



Shannon Anderson, PhD



[Redacted]



[Redacted]



[Redacted]

EDUCATION

DOCTOR OF PHILOSOPHY

Educational Leadership & Policy Analysis

University of WI-Madison

MASTER OF SCIENCE

Educational Leadership & Policy Analysis

University of WI-Madison

MASTER OF ARTS

Education

University of WI-Madison

BACHELOR OF ARTS

Art & English Education

St. Olaf College

KEY SKILLS

- Relationship-driven leader
- Leading effective teams
- Strong communication
- Advocate for educational equity
- Organizational strategy
- Data driven decision making
- Administration leadership
- Mentor & teacher for aspiring administrators
- Active community volunteer

SUMMARY

I am an experienced educator and administrator with 17 years of service in the Oregon School District. Throughout my career I have held positions as a classroom teacher, associate principal, building principal, director of student services, and adjunct professor. My extensive leadership experience and comprehensive understanding of our district uniquely qualify me to serve as the next superintendent.

LEADERSHIP EXPERIENCE HIGHLIGHTS

Oregon School District Director of Student Services (2022 - present)

- Created strategic framework and all key operating procedures for new administrative position.
- Led team of 34 student services professionals across 7 school sites.
- Secured over \$100,000 in grant funding to support student mental health.
- Applied for and received \$30,000 in grant funding to ensure access for our students experiencing homelessness under McKinney-Vento.
- Coordinated community mentor program that serves 70+ students / year.
- Collaborated with community partners to increase school-based mental health services to support 200 students each year.
- Implemented districtwide social emotional learning data and trauma/ depression screeners.

Oregon Middle School Principal (2013 - 2022)

- Led team of 95 educators and staff members to deliver effective educational experiences and services to 600+ middle school students.
- Facilitated a cross-district multidisciplinary team through a process to design a \$7 million building addition and remodel.
- Successfully led team to implement District initiative to transition assessment practices from traditional to standards based reporting.
- Developed and aligned building budget to meet student needs and strategic priorities.
- Planned and facilitated building, administrative, and district-wide professional development related to educational equity, highly effective instructional practices, professional learning communities, curriculum writing, Educator Effectiveness.

Oregon Area Food Pantry Board of Directors (2022 - Present)

- Collaborated on budget development, communication strategies, fundraising planning, mission, vision, and goals.
- Revised board bylaws and position descriptions.

Shannon Anderson, PhD

An experienced educational leader committed to relationships, collaboration, strategic improvement, and equity

[REDACTED]
Oregon, WI 53575
[REDACTED]

Administrative Experience

Director of Student Services: Oregon School District: Oregon, WI. July 2022-Present.

- **Created** strategic framework and all key operating procedures for new administrative position.
- **Led** team of 34 student services professionals across 7 school sites.
- **Secured** over \$100,000 in grant funding to support student mental health.
- **Applied** for and received \$30,000 in grant funding to ensure access for our students experiencing homelessness under McKinney-Vento.
- **Coordinated** community mentor program that serves 70+ students each year.
- **Collaborated** with community partners to increase school based mental health services to support 200+ students each year.
- **Partnered** with Oregon Area Food Pantry to provide food assistance to 100+ Oregon School District families during school breaks.
- **Implemented** districtwide social emotional learning data and trauma/depression screeners.
- **Facilitated** district-wide attendance alignment to ensure consistent, strategic, and legal practices.
- **Hired, supervised, and evaluated** nurses, social workers, school counselors, school social workers, social emotional learning coaches.
- **Developed and implemented** district reunification and behavioral threat assessment and management processes.
- **Revised and implemented** new school board policies to ensure student safety and well being.
- **Led and planned** district-wide professional development related to trauma, restorative practices, reunification.
- **Co-facilitated** professional learning for school counselors related to data and program impact.
- **Fostered** collaborative relationships with staff, students, families, school board, and community members.

Principal: Oregon Middle School: Oregon, WI. July, 2013-June, 2022.

- **Led** team of 95 educators and staff member to deliver effective educational experiences and services to 600+ middle school students.
- **Facilitated** a cross-district multidisciplinary team through a process to design a \$7 million building addition and remodel.
- Successfully **led** team to implement District initiative to transition assessment practices from traditional to standards based reporting.
- **Developed and aligned** building budget to meet student needs and strategic priorities.
- **Collaborated** with district staff to begin bilingual program at Oregon Middle School.
- **Planned and facilitated** building, administrative, and district-wide professional development related to educational equity, highly effective instructional practices, professional learning communities, curriculum writing, Educator Effectiveness.
- **Led** educators in curriculum writing and alignment process.
- **Planned and facilitated** faculty meetings, team meetings, and department meetings focused on district values and student needs.
- **Presented** at school board meetings on school performance, equity, leadership plans.
- **Hired, supervised, and evaluated** certified staff, support staff, and administrative assistants.
- **Designed** building master schedule.
- **Mentored** new principals and advised practicum principal students.
- **Served** on Badger Conference Principal Committee, Association of Wisconsin School Administrators Secondary Principal Advisory Committee, District Mentoring Committee.

District PK-12 Summer School Principal: Oregon School District: Oregon, WI. May 2012-August, 2013.

- **Coordinated** summer school programming for over 2000 students.
- **Hired** and **supervised** teachers and support staff.
- **Implemented** data based practices to align with student needs for intervention classes.

Associate Principal: Oregon Middle School: Oregon, WI. July, 2011-July, 2013.

Associate Principal: Oregon High School: Oregon, WI. July, 2009-July 2011.

- Coordinated multiple alternative programs at the high school level that increased graduation rates.
- Implemented Positive Behavior Intervention and Supports for first time at high school.
- Served as representative of local educational agency on student individualized educational program meetings and reviewed student individualized educational plans and related paperwork.
- Coordinated all-school testing.
- Supervised students to ensure safety in a variety of settings.
- Monitored student attendance and developed interventions to increase attendance.
- Supported student behaviors.
- Coordinated building safety plans.
- Participated on the following committees: District Administrative Team, District Safety Team, Multi-Tiered System of Supports, Joining Forces for Families, United Way Achievement Connections, Oregon Cares, Scholarship.

Teaching Experience

Adjunct Professor: Department of Educational Leadership and Policy Analysis, University of Wisconsin-Madison: Madison, WI. 2022-Present.

- Evaluating and Supporting Educators 703.
- Leadership for Inclusive Schooling 835.

Adjunct Professor: Edgewood College: Madison, WI. 2021-Present.

- Curriculum Planning 602 for Master's of Educational Leadership Program.
- Curriculum Planning 602A and AREDU 690 for Accelerated Secondary Program.

Art and English Teacher: Verona Area High School: Verona, WI. 1995-2009.

- **Facilitated** student learning in a variety of art and English courses.
- **Created** a safe and fully inclusive learning environment for all students.
- **Initiated** fully inclusive regular education art classroom experiences for students with significant disabilities.
- **Integrated** technology into instruction to improve problem solving and to develop 21st century skills.
- **Collaborated** with special education case managers and English learner staff to meet individual learner needs.
- **Established** connections with community organizations and professionals to enhance student learning.
- **Developed** and **implemented** new curriculum for multiple international study abroad classes.
- **Advised** the following: Art Club, Forensics, One-Act Play, Literary Arts Magazine, Academic Decathlon, National Honors Society
- **Participated** on the following committees: Alternative Learners, Alternative Schedules, Analysis of Student Work, Building Technology, Diversity, Mentoring, Scholarship, Site Council, and Sunshine.
- **Served** as teacher leader in the following roles: VAHS Art Department Chair, K-12 Art Department Chair, site council representative, mentor to new teachers, technology trainer, analyzing student work facilitator, Sugar River Gallery director, Wisconsin Art Association Regional Youth Art Month Chair, Wisconsin Art Association Fall Conference Planning Committee, IDEAS curriculum researcher.

Community Leadership Experience

Board of Directors. Oregon Area Food Pantry, Oregon, WI. 2022-Present.

- **Revised** board bylaws and position descriptions.
- **Contributed** to budget development, fundraising planning, mission, vision, and goals.
- **Presented** to community groups and attended community events.
- **Trained** new pantry volunteers.
- **Developed** recognition strategies for volunteers and donors.
- **Assisted** with distribution days, food drives, food sorting, fundraising events.

Parent and Family Council. Luther College. Decorah IA. 2023-Present.

- **Welcomed** parents and families at annual college events.
- **Provided** feedback on college mission, goals, and strategic plans.
- **Served** on virtual admission panels for prospective families.

Personnel Committee Chair. St John's Lutheran Church, Oregon, WI. 2017-2019, 2025-Present.

- **Facilitated** meetings.
- **Revised** personnel policies and position descriptions.
- **Developed** hiring protocols.
- **Supported** employee relations by addressing personnel concerns and facilitating conflict resolution.

Education

- **Doctor of Philosophy:** Educational Leadership and Policy Analysis. University of Wisconsin-Madison: Madison, WI. 2019. Dissertation topic: How do principals collaborate with teachers to lead for social justice in predominately white, affluent schools?
- **Master's of Science:** Educational Leadership and Policy Analysis. University of Wisconsin-Madison: Madison, WI. 2009.
- **Master's of Art:** Education. University of Wisconsin-Madison: Madison, WI. 2001. Thesis topic: How do teachers include students with significant disabilities in the regular education classroom?
- **Bachelor's of Art:** English and Art Education. St. Olaf College: Northfield, MN. 1995. Phi Beta Kappa.

Licenses and Certifications

- **Wisconsin Superintendent:** Pre-Kindergarten through Grade 12.
- **Wisconsin Director of Instruction:** Pre-Kindergarten through Grade 12.
- **Wisconsin Director of Special Education and Pupil Services:** Pre-Kindergarten through Grade 12.
- **Wisconsin Principal:** Pre-Kindergarten through Grade 12.
- **Wisconsin Art Education Master License:** Pre-Kindergarten through Grade 12.
- **Wisconsin English Education License:** Seventh through Grade 12.
- **National Board Certification in Early Adolescent Through Young Adult Art.** 2008.

State and National Presentations

- **Leading for Student Learning and Well Being:** 2020. Presented session to aspiring administrators at AWSA's Aspiring Administrator's conference.
- **Standards Based Grading in Infinite Campus:** 2015. Presented session on standards based grading at the second level at the Infinite Campus Spring Users' Group Conference.

- **Bullying Prevention: From Classroom to Community:** 2014. Presented at the Wisconsin's Building the Heart of Successful Schools Conference.
- **Association of Wisconsin School Administrator's Aspiring Administrator Program:** 2010. Participated on panel to share perspectives on the work of building principals with aspiring administrators.
- **Wisconsin Content Guidelines for Principal Licensure Project:** 2009. Served on panel with other principals to provide feedback on principal preparation programs.
- **So, You Want to Become a National Board Certified Teacher?** 2008. Presented to K-12 art educators at the Wisconsin Art Education Association Fall Conference.
- **Guest Speaker:** 2004-2009. University of Wisconsin-Madison Department of Art Education. Presented about inclusive educational practices in the high school art room.
- **Secondary Lesson Plan Exchange.** 2001, 2002. Facilitated lesson exchange sessions for high school art teachers at the Wisconsin Art Education Association Fall Conference.
- **Creating Online Instructional Resources for Free.** 2000. Presented session at National Council Teachers of English National Conference.

Administrative Professional Learning

- **Superintendent Leadership:** The School Superintendents Association (AASA) Aspiring Superintendent Academy, Wisconsin Association of School District Administrators (WASDA) Sponsored Member, Association of Wisconsin School Administrators (AWSA) Aspiring Superintendent Workshop.
- **Leadership:** Adaptive Schools, Association for Supervision and Curriculum Development Conferences, Association of Wisconsin School Administrators Conferences, Danielson Framework, Drew Howick on Group Facilitation and Strategic Planning, Educlimber, Nextpath, Leadership Now, Managing to Lead, Mediation Skills for Managers, Teachscape.
- **Equity:** Beyond Critical Consciousness Institute, Critical Consciousness Institute, Culturally Responsive Teaching and the Brain, Innovations with Equity, Leading for Equity Institute, National Equity Project Leading for Equity, National Association of Multicultural Education Conference, National Equity Project Coaching for Equity, Nehemiah Justified Anger, Restorative Justice Circles, Teaching with a Cultural Eye.
- **Highly Effective Instructional Practices:** Academic and Career Planning, Authentic Intellectual Work, AVID Discover, Corwin PLC+, Differentiation by Staff Development for Educators, Hattie's Visible Learning, Literacy by the Lakes, Next Generation Science Standards, Personalized Learning, Standards based grading, Teachers' College Reading and Writing Project Summer Reading Institute.
- **Whole Child:** International Institute for Restorative Practices, Trauma Sensitive Schools, Behavioral Threat Assessment and Management, Collaborative & Proactive Solutions (Ross Greene), GSAFE conferences, Mental Health First Aid, Learning and the Brain Conference, Positive Behavior Intervention and Supports, Signs of Suicide.
- **Safety:** Standard Response Protocol, Standard Reunification Method, Behavioral Threat Assessment and Management, Non-violent Crisis Intervention, IS-100.c: Introduction to the Incident Command System.