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## Dr. Anu Ebbe (she/her)

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### Summary

Award-winning equity-centered multilingual leader with the vision, experience, knowledge, and strategies necessary to create collaborative, inclusive, joyful, and high-achieving learning environments for all students and adults.

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### Experience

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#### **MMSD, Madison, WI/Associate Superintendent of Elementary Schools**

07/01/2023-Present

Providing oversight of 11 elementary schools, Madison Promise Virtual Program, and early learning programs.

Coaching and supervising principals to strengthen their instructional leadership in all areas, including the Science of Reading and collaborating with school leaders in the redesign of elementary schools to promote accelerated learning while prioritizing the health and well being of students and staff.

Collaborating with Central Office Departments to design and deliver high quality professional learning for school leaders grounded in equity and continuous improvement.

Leading the coherence of the organizational vision and district improvement plans as a member of the District Based Leadership Core Team providing oversight of improvement at school level, inclusive of federal identification and mobilizing coherent, strategic, and equitable support and resources to schools.

Updating the School Board regarding progress of the District Improvement Plan, including the implementation of the Plan4Learning system used to create and progress monitor school and district improvement plans.

Cultivating and accelerating principals' instructional leadership through coaching to build a strong, cohesive shared leadership culture aligned with MMSD's core values and beliefs, and organizational management principles that lead to achievement of school improvement plan goals.

Organizing Professional Learning Communities for elementary principals to provide emotional support for one another and share and enhance practices across schools.

Assisting the Human Resources Department in refining the principal hiring interview tools, and in hiring, onboarding, and retaining principals through MMSD's LEAD process while developing new principals through induction and ongoing support.

Generating strategic change that continuously elevates the performance of schools and sustains high-quality educational programs and opportunities across the district.

**MMSD, Madison, WI/Deputy Associate Superintendent of Middle Schools**

08/2022-06/30/2023

Supervised and coached principals in the development of school improvement plans aligned with the District's strategic framework, and progress monitoring the plans while encouraging innovation and sharing of ideas across middle schools.

Collaborated with Associate Superintendent and principals to implement inclusive Multi Tiered Systems of Supports across middle schools for academics and social and emotional learning resulting in an average of 3% growth in ELA on the FORWARD exam across middle schools.

Connected principals with community partners to bring robust after school programs to students who need access.

Partnered with Student and Staff Support to develop a scope and sequence for Advisory grounded in SEL standards, Developmental Designs, and student well-being.

Supported principals in developing and implementing plans for hiring, onboarding, and retention of staff.

Coached principals with balancing their budgets and aligning their budgets with school priorities.

Hired, onboarded, and retained high quality and diverse school leaders by creating a comprehensive plan in collaboration with the Human Resources Department.

**Cherokee Heights Middle School-MMSD, Madison, WI /Principal**  
06/2020-08/2022

Collaborated with stakeholders to align school and PTO annual budgets as well as community partners' donations to the school's equity vision and improvement goals established by the School Based Leadership Team.

Elevated student and staff voice in establishing schoolwide

Restorative Justice mindsets and practices while centering the well-being of students and adults resulting in improved student engagement.

Navigated equity issues exacerbated by the pandemic by collaborating with the District to provide students with access to the internet, working with community organizations to deliver rent support to families, and supporting teachers in delivering high-quality instruction in an online learning environment.

Ensured success of the Spanish Dual Language Immersion Program through alignment of standards and focus on achieving the skills of biliteracy, bilingualism, and biculturalism.

Established the school's first Multi-tiered Systems of Support System to establish strong core instruction in both the English Language Immersion Program and Dual Language Immersion Program and providing targeted academic and SEL interventions for students which increased positive behaviors and academic outcomes while reducing referrals to special education.

Developed and implemented a comprehensive special education program for students with disabilities that included professional development for staff, collaborative IEP processes, and implementation of a co-planning and co-serving model.

Applied and selected to be a 1619 Project Education Network School where school teams designed lessons with colleagues around the country bringing America's untold history to classrooms and communities around the globe.

Paired strategic recruitment and hiring with high-quality teacher development to increase retention.

Launched a Family and Community Engagement team to uplift the voices of historically excluded families in school wide decision making, including school improvement planning.

Created and implemented a PR plan to uplift the school and the community through the media.

**Shorewood Hills Elementary School-MMSD, Madison, WI/Principal**  
June 2011-2020

Participated with the central office team and community in the development of the District's core values and beliefs and strategic framework, and progress monitoring the framework goals.

Selected as a member of the Superintendent's Advisory at its inception and examined systems level issues, such as recruitment, screening and selection practices, resulting in stronger tools, resources and processes that supported the change effort that was underway.

Established a School Based Leadership Team that included teachers and staff along with historically excluded families and students to develop School Improvement goals based on student data which resulted in unprecedented student learning outcomes for all demographic groups.

Developed a model for teacher teaming in collaboration with regular education, special education, and English as a Second Language staff which included co-planning, co-teaching, joint reflection on student progress, and instruction adjustment.

Provided professional learning to School Based Leadership Team members related to change management and using the strategies of active listening, coaching, and supportive risk-taking with their colleagues.

Engaged all stakeholders in meaningful ways in school wide decision making and with students and historically excluded families at the center of decisions.

Achieved status of the first Welcoming/Gender Spectrum school in Wisconsin, providing LGBTQAI+ and gender inclusive professional development training, lesson plans, books, and resources integrated across content areas and as a result substantially decreasing bias-based bullying at the school.

**Vel Phillips Memorial High School-MMSD, Madison, WI/Teacher  
01/1999 – 06/2010**

1999-2006:

Designed the Connect Alternative Program to support 9th grade students failing all core subjects.

Developed standards-aligned integrated curricula for math and science for the Connect Program.

Communicated Connect Program design to stakeholders, obtaining feedback for program refinement.

Crafted student assessment systems and tracked student progress for intensive interventions as needed.

Achieved unprecedented growth for students with approximately 80% of students attaining grade level benchmarks within a year.

2006-2009:

Collaboratively designed and implemented standards based lessons for 10th grade mainstream biology classes.

Engaged in collaboration and co-teaching with English as a Second Language and Special Education teachers.

Served as cooperating teacher for student teachers.

Provided Positive Behavior and Interventions to school as the PBIS

Coach. Led professional learning related to Multi-tiered Systems of Support.

Developed the Social Emotional Learning Standards for MMSD as a member of the central office SEL team.

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## Education

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**Doctorate in Educational Leadership 06/2009 – 05/2011** Edgewood College, Madison, USA

Licenses: Principal (5051), Administrator (A001), Director of Instruction (5010), Superintendent/District Administrator (5003)

**Master's in Technology Education 2015-2017** University of Phoenix Online, USA

**Teaching 09/2009 – 05/2013** University of Wisconsin-Madison, Madison, USA

License: Secondary Biology (1605)

**Undergraduate Degree in Microbiology and Immunology 1993** University of Wisconsin, Madison, USA

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## Awards

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(2002), Teaching Award-Memorial High School

(2017), United Nations Equity Award-Shorewood Hills Elementary

(2018), Welcoming Schools Seal of Excellence-Shorewood Hills Elementary

(2019), National Blue Ribbon Award for Academic Excellence-Shorewood Hills Elementary

(2022), Herb Kohl Educational Foundation Principal Leader Award-Cherokee Heights Middle School

(2022), Wisconsin Secondary Principal of the Year-Cherokee Heights Middle School

(2023), Distinguished Alumni Award Edgewood College

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## Presentations

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July 2023: Keynote speaker WIDA : Why multilingualism and providing access to multilingual learners through a personal story.

2021-2023: UW-Madison Psychology Department, yearly workshop on Creating LGBTQIA+ inclusive schools.

2019: Leading During a Time of Crisis: Interviewee in worldwide podcast by Harvard's Graduate School of Education.

2017: Presentation with Wisconsin DPI to Wisconsin State Representatives to adopt the state's Technology Literacy Standards.

2010: Workshop for MMSD's Secondary Teachers: Creating schoolwide PBIS systems.

2007: At-Risk Conference Workshop for Secondary Teachers: Understanding biases and dismantling systems and instruction that lead to inequitable outcomes for Black students.

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**Organizations**

2018-Present: Board Member, Harvard University's The Principal Center: Building instructional leadership capacity among principals through research based professional learning.

2021-Present: Board Member, McKenzie Regional Workforce Center: Providing access and opportunities to skilled trades for youth of color.

2023-Ongoing: AWSA District Leadership Learning Committee: Address most significant barriers and opportunities to Wisconsin school leaders' sustained success, and collectively impact statewide policy making related to students' social and emotional well being and intellectual growth.