

Tanya L. Fredrich, Ph.D.

Superintendent Profile

Passionate professional with extensive experience in executing educational vision, while fostering academic and human excellence within a diverse school district. Expert in strategic planning, curriculum development, inclusive and equitable education, and student/staff development. Adept at forging collaborative relationships, implementing innovative solutions to complex problems, enhancing student outcomes, and keeping updated with educational, legal, and political trends. Demonstrated robust leadership abilities combined with commitment to co-creating continuous improvement and student success.

Areas of Expertise

- Strategic Planning & Execution
- Curriculum Development
- Professional Development
- Program Evaluation
- District Operations & Finances
- Community Outreach/Engagement
- Problem/Issue Resolution
- Leadership & Supervision
- Cross-functional Collaboration

Professional Experience

Elmbrook School District Assistant Superintendent

2020 — Present
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Led teaching/learning division, EC-12 curriculum, MTSS, academic/career planning, summer school program, and programming for EC-12 students. Initiated equity non-negotiables by engaging stakeholders over multiple years to promote diversity/inclusion. Administered contracts with area districts through 66.03.01 agreements for shared services to save costs. Assessed building-level administrative team and customized learning approaches in Pk-12 classrooms. Partnered with local universities for educators' growth pathways and offered low to no cost DPI licensure opportunities in critical teacher shortage areas.

- Oversaw allocation of \$130M annually and \$60M in capital improvements over 10 years through strategic planning without referendums.
- Surpassed District's KPIs by executing vision centered on equity, academic excellence, and student well-being for 7800 students, and 1000 full-time staff.
- Increased student achievement and operational efficiency via continuous improvement process to achieve #1 School District in Wisconsin and #43 in nation.
- Attained 95% staff retention rate through teacher attraction and development initiatives, including compensation model and professional development framework.
- Facilitated advancements in equity/inclusion through collaboration with ICS Equity as community has high diversity.

Superintendent (Interim)

11/2023 — 1/2024

Facilitated collaborative efforts across educational, financial, and policy domains, fostering synergy and alignment. Liaised with Board of Education leadership to proactively address legal considerations, strategize agendas, and evaluate progress towards strategic objectives through district KPIs.

- Managed community, media legal, and board relations in response to criminal charges of board member.
- Hosted the annual Elmbrook Educational Foundation Gala with Executives Director to support development of Robotics and Automation space at Brookfield East to raise \$100,000.

Executed and analyzed EC-12 special education program and student services in line with departmental objectives and educational standards. Oversaw guidance programs, academic career planning, English learners, gifted/talented programming, MTSS, and health services. Cultivated partnerships with neighboring districts to enhance professional development and instructional support. Developed equity/access vision for students irrespective of race, disability, socioeconomic status, gender, or English proficiency to equip for future pursuits.

- Co-created the realignment of service delivery in all areas of student services to increase the access to rigour and relevance for all
- Served as liaison with Family Network, Special Ed Engagement Network, and G&T Parent Advisory Board in addition to holding community forums to address increase in youth's mental health concerns with community.
- Supervised 300 staff members in student services, special education, and WCSEC/Fairview South, administering \$30M budget, while decreasing annual budget by 8% and reducing students with disabilities population from 12% to 9% through robust deployment of multi-tier system of support with all educators.

Director Waukesha County Special Education Cooperative

2007 — 2012

Steered specialized educational services, including deaf hard of hearing, visual impairment, orientation/mobility, and audiology programs. Guided staff in pedagogy method incorporation, community engagement, and parental outreach. Set school's mission, commitments, and continuous improvement strategies.

- Led \$3.4M program budget and co-led \$1.5M for school facility enhancements.
- Launched district-wide nursing/health services and coordinated CPI training across district with RtI/PBIS teams.

Teaching Experience

Adjunct Faculty Member, University Wisconsin-Eau Claire, 2016 — Present

- Developed comprehensive online graduate courses in leadership in special education and pupil services.
- Supervised practicum students through 150 hours of experience and revised licensure program/curriculum.

Adjunct Faculty Member, Carroll University, 2016 — Present

- Instructed introduction to exceptional child, crafted hybrid classes for ongoing course series, and executed 8-credit Director of Special Education and Pupil Services program for university and DPI endorsement for summer 2018 launch.

Adjunct Faculty Member, Cardinal Stritch University, 2016 — 2023

- Led blended graduate classes for instructional leadership: advanced techniques for supporting diverse learners and effective education change management.

*Additional experience as **Teacher** in Kettle Moraine School District, **Assistant Director of Special Education** at CESA #1 and as **Teacher** at Oconomowoc Developmental Training Center*

Education

Certified Professional Coach Program | University of Wisconsin-Madison, Current

Aspiring Superintendents Academy | AASA

Doctor of Philosophy in Leadership, Learning, and Service | Cardinal Stritch

Certification in Administrative Leadership | University of Wisconsin-Milwaukee

Master of Arts in Education | University of Wisconsin-Whitewater

Licensure in Learning Disabilities | University of Wisconsin-Whitewater

Bachelor of Science in Communicative Disorders | University of Wisconsin-Madison

Activity Involvement

Wisconsin Idea Project UW-Madison, 2023 – Present

School Administrators Institute for Transformational Leadership (SAIL) Cohort 10, 2022 – Present

National Advisory Board for Hope Squad, 2020 – Present

Tri-district LightHouse Project with NAMI, 2018 – Present

Wisconsin Association of Supervision/Curriculum Development (WASCD) Member, Present

Wisconsin Association of School Administrators (AWSA) Member, Present

Excellence Gold Apple Award Winner, 2021

Aspiring Superintendents Academy National Cohort, AASA, 2019 – 2020

Waukesha Community Health Improvement Plan and Process (CHIPP) Tri-Chair, 2018 – 2022

Syracuse University Schools of Promise Presenter, 2018, 2019, 2021

Belfer National Conference Educators U.S. Holocaust Memorial Museum Washington DC Attendee, 2018

Social-Emotional Learning for the United States (SEL4US), 2017 – 2019

DPI edTPA Work Group, 2016

Parents United, Executive Board President, 2015 – 2019

iSummitWISCO Leadership Creator, 2014 – 2019

National Leading for Social Justice Institute Summer, 2012 – 2017

ICS Equity in collaboration with Elise Frattura, 2012 – 2020