

**Kelly Liane Glick**  
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## **OBJECTIVE**

- Provide professional development and instructional leadership in collaboration with administrators and teachers to implement research based instructional strategies to improve student learning and engagement

## **LICENSURE**

- Administrative Specialist; Curriculum Instruction and Professional Development
- Principal Grades 5-12
- Guidance and Counseling, Master of Arts BGSU 1997
- Biology, Chemistry, Physics, General Science grades 7-12; Bachelor of Science, Ohio University 1985

## **PROFESSIONAL EXPERIENCE**

### **Donnell Middle School** Findlay, OH

**Assistant Principal** 2013 to present

- Collaborate with agencies and local businesses to implement a mentorship program for at-risk students and Trauma Informed Care training for 800 employees
- Supervise and evaluate teachers using iObservation
- CCIP
- Lead BLT and grade level team meetings
- Facilitated book studies on Marzano's Art and Science of Teaching
- Collaborated with Directors of Instruction to develop student, teacher and parent surveys
- Curriculum Council member
- Second Step and PBIS implementation
- Early Warning System data analysis and interventions for at-risk students
- Assist with state assessments
- Assist with building committees and academic pep rallies

### **Findlay High School** Findlay, OH

**Assistant Principal** 2006 to 2013

- Conducted professional development utilizing Rigorous Curriculum Design and Adaptive School strategies to assist teachers in developing curriculum using common core standards
- Facilitated staff book studies on Classroom Instruction that Works and Adaptive Schools
- Challenge Day coordinator; Facilitated a community/school committee to change school culture
- Wrote and obtained grants and funding for Challenge Day and district/community bullying presentation
- Coordinated Jodee Blanco anti-bullying presentation for middle schools, high school and community
- Coordinated speakers for the OGT lecture series
- Presentations for the board of education
- Designed professional development and facilitated staff meetings, teacher based teams, department chair meetings, and faculty council
- Co-facilitated BLT meetings
- Facilitated writing curriculum with music and special education teachers for a new course
- Supported, mediated and problem solved with students, staff, parents and community members by e-mail, phone and in person
- Collaborated with the Special Education Coordinator, school psychologist and special education teachers to conduct IEP, MFE, BIP, 504 and Manifestation Determination meetings

- Utilized data to revise discipline policies and procedures; Supervise ISA and Tuesday school
- Utilized student perception survey data to improve campus climate
- Coordinated and supervised student teachers and methods students from various universities
- Assisted administrators and fire and police department officials to conduct state required safety drills
- Participated in CPI, ALICE, Threat Assessment Management training; Supported the implementation and creation of the crisis plan as a member of the crisis management team
- Publicity of events
- Supervised and evaluated Science, Communications, Music, Art and Special Education Departments and teachers; Supervised and assigned duties to a secretary and counselor
- Conducted staff interviews for job openings; Orientation for new staff
- Chair of Dance Committee; Facilitated a consensus with a group of parents, teachers and students
- Member of the BLT, Curriculum Council, Community Diversity Coalition, Chemical Health Testing and LPDC Committee
- Wellness Committee Building Leader
- Initiated and coordinated building-wide student survey and smart goal to collect data for the BLT
- Utilized survey, attendance, discipline, grades, demographic, and testing data to make instructional decisions and identify students at risk
- Supervised discipline and attendance; networked with probation officers and mental health agencies
- Developed truancy intervention plans; monitored students on attendance watch and attended court
- Activities Principal 2006-2012; supervised activity advisors, pep rallies, dances, assemblies, field trips, homecoming events, senior picnic/events, and graduation
- Approved field trips, purchase orders, building permits, school calendar, activities budgets
- Conducted walk-throughs and observations using iObservation software
- Revised and obtained board approval for the student, faculty and activities handbooks
- Revised scheduling procedures and registration forms; assisted with the change from grade level to alphabetical teaming and year-long credit to semester credit

### **Perrysburg High School Perrysburg, OH**

#### **Director of Guidance 1998 to 2006**

- Supervised counselors and interns, completed evaluation documents and new teacher orientation
- Wrote K-12 Written Guidance Plan and guidance brochure
- Co-chaired committee to revise teacher evaluation procedures and forms
- Built the master schedule and coordinated student registration utilizing SASI III and XP, POISE
- Coordinated registration fair and graduation ceremonies
- Coordinator of FLOYD (Friends and Leaders of Youth Diversity) and Challenge Day Program with goal of reducing bullying, cliques, and prejudice
- Member of the Intervention Assistance Team (IAT), School Improvement Team (SIT), Testing Committee, Code of Conduct Committee, and Ranking Committee
- Balanced the guidance budget
- Counseled students, parents and faculty on a variety of personal, and academic concerns
- Oversaw student records, enrolling students, local scholarship selection
- Created Career Pathways Book and incorporated use into career counseling
- Coordinated the Alternative Learning School, Foreign Exchange Program, Post Secondary Options Program and Military Liaison
- Networked with the school psychologist, JDC, Penta Career Center and other agencies
- Chair of loss support group and conducted depression assessments
- Published on-line newsletters and newspaper articles
- Implemented Discover Program, Prep HQ and on-line appointment calendar

**Elmwood High School** Bloomdale, OH

**Guidance Counselor** grades 9-12; 1997-1998

- Built the Master Schedule
- District and Building Coordinator of state exams, COPS, CAPS, SDS, PSAT
- Organized Explore Penta Day, the BGSU career forum and Owens College Fair
- Developed Peer Mediation Program

**Fairbanks High School** Milford Center, OH

**Biology, Chemistry and Physics teacher** grades 9-12; 1987-1993

- Wrote Environmental Science, Anatomy and Physical Science curriculum
- Chair of Science Department; Science Club and Freshman Student Council Advisor
- Initiated and coordinated district-wide Earth Day Celebration: Coordinated presentations by the Columbus Zoo, ODNR, OSU professors, and the Ohio Assistant Attorney General, publicity of event

**ADDITIONAL EXPERIENCE**

**Haag Environmental Company** Van Buren, OH; February 1995-August 1996

- Environmental scientist responsible for chemical research and AutoCad Computer Design

**Battelle Memorial Institute - Pathology Section** Columbus, OH; August 1986 – August 1987

- Instructed employees in necropsy (dissection)
- Completed histology procedures; solution preparation, tissue embedding and microscopic evaluation

**American Business Equipment** Columbus, OH; August 1985 – August 1986

- Instructed clients on use of office equipment and supported sales staff during meetings with clients

**Borg Warner Chemicals** Washington, WV; May 1983 – August 1984

- Performed qualitative and quantitative tests on plastics in a QA and Color Laboratories
- Project assistant; analyzed the comparison of quality assurance data versus chemical suppliers specification sheets to determine future testing in Borg Warner facilities
- Conducted and attended safety meetings

**PRESENTER**

- Adaptive Schools; OASSA fall conference 2012
- NASSP conference; Challenge Day 2011
- Rotary; 2010
- Marathon corporation world wide presentation for diversity week; 2008
- Challenge Day; OASSA fall conference 2008
- Take the FLOYD Challenge: From Research to Implementation; AOCC 2005
- Put the Fun Back Into Counseling; AOCC, Penta Career Center, and District 5 and 8, 2003 and 2004
- Communicating Against Adversity; HiSan Incorporated, Findlay, OH
- Charting a Course with Career Pathways; Holiday Inn French Quarter and AOCC 2000
- Discover Careers: 2000 and Beyond; AOCC 1999
- Emotional Intelligence: BGSU, Glenwood Middle School and AOCC 1996
- Gender Equity in the Classroom; BGSU 1997

**CONTINUING EDUCATION**

- Ed.D. Leadership Studies; Bowling Green State University fall 2013
- Formative Assessments Cohort 7 2014-2015
- Eric Jensen Game-Changers: Brain-Based Training for Change Agents 2014
- Eric Jensen Poverty Training 2013

- BGSU Assessment Writing 2013
- Threat Assessment Management and ALICE training 2012
- OTES; Earned Certificate of Achievement 6-26-2012
- FIP (Formative Instructional Practices 2012
- Rigorous Curriculum Design 2012
- CPI; Crisis Prevention 2012
- Adaptive Schools 2011 and 2012
- Book study with administrative team; Trust Matters by Megan Tschannen-Moran
- DI and RTI Inservices 2012
- Marzano's Leaders of Learning Program December 2009 – 2011; iObservation Walk-Through
- iPad Training 2011
- OLAC and Making Ohio Schools Work; Summer 2011
- BLT and Data Team training February 2011
- Book study with administrative team; Leading In A Culture of Change by Michael Fullan 2010
- Motivating That Student; December 2010
- OASSA fall conference 2010
- RTI (Response to Intervention); Spring 2010
- Quality Tools; February 2010
- OASSA Student/Parent Handbook Workshop; February 2010
- HB276 training; February 2009
- Crisis Management for School Based Incidents; August 2009
- DataWerks / Testing Werks Training; July 2008 and October 2009
- Poverty Training / Ruby Payne; August 2007
- Dr. Forget (reading strategies), Quality Tools Workshop, Poverty Workshop and Walk Through Training; 2006 – 2007
- 21<sup>st</sup> Century School Administrator Skills Assessment Program and Leadership seminars; BGSU 2006
- Navy Base, San Diego, CA; June 2006
- Air Force Academy Educator Tour; December 2005
- Flexible Scheduling for High School Freshmen; November 2005
- Admission's Advisory Board Member at BGSU, Miami University and The Ohio State University
- Next Step Training Community Workshop (Challenge Day follow-up)
- Pearson School Systems Master Schedule Building Workshop; February 2005
- No Wrong Door Training; April 2005
- Paris Island South Carolina Marine Boot Camp; Lackland Air Force Base San Antonio Texas; Naval Air Station Pensacola Florida; Fort Jackson Army Tour and Naval Academy Annapolis, Maryland
- Succeeding with Difficult Students, Andrews University 2004