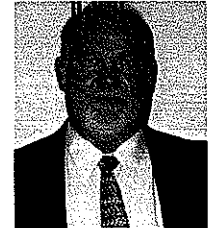


# PROFESSIONAL VITA

David L. Gray, Ph.D.



Home Telephone: [REDACTED]  
Business Telephone: [REDACTED]

## *Objective:*

To work with and support local school districts, agencies and assist in providing the best possible service to students, staff, parents, and area communities.

## *Education:*

Bachelor of Science – 1986 Major-Industrial Science Technology, University of Southern Colorado, Pueblo  
Master of Arts – 1993 Major-Educational Administration, University of San Francisco  
Ph.D. – 2005 Major-Educational Administration and Policy Studies, University of Denver

Current Licenses: Administrators License (Superintendent)  
Principal K-12

Past Licenses: Industrial Arts/Technology, Secondary Math and History

## *Professional Experience:*

2008 to Present – Assistant Superintendent of Schools for Teaching and Learning, Battle Ground Public Schools, Battle Ground, Washington. Oversee all aspects of Teaching and Learning, Career and Technical Education, Special Education, Research and Assessment, and Curriculum and Instruction. From 2008 to 2010, supervised the Facilities, Maintenance, Operations, Security, and Transportation staff in the building of new facilities (bond projects), maintaining all facilities, and security and transportation oversight.

2005 to 2008– Superintendent of Schools (2005 – Assistant Superintendent), Huerfano Re-1 School District, Walsenburg Colorado. Supervise 120 full and part-time employees and over 700 students.

2001 to 2005 – Southeast Regional Manager for the Colorado Department of Education. Responsibilities include: Accredited, supervise and provide technical assistance to the 28 school districts, 178 schools, 1,100 professionals, and over 13,000 students in the southeast region. Technical Assistance provided includes superintendent and board training, staff development, and other leadership duties as needed. Began service on the State Capital Construction Committee.

1998 to 2001 – Superintendent of Schools for Kiowa County School District RE-1, Eads, CO. Supervised 60 full and part-time employees and approximately 300 students. Responsibilities included: educational leadership, policy development, curriculum development, staff development, human resources, transportation, facilities and maintenance, evaluation of licensed and classified staff, and fiscal management of the district.

1994 to 1998 – Principal of North Park Jr./Sr. High School and Walden Elementary in Walden, CO. Supervised 50 full and part time employees and approximately 300 students. Responsibilities included: educational leadership, curriculum development, evaluation of licensed and classified staff, school budgets, staff development, and student discipline.

1992 to 1994 – Sparks Middle School, Sparks, NV, Teacher of woodshop, math and technology and coach for boys' basketball and wrestling.

1990 to 1992 – Yerington High School, Yerington, NV, Teacher of building trades, drafting, math and technology and coach of boys' varsity football, wrestling, and girls golf.

1986 to 1990 – Carson Valley Middle School, Gardnerville, NV, Teacher of woodshop, drafting, math and technology, and coach of boy's basketball and wrestling.

*Educational  
Leadership  
Activities:*

Activities Include: **Adjunct Professor and Guest Speaker for Adams State College, Metro State College, and the University of Denver**; participation in Colorado Association of School Executives and Colorado Association of School Boards sponsored leadership activities/trainings and **presented at the CASB Annual Conference, 1997**; Colorado Department of Education Online Committee; **Colorado Department of Education Capital Construction Committee**; data-driven instruction and decision-making trainings, both as a participant and a trainer; **trained over 7 school boards** in the southeast region in effective boardsmanship, **trained new superintendents** in the southeast region; participated in professional learning community model with the Southeast Regional Professional Council; **trainer of teachers** in numerous areas of note including classroom management and mastery, instructional delivery and data-driven evaluation, curriculum mapping and aligning projects; **lead school/district achievement review teams** in several school districts; team leader for North Central Association school review teams; Editor of the Nevada Technology Association Journal.

*Professional  
Organizations:*

Past and present memberships in the following organizations: Washington Association of School Administrators, Colorado Association of School Executives, American Association of School Administrators, National Association of Elementary and Secondary School Principals, Association for Supervision and Curriculum Development, and National Council of Teachers of Mathematics.

*Community  
Organizations:*

Lewis River Rotary Club, Cassini View HOA Board Member  
Elks Lodge No. 1319, Lions Club International  
Board Member of the Domestic Safety Resource Center – a domestic violence protection and advocacy group  
Coach of Little League Baseball  
Coach of Junior Wrestling  
Cub Scout and Boy Scout Leader and Volunteer  
Board Member of the Walsenburg Golf Association  
Various other charitable and volunteer activities

*Honors and  
Awards:*

2001 to 2002 Eads Elementary School -- **Colorado's Title I National Distinguished School** for 2002-2003 – based on data during my superintendency 2000/2001 school year  
1994 to 1996 – U.S. Department of Education **Blue Ribbon School Principal**  
1998/200/2001/2002 – U.S. Department of Education Blue Ribbon School Site Visitor  
1994 – **International Technology Education Association Teacher Excellence Award**  
1994 – **Nevada State Technology Teacher of the Year Award**  
1993 to 1994 – Nevada Recipient of the U.S. Department of Energy Teacher Research Associate Program  
1989 – Carson Valley Middle School Teacher of the Year

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### *Publications and Presentations:*

- Bailey, J. & Gray, D., et. Al. (August, 2005). Mastering the achievement process. Presentation to the Colorado Association of School Executives.
- Gray, D. & Hunter, K. (October, 2006) Mastering the achievement process. Presentation to the Colorado Council on Teachers of Mathematics.
- Gray, D. (2005). Virtual high schools: A case study to explore why students, parents, and teachers choose this type of alternative education. Unpublished Dissertation, University of Denver.
- Gray, D. & Neppl, R. (Nov., 2003). Parental involvement in the accreditation process. Presentation to the State Single Accountability Conference.
- Gray, D. (2001). Accreditation Implementation Guidelines (Contributing Author and Editor). Colorado Department of Education: Denver, CO.  
<http://www.cde.state.co.us/cdeedserv/download/pdf/AccredGuidelines.pdf>
- Gray, D. (Spring, 1997). How to become a National Blue Ribbon School. Presentation to the State Accountability Conference.
- Gray, D. (Dec., 1996) How to become a National Blue Ribbon School. Presentation to the Colorado Association of School Boards Conference.
- Gray, D. (1992 to 1994). Publisher and contributing editor for the *Nevada State Technology Education Association Journal*.

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### *Adjunct Work and Guest Presentations:*

#### Adams State College Adjunct

- |      |              |                                                       |
|------|--------------|-------------------------------------------------------|
| 2008 | ED 589 & 289 | A Survey in School Improvement                        |
| 2005 | ED 589       | PreK-5 Math Strategies Workshop                       |
| 1996 | ED 589       | A Survey in School Improvement Literature             |
| 1996 | CSCI 359     | Internet Publishing                                   |
| 1996 | BUS 459      | Project 2000: Entrepreneurship Workshop               |
| 1995 | ED 589 & 489 | Project 2000: Incorporating Tech, Into the Curriculum |

#### Metro State College Guest Speaker

- |      |                                                                   |
|------|-------------------------------------------------------------------|
| 2006 | Foundations of Multicultural Education in Secondary Urban Schools |
|------|-------------------------------------------------------------------|

#### University of Denver, Ph.D. Cohort Guest Speaker and Substitute Professor

- |      |                                                                       |
|------|-----------------------------------------------------------------------|
| 2005 | Current Issues in Educational Reform "Three Levels of Accountability" |
| 2006 | Current Issues in Educational Reform "Qualitative Research Designs"   |

*What Others  
Say:*

“David’s efforts in Battle Ground have been just short of miraculous. He is an extremely dedicated, conscientious and enthusiastic worker who gladly puts in 16 hours.” [REDACTED]

“ Dr. Gray is one of the best superintendents I have worked for in almost 30 years in education. He prides himself on his open communication style. I have found him to always be accessible, transparent, and responsive.” [REDACTED]

“From the start of his tenure here, he has made a positive impact in terms of his ability to get work done in the spirit of positive collaboration. David is a people-person; he is upbeat and supportive, but also clear regarding expectations. His approach is a refreshing combination of vision and realism, working within the structure of our district’s strategic plan to develop programs that have improved student achievement.” [REDACTED]

“Mr. Gray understands what a quality instructional program is and strived to improve ours through staff development and improved curriculum. He encouraged long-range planning and establishing new goals and objectives, looking toward future needs.” [REDACTED]

“David’s leadership techniques have a unique quality that unifies professionals in a relaxed, non-threatening way that instills confidence and trust that transcends the entire team.” [REDACTED]

“David Gray is genuinely concerned about children and their education. He believes in setting high expectations for students, and realizes that all students can achieve those expectations with the proper support.” [REDACTED]

“Mr. Gray encourages everyone to ‘get out of the box’ and holds high standards for everyone including himself. He definitely ‘raised the bar’ of educational expectations for the Eads School District.” [REDACTED]

“His work is fully characterized by the depth and breadth of knowledge he has of issues in school administration, effective teaching, and leadership. He has strong interpersonal relationship skills which are important in fulfilling his responsibilities.” [REDACTED]

“I can honestly assure any district interested in hiring an outstanding Superintendent of Schools that David Gray fits the criteria. I have great faith in the future of public education with people like this fine gentlemen carrying the torch.” [REDACTED]

“On a personal note, David is a people person. He seems to have friends wherever he goes. He is widely respected statewide and locally by all who know him. He has a great sense of humor.” [REDACTED]