

April 21, 2015

Mr. Pat McHugh, Executive Director of Business
Missoula County Public Schools
215 South Sixth ST W
Missoula, MT 59801



Dear Pat:

I am pleased to submit my application for consideration by the Missoula County Public Schools Board of Trustees as they seek to identify an interim superintendent for the 2015-16 academic year. I offer nearly thirty-five years of progressively responsible leadership experience in our schools, including seven years of classroom teaching experience, twenty-two years of service as a building principal and six years as a district-level executive director.

Pragmatic leadership is characterized by two essential elements: principles and experience. The principles of honesty, integrity, fairness and transparency are the foundation of my approach to leadership. These characteristics, coupled with the extensive experience and institutional knowledge I have developed in my years of service to MCPS, lead me to be uniquely qualified to address the challenges facing the district. The inter-relationship of principles and my experience will enable me to practice efficient and effective decision making.

Of primary importance during an interim year is our need to continue implementation of the "Achievement for All" plan and to develop community consensus around the "Smart Schools 2020" plan and bond election. My understanding of the historical, political, economic and social context of the community and MCPS as well as the critical relationships I maintain within the district and the Missoula community will facilitate this work.

Throughout my tenure I have demonstrated a daily relentless commitment to the success of every student. As interim superintendent that commitment to students will be the single most important factor in each decision I face.

As a Missoula native I consider myself fortunate to have the opportunity to work in this community and to collaborate with the students, staff and community members to create a high-quality school system. I look forward to the challenges and opportunities which will be presented in the coming year and appreciate the trustees' consideration of my application for the position of interim superintendent.

Best regards,

A handwritten signature in cursive script that reads "Mark A. Thane".

Mark A. Thane

Mark A. Thane
604 West Artemos DR
Missoula, MT 59803-1504
(406) 552-8124

Degrees/Credentials:

Master of Education (Education Leadership)
University of Montana, Missoula

B.A. Elementary Education
University of Montana, Missoula

Endorsements:

Elementary Curriculum	Class 1, Level 1
K-12 Principal	Class 3, Level 3
Superintendent	Class 3, Level 3

Education-Related Experience:

Executive Director of Human Resources and Labor Relations
Missoula County Public Schools
November 2013 to Present

Executive Regional Director, Region 1
Missoula County Public Schools
July 2009 - November 2013

Principal, Chief Charlo Elementary School
Missoula County Public Schools
July 1995 - June 2009

Principal, C.S. Porter Middle School
Missoula County Public Schools
July 1990 – June 1995

Elementary Principal, K-8
Target Range S.D. #23
July 1987 – June 1990

Classroom Teacher
Missoula County Public Schools
January 1981 – June 1987

Current Memberships:

School Administrators of Montana (SAM)
National Association of Elementary School Principals (NAESP)
Society of Human Resource Managers (SHRM)
American Association of School Personnel Administrators (AASPA)
Association for Supervision and Curriculum Development (ASCD)

Community and Professional Engagement:

National Science Foundation Noyce LABT Committee, University of Montana
Brain Lab Advisory Board – spectrUM, University of Montana
Board of Directors, Missoula Family YMCA (2007-2013)
Board of Directors, Swim Missoula, INC. (2006-2010)
Board of Directors, Young Audiences of Western Montana (past member)
Professional Judgment Panel, Montana Office of Public Instruction (2006)
Toiton Institute for Educational Change Leadership Academy
Leadership Missoula 11, Missoula Chamber of Commerce

Committee Memberships and Professional Development:

MCPS Certified Collective Bargaining Team (MEA)
MCPS Classified Collective Bargaining Team (MMCEO)
MCPS Administrative Meet and Confer Team (1990 to 2009)
MCPS Sabbatical Leave Committee
MCPS Transfer Advisory Committee (2000-2004)
MCPS Salary Schedule Study Committee (2000-2002; 2005)
MCPS Contract Review Committee (2003-04 and 2014-15)
MCPS School Day Study Committee (2003-04)
MCPS Math Curriculum Steering Committee
MCPS Communication Arts Curriculum Committee
MCPS “Project EXCEL” (Gifted Education) Committee
Chair, MAEMSP Middle School Concerns Committee (1992-95)
DataWise, Harvard Graduate School of Education
Professional Learning Communities at Work
SHRM Essentials of Human Resource Management Certificate Program
Principle-Centered Leadership, Covey Leadership Center
Response to Intervention
Best Practices in Instruction and Assessment (Northwest Regional Education Lab)
Leading Assessment for Learning
Developing a Framework for Mentoring
Institute for Instructional Coaching
Building a School Climate for Excellence
“Onward to Excellence” Leadership Team
ADA Revisions in Student 504 Eligibility
Missoula County Public Schools Technology Competency Exam
National School Boards Association Technology Conference (Indianapolis)
Discipline for Public Sector Employees in Montana
Discrimination Claims, Administrative Proceedings and Employment Labor Law
Violence, Crisis and Tragedy Management for Schools
Delegate, U.S. Department of Education Excellence Conference (Washington, D.C.)