

Barbara Hickman

Education

Doctorate in Educational Leadership: Northern Arizona University, Phi Kappa Phi
Master of Arts, with Honors, Educational Administration, Saint Mary's College of California
Bachelor of Science, Science Education, University of Minnesota, Minneapolis, Minnesota
Bachelor of Arts, Geology, University of Minnesota, Minneapolis, Minnesota

Credentials Obtained: Multiple Subject Self-Contained Classroom K-8, Single Subject Physical Science 8-12, Clear Administrative Credential, Superintendent Credential, Arizona and California, Administrator K-12, Colorado

Professional Experience

June 2017-Current Adjunct Faculty/Faculty Supervisor, Grand Canyon University

Provide supervision, mentoring and evaluation for students enrolled in the teacher and administrator preparation programs, including site visits and coordination with the cooperating district personnel. Teach both in person and in a blended/remote setting.

March 2016-May 2017: Associate Commissioner, Quality Instruction and Leadership, Colorado Department of Education, Denver, Colorado

Provided leadership strategic and tactical planning, budgetary and personnel oversight for four units within the department. Those four units made up the majority of CDE employees, and interfaced with the Legislature, school districts, other political and governmental offices and the Colorado Department of Higher Education.

- Teaching and Learning,
- Federal Programs,
- Exceptional Student Services
- Educator Effectiveness. Those four units made up the majority of CDE employees, and interfaced with the Legislature, school districts, other political and governmental offices, and the Colorado Department of Higher Education

March 2010-February 2016 Superintendent, Flagstaff Unified School District

Personally responsible for the performance of 1,400 employees and 10,000 students in the 3rd largest geographic district in the United States.

- Strategic Leadership resulting in:
 - A District wide State evaluation letter grade improvement
 - Reversed a twelve-year trend in enrollment loss to a 450-student gain.
 - Attracted top local and business talent to the district leadership team
 - Sought out as a primary resource for all other rural and Northern Arizona districts
 - Recognized by State and National organizations for: Evaluation system, community engagement, district STEM focus
 - Championed the development of secondary and elementary magnet programs for educational enrichment and to ensure the district remains a district of choice in the community, receiving national attention for our tri-lingual elementary program.

- Engaged the local medical community in the school district resulting in a mobile health care program and 5-year grant for fit-kids programs in every elementary school
- Established a Northern Arizona Focus upon local education through partnerships with Northern Arizona University, Coconino County Schools, City of Flagstaff, Private business groups, Non-profits. Routinely asked to speak at local events supporting community and state wide educational concerns and successes
- Improved employee infrastructure including business office and personnel systems.
- Maintain a strong and positive relationship with elected Governing Board members

July 2007-Dec. 2009

Associate Superintendent, Flagstaff Unified School District

Position includes all the areas listed in previous positions with curriculum and instruction. FUSD also adds the following responsibilities:

- Supervise counseling, nursing and other student support services for almost 11, 00 students.
- Supervise 11 directors and their programs, state and federal and district
- Improve curricular consistency with maps, district wide common assessments and district wide staff development
- Serve on Governor's P-20 committee on education in Arizona, acting with others in the state to set goals and reform agendas
- Supervise site administration and assist with evaluation

2002-2007

Assistant Superintendent, Educational Services and Certificated Personnel, Patterson Joint Unified School District, Patterson, California.

- As listed in Director position, continued responsibility for all K-12 curricular and educational services
- Direct supervision and evaluation of all certificated personnel
- Lead annual strategic plan review community/school committee
- Design, implement and oversee all district staff development
- Serve on negotiating team
- Interpret and implement No Child Left Behind and other state and federal requirements.
- Supervision of alternative education programs including adult education, independent study and community based programs
- Development of district wide literacy/direct instruction coaches at each school site

2001-2002

Director of Curriculum and Educational Services, Patterson Joint Unified School District, Patterson, California

- Assess the effectiveness of school/district programs in achieving district goals
- Guide curriculum committees in educational program decisions
- Develop and implement district programs such as K-12 writing, core and extended literature list, and articulated GATE courses
- Direct district and state student assessment programs
- Supervise English Language, gifted and other special programs
- Direct selection and disbursement of instructional materials

Awards, Grants, Accomplishments and Media

Invited Presenter, "Policies and Practices to Support Equity for Transgender Students"
AERA National Conference, Chicago, April 2015

Invited speaker at state conferences, including to the Arizona School Public Relations Association and the Arizona School Administrators

Invited speaker for Flinn Foundation's Bioscience Roadmap event, 2014

Invited member for community discussions in the Philosophy in the Public Interest convenings, an enterprise sponsored by Northern Arizona University's Department of Philosophy

Asked to serve on Governor's P-20 Council Task Force on Race to the Top 2011

Partnered to write a \$1,000,000 TAH (Teaching American History) grant

Served as Principal Investigator for a \$500,000 Science Foundation Arizona (SFAZ) grant centered on astronomy

Invited member of Northern Arizona University's College of Education Dean search

Invited member of the NAU COE's leadership team

Supervised, mentored and evaluated Superintendent interns for NAU's College of Education

Member of the Coconino Community College President's Advisory Council.

Member of the Alliance Council, Flagstaff, engaged with policy, personnel, governmental interactions and collaborative projects with the City, County, Northern Arizona University, Coconino Community College and the school district

Extensive media experience, writing and speaking, including AzEdNews, February 2015, "AZ School Leaders: How Proposed Cuts Will Affect Students"

Authored "Stating Our Fiscal Impact", AASA School Administrator, September 2014

Authored blog post for "Expect More Arizona" and article for Arizona Administrators Association magazine 2014

District featured in Arizona School Board Association Journal Spring 2012, "Getting to Graduation"

District featured in "Learning and Leading", the magazine of the International Society for Technology

District awarded Apple Distinguished Program 2013-2015 for innovative use of iPads for K-3 reading

Athena Award Nominee, January 2015

National Appointment, National Ski Patrol, Number 10070