

BIOGRAPHIES FOR SCHLECHTY CENTER STAFF

DR. STEVE McCAMMON is president and CEO of the Schlechty Center, leading a team of professionals to stay focused on the core values and beliefs of the organization. In this capacity, Steve works closely with staff, network districts and schools, school boards, and educational partnerships to inspire organizations to think anew and to engage in the kinds of continuous innovation required to survive and thrive in our constantly changing environment. As an experienced superintendent, Steve understands what it means to be a moral and intellectual leader in a learning organization. He joined the Center in 2013 after serving for 12 years as superintendent of schools in the Fife School District in Tacoma, Washington. Fife was the first district on the west coast and one of the leading districts in the nation to participate in the Standard-Bearer School District Network, a signature Center initiative. Prior to becoming superintendent, Steve served as principal at Fife High School. He has extensive experience working in a variety of schools and districts. He was a Florida Teacher of the Year in 1992 while he was teaching in Union County, Florida. His experience also includes working as a senior associate at the Florida Department of Education in the Office of School Improvement, providing technical assistance to low-performing schools and school districts across the state. In Steve's early days at the Center, he worked closely with Dr. Phillip Schlechty in an effort to expand the Center's presence in Ohio, where Phil was born and attended school. While he did not live to see it, Phil's vision for Ohio school district networks is being realized under Steve's leadership. Steve and his wife Jill live in Louisville. (E-mail: smccammon@schlechtycenter.org)

EMMY BEESON is a veteran superintendent with more than 20 years of educational experience, Emmy lived the work she now brings to school districts around the country. K–12 and Career-Technical leadership experience means she understands the everyday challenges of leadership such as passing tax campaigns, connecting learning to business and industry for workforce development, and building effective union and board relationships. Likewise, Emmy has led both staff and communities in efforts to uncover their vision in areas such as organization, education, and facilities. She supports districts in developing the capacity to support that vision with instructional strategy adoption, professional development, and a focus on engagement. Emmy is an advocate for decentralizing organizations to bring voice to all stakeholders and create true learning communities. (E-mail: ebeeson@schlechtycenter.org)

NICOLE BIGG serves as the Schlechty Center's director of technology and communications. She administers the Center's website, e-mail, and cloud-based storage and evaluates and purchases software and hardware for the company. As a member of the Schlechty Center team since 1999, Nicole is integral in designing, codifying, and managing the Center's brand and intellectual property. She leads and executes the organization's communications strategy and serves as technical assistant and internal communications advisor to staff. Nicole also has the job of ensuring the Schlechty Center's major engagements are of top quality—overseeing the customer experience from participant registration, to hotel procurement and conference setup, through participant checkout. (E-mail: nbigg@schlechtycenter.org)

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KAT CRAWFORD is the executive director of digital innovation for the Schlechty Center. She supports the design of technology innovation, the transformation of school systems (specifically addressing the needs of alternative schools), and facilitates professional learning for teachers who strive to cultivate engaging work. She brings with her a creative zest, which she applies to her educational technology expertise and certifications. All of her work is driven by her core belief that all students deserve a high-quality education. Prior to joining the Schlechty Center, Kat served as the director of technology solutions for The Center for Educational Excellence in Alternative Settings. While there, she transformed schools inside secure spaces nationwide through curriculum initiatives, technology innovative grants, and special statewide projects. Kat is honored to join this team of passionate educators and continue this incredible work centered around engagement.

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DEANNA HOWARD leads educators in developing a vision around providing students with engaging work. As a senior associate, she coaches and guides educators through the design of engaging learning experiences, develops others as coaches for educators in their districts and schools, and leads District and School Design Teams to transform into engagement-focused learning organizations. In partnership with schools and districts across the country, her focus is to develop the capacity of others to design engaging experiences for students and lead them to success in that work so that they learn at profound levels. Deanna's role as a classroom teacher and co-chair of her school's Design Team provided her a foundation for fostering her understanding and application of Schlechty Center frameworks so that other educators are positioned to realize their vision.

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SANDY JENKINS has a wealth of experience in the area of education and school transformation. At the Schlechty Center, she designs and facilitates learning experiences for classroom teachers, district-level administrators, and School and District Design Teams. Sandy serves as the lead designer for the Center's conferences and academies, including the Working on the Work Conference. Before joining the Schlechty Center, she taught many grade levels and content areas where she implemented and modeled the Schlechty Center frameworks. Using her knowledge and skills, Sandy later worked with districts and schools across Ohio, leveraging the Schlechty Center frameworks on engagement and design, to make continuous and sustained improvement. She has presented at various state and national conferences as a speaker and facilitator.

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DR. NANCY RINDONE-DOUGHNEY brings to the Schlechty Center 47 years of working in and with public schools. Nancy's passion lies in the design of learning experiences and the development of resources around engagement, design, and systems change. Over the last 15 years with the Center, Nancy has facilitated and supported the work of many districts in Texas who are committed to student engagement and transformational change. She has also been a co-developer and facilitator of the Schlechty Center Strategic Change Agenda. Prior to her work with the Schlechty Center, Nancy fulfilled a variety of roles in public education, including teacher, counselor, and director of professional learning. (E-mail: nrd@schlechtycenter.org)

BIOGRAPHIES FOR SCHLECHTY CENTER STAFF (CONTINUED)

DR. ANNISSA ROLAND brings a broad set of educational experiences to the Schlechty Center in designing powerful professional learning opportunities for all stakeholders. Formerly, Annisssa was a multi-age elementary school teacher in the Des Moines Public Schools in Iowa. As a teacher, she formed a partnership with Iowa State University to design math and science courses and conferences for her colleagues. As a former childcare director, Annisssa designed and facilitated parent and staff development; additionally, she collaborated with regional and state-level administrators and legislators to craft policy and professional development for the field of early childhood education. In the Savannah-Chatham County Public School System in Georgia, Annisssa served as an elementary teacher, high school academic coach, district professional learning training specialist, and facilitator of PK–16 initiatives. For the Schlechty Center, Annisssa designs and facilitates sessions to build district capacity, focus on engagement, and ensure equity. (E-mail: aroland@schlechtycenter.org)

SHANNA RUCKER is the Schlechty Center’s controller and brings a variety of experiences to the Center in the area of public accounting, business account management, taxation knowledge, and auditing skills. In this capacity, she generates and provides financial information to the Center’s leadership team and board, compiles and analyzes account information, and supports associates in developing and customizing proposals to meet the needs and interests of districts, schools, school boards, and other partner organizations. Prior to joining the Schlechty Center in 1999, Shanna was a public accountant with Deming, Malone, Livesay, & Ostroff CPAs, specializing in taxation and auditing. She received a Master of Business Administration with course emphasis on nonprofit administration from Missouri State University in 2019. Shanna is a member of the American Institute of CPAs, Kentucky Society of Certified Public Accountants, and the Kentucky Nonprofit Network. (E-mail: srucker@schlechtycenter.org)

DARLENE SETTLES joined the Schlechty Center in 1995 and currently serves as production manager for the Schlechty Center. In this capacity, she works directly with Schlechty Center leaders and associates, providing overall coordination, design, and production of materials and resources for onsite consultation, conferences, and academies, as well as the Center’s various national and virtual networks. Darlene’s historical perspective and institutional knowledge of the Schlechty Center enhances the ability of the organization to maintain direction, act strategically, and focus on the future. (E-mail: dsettles@schlechtycenter.org)

MONICA SOLOMON brings a wealth of experience to the Schlechty Center in working with states, districts, and schools in the areas of educational policy, public affairs, teacher and parent engagement, and district and school transformation. At the Schlechty Center, she supports and enhances the capacity of districts, schools, unions, and other nonprofit organizations to launch and sustain transformation efforts through the development and refinement of tools, resources, and materials that center around the Schlechty Center’s frameworks and core business. Before joining the Schlechty Center, Monica served as managing director of state and district services for New American Schools. Her district experience includes serving as director of public affairs for Cincinnati Public Schools in Ohio, where she was a member of the superintendent’s cabinet. She has been a keynote speaker at national conferences and forums and has worked as a consultant for educational organizations throughout the country. (E-mail: msolomon@schlechtycenter.org)

BIOGRAPHIES FOR SCHLECHTY CENTER STAFF (CONTINUED)

GEORGE G. THOMPSON is the former president and current director of strategic initiatives for the Schlechty Center. He joined the Center in 1995, serving as senior associate and vice president prior to being appointed president in 2000. Over the course of his career with the Center, George worked closely with Phillip Schlechty in the development and implementation of signature Center initiatives such as the Superintendents Leadership Network and the Standard-Bearer School District Network. In addition to supporting clients in the field, George has played a key role in the development of Schlechty Center frameworks and intellectual resources. He joined the Center after having served 19 years in Gwinnett County Public Schools in Georgia; this district is one of the largest high-growth school districts in the nation. Prior to serving as superintendent from 1990–1994, he was administrative assistant to the superintendent, high school principal, and elementary school principal. Before moving to Gwinnett, George was a teacher and community school director in Atlanta Public Schools. George is committed to ensuring that the core concepts of engagement, transformation, and transformative leadership that define the work of the Schlechty Center are widely embraced. His current efforts are focused on developing strategic alliances with those entities committed to enhancing student benefit. George and his wife Brig live in Atlanta. (E-mail: gthompson@schlechtycenter.org)

DR. ANNIE WIMBISH has been promoting success for all students as a professional educator for nearly 40 years. She has provided this service in roles from assistant teacher to superintendent of schools in Virginia, Georgia, North Carolina, and Mississippi. Her success was acknowledged by the Mississippi Association of Office Professionals when she was named Mississippi Administrator of the Year. She has been instrumental in building leadership capacity across the United States with the Schlechty Center for almost 15 years. Annie's passion for developing strong leaders and promoting student success goes beyond K–12 education. As a higher education enthusiast, she served as instructor for University of North Carolina at Pembroke, taught online courses for Grand Canyon University in Arizona, serves as instructor for Old Dominion University (Virginia), serves as leadership coach for aspiring administrators through University of North Carolina Greensboro, and serves as vice chairperson of the board of trustees with Averett University, Danville, Virginia. She has served on numerous boards at the local, state, and national levels. She is the author of *Rubber Bands on My Socks: The Reflections of a Sharecropper's Daughter—Family, Poverty, Potential and Progress* and is published in *American School Board Journal* with an article entitled "Who Not to Hire: A Superintendent Reflects." Dr. Wimbish's strengths include relationship building and leadership development as she frequently serves as a facilitator of work and motivational speaker, touting, "It's not where you come from but where you're going that makes the difference." Annie is married to Retired Warrant Officer Ray, has three adult children and seven wonderful grandchildren. (E-mail: awimbish@schlechtycenter.org)

RON WRIGHT was a military dependent, attending 13 different schools in England, America, and the Philippines before completing a bachelor's degree and joining the Clover School District in Clover, South Carolina. He has served public education for 45 years as a teacher, assistant principal, middle school principal, high school principal, assistant superintendent, and now as a senior associate with the Schlechty Center. As principal at Clover High School, Ron used the Working on the Work framework to change the culture of the school to one in which the core business was engagement. Standards and achievement levels rose over a four-year period and the school received excellent ratings for achievement and improvement in 2008. During his public school career, Ron was twice selected as Teacher of the Year, was named Administrator of the Year by four different state organizations, and was selected as the 2008 Citizen of the Year by his hometown. Ron is also a musician and writer and loves the creativity of the design process. (E-mail: rwright@schlechtycenter.org)