TO: Board of Trustees  
FROM: Dr. Stephens, Superintendent  
DATE: July 25, 2018  
SUBJ: High School Principal Recommendation

I will be recommending Mr. Scott Winter to become the next Churchill County High School Principal. Mr. Winter comes to us having been an assistant principal and principal in schools in Nevada, Wyoming, and Colorado. His experiences include: school improvement, school turnaround leadership, master scheduling, data analysis, professional learning communities, creativity and innovation leadership, PBIS, and athletic direction. He is also a strong proponent of trauma-informed schools and restorative practices.

We had a strong pool of finalists including:

Brad Barton--CCMS, Dean  
Brenda Boone--CCHS, Vice Principal  
Stacy Griffin-Cooper--WCSD, District Administrator  
Kathryn Bervin-Mueller--WCSD, Special Education and General Education Teacher

Also, we utilized committees to provide insight and input in the selection. These committees spent time with each candidate during the interview process. The committee membership included:

<table>
<thead>
<tr>
<th>Admin</th>
<th>Community</th>
<th>Parents</th>
<th>Staff</th>
<th>Students</th>
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</thead>
<tbody>
<tr>
<td>Summer Stephens</td>
<td>Nathan Strong</td>
<td>Janine Malkovich</td>
<td>Erick Gremlich</td>
<td>7 students participated</td>
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<tr>
<td>Shawn Purrell</td>
<td>Tami Richardson</td>
<td>Steve Easter</td>
<td>Steve Johnson</td>
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<td>Deriil Parsons</td>
<td>Carla Pomeroy</td>
<td>Cheryl Sam</td>
<td>Keith Lund</td>
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<tr>
<td>Kevin Lords</td>
<td>Tricia Wentz</td>
<td>Kayla Muller</td>
<td>Myke Nelsen</td>
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<td>Jane Moon</td>
<td>Natalie Palmacho</td>
<td>Elsie Lee</td>
<td>Jamie Shafer</td>
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<tr>
<td>Len George</td>
<td>Elsie Lee</td>
<td>Renie Knittle</td>
<td>Trudy Dahl</td>
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<td>Sara McGowan</td>
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<td>Chelle Dalager</td>
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<td>John Johnson</td>
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<td>Mike Hogan</td>
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The Churchill County School District prohibits discrimination in employment, educational programs, and activities on the basis of race, color, national origin, ancestry, creed, religion, age, disability, marital status, veteran status, sex, sexual orientation, gender identity or expression, associational preference, or any other category protected by applicable state or federal law and provides equal access to the Boy Scouts and other designated youth groups. Sex discrimination includes sexual harassment and sexual violence, and these actions are strictly prohibited. The following person has been designated to handle inquiries regarding the non-discrimination policies: Summer Stephens, Superintendent, 690 S. Maine Street, 775-423-5184.
July 17, 2018

Churchill County School District
Attn: Ms. Lori Norcutt
690 S. Maine St.
Fallon, NV 89406

To the Selection Committee,

It is with excitement that I apply for the principal position at Churchill County High School. I am extremely confident in my abilities to lead, encourage, and engage staff and students, and I look forward to the opportunity to lead staff and students to the highest levels of excellence and integrity!

First, a little bit about myself: I was raised in Wyoming and graduated from the University of Wyoming. I was a high school social studies and theatre teacher/director for 12 years in Wyoming, Texas, and Colorado, and was a cross country and track coach for nine. I have spent the last six years as an administrator in Wyoming, Colorado, and, most recently, Nevada, where I have been serving as an elementary school principal in Pahrump. As the instructional leader in a 100% Title I school, my focus has centered on providing equity in learning, building foundational skills found within state standards, and meeting student’s social-emotional needs so all students had the opportunity to succeed every day.

As an administrator, my focus has always been on developing strong relationships, helping teachers help students, creating a positive and healthy school culture, and preparing every student for their next step. I have extensive training in PLC’s, the data process, and school improvement, and I have attended Harvard’s School Turnaround Leaders training. It would be a privilege to develop, lead, and follow through on these focus areas within the school community.

I have been fortunate to have many opportunities to grow and develop as a leader, and as a result, I bring valuable, varied, and practical experiences. As the leader who led school improvement, I was successful in increasing overall attendance rates to 90% at Kelly Walsh High School in Wyoming. A strong focus on improving ELA/literacy and math scores across each demographic area decreased achievement gaps, specifically in FRL, IEP, and minority groups. To achieve this, I helped lead focused PLC work based on ACT data, and coached teachers how to use this data to inform and improve their teaching. As a result, that school’s state accountability reporting went from “Not Meeting” to “Meeting” in one school years’ time. This same process is can easily be used on SBAC testing to achieve the very same outcome, to individualize and differentiate in classrooms, and to create stronger bonds with parents and the school community.

I have also led small learning communities that specifically focused on STEAM, IB methodology, and exploratory learning. Other experience includes four years of master scheduling and registration, serving as the safety/crisis manager in three different buildings, and leading preparations for accreditation visitation. I have worked with budgets, especially as an AD, and kept them in the black. I am very knowledgeable in the PBIS process, as well as trauma-informed and restorative practices. My leadership style is collaborative, highly energetic, and includes a good dose of humor and laughter! However, my favorite work is building and maintaining strong, positive relationships with students, staff and the community to ensure a healthy and safe climate and culture for all.

I believe that a foundation based on skills as students move through all phases of their education will prepare every student for their future. It is my wish to continue to develop my own skills as an instructional leader at the secondary level. I am excited to discuss and share more with the committee as to how I can positively contribute to CCHS in more detail.

Respectfully,

Scott Winter
Scott A. Winter

2216 Reagan Ave., Apt. 205, Rock Springs, WY 82901
307.262.4069
scottwinter1971@gmail.com

PROFESSIONAL KNOWLEDGE & QUALIFICATIONS

School Improvement lead
Master Scheduling
Multi-Tiered System of Support (MTSS)
Project-based Learning/Buck Institute
Professional Learning Communities
ACT/College and Career Readiness alignment

Trauma-Informed Schools & Restorative Practices
School Turnaround Leader
Design Qualities/Working On the Work
Education Technology/Software
Why Try Intervention Specialist
STEM/STEAM small learning communities

EDUCATION

University of Phoenix, Colorado Springs, CO
Principal Licensure Certification, 2011

Walden University, Minneapolis, MN
Master of Science, Integrating Technology in the Classroom, 2007

The Boston Conservatory of Music, Boston, MA
Musical Theatre study, 1997-1998

University of Wyoming, Laramie, WY
Bachelor of Arts, Secondary Education, 1995
Coaching Endorsement: Cross Country and Track & Field

LICENSEURE

K-12 Principal (NV, WY)
Social Studies Comprehensive 6-12 (NV, WY)

LEADERSHIP EXPERIENCE

Principal, JG Johnson Elementary, Pahrump, NV
- Instructional and management lead of a 510-student Pre K-5 Title I school

Assistant Principal, Rock Springs High School, Rock Springs, WY
- Discipline and Attendance
- Instructional leadership

Assistant Principal, Durango High School, Durango, CO
- Head of DAVINCI small learning community (STEAM)
- Data analysis and review of school programs and procedures of an 1100-student school
- Safety lead

Assistant Principal, Kelly Walsh High School, Casper, WY
- School improvement lead and master scheduler of an 1800-student school
- Led professional development around College and Career Readiness standards/skills
- Revamped and improved attendance accountability to 90%
- Crisis Manager

Interim Athletic Director and Attendance Administrator, Vista Ridge High School, Colorado Springs, CO
- Created a more efficient method of scheduling games and officials
- First to track comparative data on student attendance data in a 1200-student school
- Collaborated with a team that created a new modified block schedule
Athletic Director, Custer County High School, Westcliffe, CO
- Realigned sports offerings to comply with Title IX
- Improved communication with the community through more effective media relations

TEACHING & COACHING EXPERIENCE

AP US History, US History & World History
Kelly Walsh High School, Casper, WY

AP European History, World History & US History
Head Cross Country and Track & Field Coach
Vista Ridge High School, Colorado Springs, CO
Sand Creek High School, Colorado Springs, CO

American History, Government & AP Government
Custer County High School, Westcliffe, CO

Social Studies, Speech, & Theatre
Head Cross Country and Track & Field Coach
Rifle High School, Rifle, CO

7-9 Theatre Arts
Assistant Football and Track & Field Coach
J. T. Hutchinson Jr. High School, Lubbock, TX

7-12 Social Studies
Head Track Coach, Assistant Jr. High Girls Basketball Coach
Farson-Eden Schools, Farson, WY

LEADERSHIP, COMMITTEE WORK, AND TRAINING

- Harvard Graduate School of Education School Turnaround Leaders training
- Southern Nevada Leadership Network
- NYC Leadership Academy coaching
- Title I National Conference
- Helped revamp Durango High School’s Athletic/Activities Code of Conduct
- SolutionTree PLC Institute trainings
- AdvanceED continuous improvement trainings
- Why Try-certified intervention specialist
- Academy-based scheduling committee member
- AP Institute (US History/Government) training
- HR Advisory Committee member
- Kelly Walsh Crisis Management Team leader
- Data Committee member, Kelly Walsh High School
- School Improvement Plan committee member
- Infinite Campus grade book coach
- District Curriculum Planning Council member
- School Scheduling Committee member
- Superintendent’s Advisory Board member
- College Options Program Committee Chair
- Design Qualities/Working on the Work training

- Founding Board Member, Pagosa Springs Center for the Arts