

Kimberly M. Fricker Ed. D.

[Contact info redacted for online publication]

EDUCATION: University of Southern California (USC): Los Angeles, CA

Doctor of Education (Ed. D.) in Educational Leadership

Wayne State University (WSU): Detroit, MI

Masters of Counseling

Michigan Technological University (MTU): Houghton, MI

Bachelors of Science: Clinical Laboratory Science

Secondary Education: **Major:** Biology **Minor:** Chemistry

MISSION: To develop an interconnected learning environment driven by collaboration, innovation, and student specificity while creating a culture of interconnection and support.

PROFESSIONAL WORK:

California State University - Long Beach (CSULB)

Associate Professor – Educational Law

07-2017 -- Present

University of Southern California (USC)

Guest Lecturer – Doctoral Program

07-2015 -- 06-2016

EMPLOYMENT:

Palos Verdes Peninsula Unified School District

Assistant Superintendent – Educational Services

07-2016 -- Present

Executive Director

07-2015 -- 06-2016

Executive Expertise

- Board policy and administrative regulation update and implementation
- Brown Act guideline utilization and proficiency
- Collaborative leader who fosters trust with all stakeholders
- Communicator who imparts multi-directional and cyclic communication systems
- Complex project management utilizing multi-variable systems model
- Conflict management through the use of productive struggle model
- Culture of positivity, productivity, and continuous improvement
- Evaluation models using gap analysis model to identify areas of need or poor performance
- Federal Program Monitoring (FPM) compliance adherence
- Goal setting, alignment, integration, and action plan development
- Leadership cultivation and development from every position
- Legal filings, subpoena requests, legal settlements and legal consultation with council
- Negotiation member - classified and certificated
- Partnership development and integration
- Performance management and mentorship of support staff, faculty, and administrators
- Risk management and compliance adherence
- Strategic plan alignment with the inclusion of programmatic, fiscal, and technical components
- Sustainability management planning
- Systems management, alignment, integration, and annual evaluation

Chief Academic Officer

- Administrative and operational oversight for 16 schools including;
 - o 1 preschool, 10 elementary schools, 3 intermediate schools, 1 alternative high school, and 2 comprehensive high schools.
- Coordination of support for specialized programs including;

- athletics, activities, and STEM
- Counseling/Guidance program coordination - counselors, psychologists, and student support specialists
- Dashboard and data monitoring, building a culture of data inclusion and continuous improvement
- Federal, state, and county legal mandate integration
- Instructional technology sustainability planning and management
- Curricular adoption - selection, development, and implementation;
 - English Language Arts K-12
 - English Language Learner K-12
 - Mathematics K-Algebra II
 - Next Generation Science Standards K-12
 - Socio/Emotional learning K-8
 - Positive behavior intervention and support (PBIS) model K-8
- Multi-tiered system of support to provide intervention for students in the areas of;
 - Academic, Behavioral, Emotional / Social
- Online academic academy integration and monitoring
- Professional development aligned to Board and department goals
 - 300 classified, 600 certificated, 55 administrators
 - Leadership Institute for professional development – annually in June
 - Administrator Development 2 day seminar
 - Certificated Staff Development 4 day seminar
 - New administrators, staff, and faculty quarterly seminars
- Standardization of process;
 - Attendance / SARB
 - Discipline / Expulsion / Investigations
- Strategic planning - academic programs, assessment, attendance, curriculum, and instruction
- Student services coordination to activate crisis intervention and threat assessment intervention
- Student wellness program focused on increasing the socio/emotional health of students
- Support plans to address the needs of EL, GATE, Special Education, and STEM

Fiscal Management

- Participated budget reduction planning
- Successfully pursued grant opportunities
 - Arts for all grant
 - Block Grant Funding
 - Specialized Secondary Programs (SSP) grant
 - TUPE grant
- Budget – development, oversight and evaluation
 - Educational Services General Fund
 - Perkins funding
 - Supplemental funding
 - Title I, II, and III funding
- Facility Master Plan – committee member
- LCAP - development, oversight and management

Human Resources

- Coordinated hiring / staffing for educational services and special education
- Interviewing and processing of staff
- Section allocation to secondary sites - master schedule building
- Negotiations Team Member – Classified / Certificated

Public Relations and Community Outreach

- California State University – Dominquez Hills (CSUDH) - STEM Partnership
- California Association of Supervisors of Child Welfare and Attendance (CASCWA) – Board Member
- Counseling And Support Services for Youth (CASSY) Partnership
- Parent University - Parent Education Seminars
- Peninsula Education Foundation (PEF) Partnership
- PTA / PTSA Partnership
- Sacramento Capital Convoy – Educational Advocacy Member

- Special Education Local Plan Area (SELPA)
- South Bay Chief Instructional Officer (SBCIO) – Member

Committee work

- Curricular Advisory Committee – Lead
- District English Learners Advisory Committee (DELAC) – Advisor
- GATE Committee – Advisor
- LCAP Committee – Lead
- Technology Committee Member

Systems Management - Quality Assurance

- Athletic / Academic Coach Compliance
- Complaints - Williams, Title IX, Uniform (UCP) & Office of Civil Rights (OCR)
- Crisis Management Plan
- Local Control Accountability Plan (LCAP)
- School Accountability Report Card (SARC)
- Single Plan for Student Achievement (SPSA)
- Student Safety Plan
- Public Request Act (PRA)
- Threat Assessment Protocols

High School Principal – Orange Unified School District 07/2013 –06/2015

Accomplishments

- \$210,000 Aviation Specialized Secondary Program (SSP) Grant
- \$30,000 Microsoft Showcase School Award

Leadership

- Bond Initiative & Campaign / Facility Master Plan Development
- School Accountability Report Card
- School Site Safety Plan
- Single Plan for Student Achievement
- WASC site visit 2015

Professional Development

- Close Reading - Annotation, Citation & Complex Texts
- Enduring Understandings & Essential Questions
- Lesson Design / Performance tasks / Rigor / Relevance / Depth of Knowledge

Systems management - Quality Assurance

- Departmental Handbooks
- Facility Improvement - DSA process

Assistant Principal – Huntington Beach Union High School District 07/2010 – 06/2013

Counseling, Curriculum & Instruction

- Master Schedule Development - 90 teachers
- Registration and Placement of 2,500 students

Discipline

- Activities / Athletics
- Attendance / SARB / Suspension / Expulsion Process

Guidance Counselor - Department Coordinator 08/2001 – 07/2010

Science Teacher - Biology, Chemistry, Physics, Physical Science – 9th-12th 08/1997 -08/2001

References List Provided

Mr. Richard Philips	PVPUSD Board Member	[Redacted]	[Redacted]
Dr. Donald Austin	Superintendent – Palo Alto Unified School District		[Redacted]
Dr. Joanne Culverhouse	Superintendent – La Habra City School District	[Redacted]	
Dr. John Bowes	Superintendent – Davis Joint Union School District	[Redacted]	[Redacted]
Dr. Sherine Smith Search	Firm Consultant	[Redacted]	[Redacted]
Dr. James Scott	Professor - California State Long Beach	[Redacted]	[Redacted]
Mrs. Lydia Cano	Deputy Superintendent – Buena Park Unified School District	[Redacted]	[Redacted]
	Chief Business Officer (CBO)		
Mrs. Christine Byrne	Peninsula Education Foundation (PEF) President	[Redacted]	[Redacted]
Mr. Bruce Colin	Teacher–Palos Verdes Peninsula High School PVPUSD	[Redacted]	[Redacted]