



District 211 Names New Superintendent

PALATINE, IL – The High School District 211 Board of Education on Thursday appointed Dr. Judith Campbell as the ninth superintendent of the state’s largest high school system. Campbell will replace Dr. Lisa Small when she retires in June following three decades as a District 211 teacher, coach, principal and district administrator.

Dr. Campbell currently is Deputy Superintendent of Kansas City, Kansas Public Schools, where her leadership has focused on three priorities: developing an aligned curriculum to ensure quality education for all students; establishing multi-tiered systems of support to address both academic and social-emotional learning needs; and leveraging data-driven decision-making to derive growth and success for students.

“We are excited to welcome Dr. Campbell as our next District 211 leader,” Board President Anna Klimkowicz said. “It is clear she is committed to empowering students to achieve their greatest potential, which aligns directly with our own mission. Her track record of educational rigor and success also supports our values of innovation, equity, wellness and accountability. Our Board is confident in her ability to build on our prior successes and continue to maintain and create a legacy of excellence.”

Dr. Campbell’s appointment is effective July 1, 2025 at a gross salary of \$275,000. Her initial approved contract with District 211 is for a period of four years.

A native of Kansas City, Missouri, Dr. Campbell brings more than 25 years of educational transformation to District 211. She began her career as a special education teacher, earning a reputation for her ability to connect with and motivate students. As a champion of innovation, she has been recognized as a T-Mobile Trailblazer.

She holds a Bachelor's in Science in Education from the University of Kansas, a Master's of Arts in Teaching with endorsements in Special Education and English Language Learners from the University of South Florida, an Education Specialist Degree in Educational Leadership from Nova Southeastern University, and a doctorate in Educational Leadership and Policy Analysis from the University of Missouri. She also completed the AASA-Howard University Urban Superintendents Academy.

As she prepares to begin her District 211 tenure, she is committed to fostering a culture of excellence, equity and innovation using her guiding philosophy of "The Power of 1" – which underscores her belief that when one adult, one school, one district and one community unite as advocates, every student has the opportunity to succeed.

"I am deeply honored to serve as the next Superintendent of Township High School District 211," Dr. Campbell said. "Our community deserves to celebrate the incredible achievements within District 211, and I am excited to share and amplify these stories."

Her appointment follows a national search that included focus groups and a survey providing input on preferred characteristics and District strengths and opportunities. More than 2,000 staff, students and community members participated.

Dr. Small began her District 211 career more than 30 years ago, starting in 1992 as a science and mathematics teacher at Hoffman Estates High School, where she also served as the girls and boys volleyball coach. She was named an assistant principal at Hoffman Estates High School in 2000 before moving to Fremd High School as an assistant principal in 2002. In 2004, she served as director of instructional improvement before being named principal at Fremd High School. Prior to her 2020 appointment as superintendent, she spent six years as associate superintendent for instruction.

Dr. Small has been instrumental in increasing advanced placement and dual credit course offerings as well as bolstering career and college readiness through pathway opportunities and implementing the District's new wellness program, Student Readiness Plan and an increased focus on equity, student support and excellent staff. She was recognized by the Illinois State Board of Education with Those Who Excel awards in 2011, 2016 and 2018.

District 211's five high schools and two alternative schools serve more than 12,000 students annually. All five high schools have received state and national recognition.