teaching and findings of dissertation study by Learning Sciences CEO Michael Toth.
- Worked with **multiple school districts** as a consultant to **improve daily teacher practice** through the use of the teacher supervision and evaluation process.
- **Adjunct Professor** –Cardinal Stritch University (beginning October 2013). Have agreed to teach classes in the Master of Educational Leadership program on teacher supervision and evaluation theory and application.

### **Community Involvement**

- **Coached** various sports for following organizations: YMCA, Crosspoint Community Church, recreation department, Oconomowoc Soccer Association.