

HEATHER NEWELL

HEATHER.NEWELL@USU.EDU

PROFESSIONAL SUMMARY Dedicated educator with expertise across the classroom, school, district, and state levels. Skilled in leadership within urban Title 1 schools and committed to educational equity, inclusion and experiential learning. Experienced in teaching master's level courses and program coordination. Passionate about mentoring staff, educators, and future school leaders.

SKILLS

- Written and verbal communication
- Capacity building and mentorship
- Strategic planning and systems alignment
- Collaboration and teamwork
- Facilitating meeting and professional learning
- Organized and reliable
- Accountable and trustworthy
- Resourceful and creative problem solver
- Managing complex tasks
- Building and sustaining positive relationships
- Reflective learner always open to feedback

WORK HISTORY

AUGUST 2023- PRESENT

School Leadership Faculty Program Coordinator and Instructor
Utah State University | Logan, Utah

- Coordinate master's and licensure programs for K-12 School Leadership
- Advise, mentor and support students and future school leaders
- Spearhead accreditation for annual review and quality assurance and program improvement with Association for Advancing Quality in Educator Programs
- Teach graduate level courses in School Leadership
 - TEAL 6080: Leadership and the School Principal
 - TEAL 6500: School Finance and Resource Management
 - TEAL 6050: Theories of Instructional Supervision
 - TEAL 6280: Instructional Practices for Diverse Learners
 - TEAL 6330: Leadership and the School Community
 - TEAL 6090: Theories of Instructional Leadership in Education
- Collaborate with Utah Consortium of Educational Leaders

APRIL 2022-JUNE 2023

Education Specialist- Center for Continuous School Improvement
Utah State Board of Education | Salt Lake City, Utah

- Program development and coordination: interpret state and federal laws, statutes and rules to identify, educate, and support districts and charter schools across the state in Comprehensive Support and Improvement (CSI) for schools in the 2022 Cohort
- Contributed to "silo busting" to break down barriers and build interagency alignment to better support Local Education Agencies.
- Built relationships with external stakeholders and agencies to increase

support for schools

- Assisted and participated in State professional learning opportunities including Leadership for Instructional Transformation with WestEd, Utah Principal Supervisors Academy with West Ed and Assessment to Achievement Plus with Ed Direction
- Recognized educational program improvement requirements and support consultants and school leaders in developing solutions
- Planned, formulated and assessed goals, policies, and activities designed to support school performance and effectiveness

JULY 2014-APRIL 2022

Principal, Backman Elementary

Salt Lake City School District | Salt Lake City, UT

- Led with a clear school vision by developing *Another World is Possible at Backman Elementary* with short and long-term goals driven by data and the needs of students; focused, inclusive, and visionary
- Mentored current principals, assistant principals, administrative interns, colleagues, teacher leaders, school staff and community members; modeled and shared knowledge, experience and expertise based on purpose-driven and distributive leadership
- Onboarded, trained and supported new and career teachers with high expectations, sound school-wide systems and researched-based practices
- Supported educators through differentiated professional learning, individualized assistance and thoughtful resource allocation
- Navigated a complex and dynamic response to teaching and learning during the COVID19 pandemic, including distributing materials, technology and food to homes, welfare checks, teacher guidance in online learning, ongoing communication with all stakeholders, and constantly pivoted when new needs arose
- Teamed up with three partner schools to collaboratively use data, best practices, and research-based school improvement methods to inform our practice based on National Center for Urban School Transformation frameworks
- Fostered a school climate of responsiveness, equity, growth, and positive change, including a yearlong professional learning series for all Backman staff based on addressing racism in education
- Facilitated research-based, and job-embedded professional learning for all educators in my building based on the needs of our students and community both in-person and online
- Provided teachers with effective, targeted, growth-evoking feedback; conducted beginning, middle and end-of-year conferences, performance evaluations and successfully developed Collaborative Intervention Plans for both career and provisional teachers
- Led a Hub School for special education mild/moderate programming by creating collaborative classrooms for Academic Support, Behavior Support and Diagnostic Kindergarten: Backman was selected to be a Hub School based on our innovative work in fully integrating self-contained students into general education classrooms, granting them high quality, grade level core content with peers
- Hired a diverse workforce that reflected our student population: nearly half of Backman faculty and staff lived in the surrounding neighborhood and/or were

- BIPOC, reflective of the rich and diverse fabric of our community
- Built strong systems around Restorative Positive Behavior Intervention and Support including cultural responsiveness: created an inclusive Multi-Tiered System of Support for BIPOC, students with disabilities, students who are gifted, students who identify as LGBTQ, and students from diverse backgrounds to ensure social emotional growth and academic achievement
 - Engaged our community through collaboration in building the Bridge to Backman: Partnered with Salt Lake City Engineering and Parks and Public Lands to secure public funds for a \$1.2 million project to build a bridge across the Jordan River and develop a safe route to school, natural open spaces and an outdoor classroom connecting our school to our community; extensive coordination with multiple City departments, government agencies, contractors, district Facility Services Department and partner organizations
 - Developed School and Community Partnerships by maintaining and nurturing partners from over 40 organizations to provide service and support for our students and families
 - Spearheaded a districtwide pilot for a K-12 vertically aligned experiential education program to align curriculum and get students in the field for hands on learning
 - Built partnerships with University of Utah including collaboration with multiple departments to support and inform each other's work: Urban Institute for Teacher Education, Educational Leadership, Special Education and University Neighborhood Partners, Kinesiology and Educational Psychology
 - Effectively managed and leveraged budgets for a large Title 1 school including district, state, and federal funds, private donations, and discretionary monies; learned the parameters of the funding sources and created and supported programs needed to run an innovative public school through thoughtful resource allocation

JULY 2011-JUNE 2014

Assistant Principal, North Star and Parkview Elementary Schools

Salt Lake City School District | Salt Lake City, UT

- Implemented Professional Learning Communities driven by data and focused on students
- Managed and began to implement a 5 year 21st Century Grant worth nearly \$500,000 with a focus on community engagement
- Connected with district Community Learning Centers to enhance our community connections and improve our programs
- Analyzed teacher and student data to create change and positively impact student achievement
- Created and oversaw the master schedule to increase learning time and decrease behavioral referrals
- Lead the implementation of Positive Behavior Intervention and Support Team (PBIS) from the beginning through the first year which included the planning and facilitation of professional development for PBIS for all school staff
- Implemented individual, classroom and grade level targeted behavior interventions
- Collected, analyzed and utilized school data, curriculum-based measurements and benchmark assessments to inform how to best meet the needs of our diverse student population during the school day and in our after school

program

- Worked with our principal to manage budgets, write Land Trust Plan and analyze staffing reports
- Served as after school supervisor and aided in supervising certified and classified employees
- Implemented staff recognition program to honor the hard work of our staff

AUGUST 2008-JULY 2013

District 504 Coordinator

Salt Lake City School District | Salt Lake City, UT

- Developed the updated 504 Guideline Manual for our district which included the creation of new forms and procedures
- Prepared for and conducted 504 meetings at the elementary and secondary school level district-wide
- Negotiated the dynamics between parents, teachers and administration to best meet the needs of students
- Planned and prepared for 504 trainings in faculty meetings in all 39 schools in our district
- Facilitated training and provided on-going support for 504 Liaisons in each school
- Conducted student observations and provided feedback to teachers, parents and administrators
- Used multiple forms of data to determine student eligibility and develop appropriate accommodations
- Worked to address the inequities within our 504 programming
- Acted as the spokesperson for our district regarding Section 504

AUGUST 2008-JULY 2013

Exceptional Children Services Data Specialist

Salt Lake City School District | Salt Lake City, UT

- Managed and compiled data for Special Education, Extended Learning Program and Section 504
- Prepared data for federal and state compliance requirements for Special Education
- Conducted a comprehensive Special Education program evaluation using the Utah Program Improvement Planning System (UPIPS) for Salt Lake Center for Science Education
- Carried out a district-wide Special Education file audit for UPIPS
- Managed and prepared testing data for the Extended Learning Program
- Gained knowledge of computer applications (Access and Excel) as well as district programs and resources

AUGUST 2004-JUNE 2008

Special Education Teacher, Franklin Elementary

Salt Lake City School District | Salt Lake City, UT

- Served students K-3 through inclusion and pullout services depending on their needs
- Managed and maintained student records
- Developed Individualized Education Programs (IEP), conducted IEP meetings, performed testing, monitored student progress and supported classroom

teachers

- Participated in the school Student Services Committee to identify students who need additional supports and services

EDUCATION

JULY 2014 TO MAY 2016

Program Participant: Partnership for Leaders in Education University of Virginia, Charlottesville, VA

MAY 2011

Master of Science: Educational Leadership and Policy University of Utah, Salt Lake City, UT

- Winifred H. Dyer Scholarship recipient
- PreK-12 School Leadership Licensure

JUNE 2006

Endorsement: English as a Second Language Brigham Young University, Provo, UT

MAY 2004

Mild/Moderate K-12 Certification: Special Education Utah State University, Logan, UT

MAY 1999

Bachelor of Science: American Studies Utah State University, Logan, UT

AFFILIATIONS

- Council of Chief State School Officers
- Utah Rural Schools Conference
- Utah Alternative Education Association
- Utah Elementary School Principal Association
- National Center for Urban School Transformation
- Council for Exceptional Children
- Utah Promising Youth Conference
- Utah Consortium of Educational Leaders
- Association for Advancing Quality in Educator Preparation
- Utah Education Policy Center