

WILLIAM A. WELLS, Ed. D

PHONE 502-643-8608 • E-MAIL WWELLS@BELLARMINE.EDU

EDUCATION

1994 – 1999 University of Louisville Louisville, Kentucky

Doctor of Education in Educational Administration

1990 – 1992 University of Louisville Louisville, Kentucky

Master of Education in Secondary Guidance and Counseling

1985 – 1989 University of Louisville Louisville, Kentucky

Bachelor of Science in Middle School Education

Graduated with Honors

QUALIFICATIONS SUMMARY

- ✓ As an administrator in Oldham County for 19 years—10 years at the school level, including school principal, and 9 years at the district level, including superintendent, I have had the opportunity to work with and lead skilled and professional educators in a school district that is recognized throughout the state for educational innovations and excellence
- ✓ Successfully develops relationships with families and children of diverse backgrounds and intentionally creates the culture and climate of high expectations so that all students are able to achieve at high levels
- ✓ A proven collaborative leader who focuses on instructional leadership and bringing together school leaders to enhance what each of us is able to do to best serve students
- ✓ Consistently demonstrates strong leadership and organizational skills that makes use of available, limited resources to maximize opportunities for teachers and principals to grow as professionals using research-based best practices in instruction and leadership
- ✓ Builds relationships with community members and national educational experts to provide resources to our district and schools to reach our vision and mission

PROFESSIONAL EXPERIENCE

2016 – Present Bellarmine University Louisville, Kentucky
Assistant Professor of Education

As Assistant Professor of Instructional Leadership and Supervision, I have taught graduate level courses in our Ph.D Program in Education and Social Change, Ed.D program in School District Leadership, and our Ed.S program that leads to School Principal certification (KY).

- Consistently rated Excellent in evaluations of Teaching on evaluations conducted by supervisors including Dean and Department Chair as well as student course evaluations
 - Sample courses taught in Doctoral Program in Education and Social Change include Advanced Research in Vulnerable Populations (EDUG 805), Change Theory and Educational Innovations (EDUG 804), Learners in Poverty Circumstances (EDUG 800), Driving Change (EDUG 802).
 - Sample courses taught in Doctoral Program in School District Leadership include The School Superintendent: Principles of Leadership (EDAD 851), The School Superintendent: District Planning and Development (EDAD 852), The Impact of Collaboration and Communication on the School Superintendent (EDAD 853), Leadership and the Reflective Organization (EDAD 855).
 - Sample courses taught in Principal certification program (EdS) include The Human Resources Function of the Principalship (EDAD 703), Leading and Administering the Elementary School (EDAD 705), Leading and Administering the Secondary School (EDAD 707).
- Consistently rated Excellent or Meritorious in evaluations of Service conducted by Dean and Department Chair
 - Served as chair and member of dissertation committees for students who have successfully completed doctoral dissertations
 - Served on Board of Directors of Nativity Academy at St. Boniface including Chair of the Board since July 2020
 - Volunteered as mentor of students at King Elementary and the WEB DuBois Academy
 - Trained and served as Title IX and Conduct Committee Hearing Officer for University
 - Redesigned Ed.D program to comply with new leadership standards and better meet the needs of students interested in the program

2012 – 2015 Oldham County Schools Crestwood, Kentucky
Superintendent

My experiences as superintendent were focused on three priorities that I consistently communicated: 1) Ensure the learning of EVERY student, 2) Build the capacity of EVERY professional in our organization, and 3) Build partnerships in order to bring in resources to support the first two priorities

- Initiated and oversaw the development of programs focused on meeting the needs of diverse and at-risk learners—Reading Academy, Camp Literacy Live, restructuring of the ECE department
- Developed partnerships with significant stakeholders to expand opportunities for our students and staff—Bellarmine (Reading Academies, K Cohort, Preschool Cohort, Ed.S program for aspiring

administrators), U of L—A&S and Speed, Sullivan

- Initiated and oversaw the development of the Next Generation High School Academy to provide state of the art educational opportunities in the fields of engineering and biomedical sciences
- Worked with the board of education and district staff to correct a \$5 million budget deficit by raising taxes and cutting \$3 million in expenses. Laser-like focus on instructional programs and protecting our classrooms resulted in continued positive growth in measures of student learning and staff satisfaction.
- Addressed the needs of at-risk learners and those with a disability by thoroughly reviewing then completely restructuring the district's ECE department and intervention services with a renewed focus on improving instruction that will result in increased levels of student independence and learning
- Demonstrated data based decision making while leading the board and the community to change plans to build a new elementary school and instead close an elementary school and redistrict all K-5 students to remaining schools saving more than \$700,000 a year in operating expenses and \$10 million in construction expenses. Effectively communicated and built relationships during this process resulting in a positive outcome for students and the community.
- Provided steady, vision focused leadership to the school district during a time of significant transition—turnover of many key senior leadership positions as well as 14 out of 18 new school principals while superintendent
- Significant positive results included
 - The Oldham County Schools are recognized at the state level for being Distinguished and scoring at the 98th percentile
 - Created a communications and development component to our school district resulting in an active communication plan, with internal and external stakeholders, allowing us to successfully raise taxes twice (which had not been done in the previous 10 years) and bring in more than \$350,000 in grants and donations in two years. These funds were used to enhance and expand educational opportunities for students, compensation for all staff, and classroom resources for teachers
 - Restructured and streamlined operational and academic structures and processes and implemented process management strategies resulting in greater efficiencies and improved results at the school and district level—corrected a \$5 million a year deficit by making cuts and generating new revenue at the same time we enhanced and expanded programs that yield an academic return on investment

2006 – 2012 Oldham County Schools

Crestwood, Kentucky

Assistant Superintendent, Department of Instruction

My experiences in district level administration have been numerous and varied. Listed are representative projects and activities that have been completed as well as some that are on-going. These and other assignments have allowed me to work with school and district instructional leaders to support teachers and build their capacity in best practices.

- Coached elementary and middle school principals in the areas of leadership and instructional leadership
- Assisted the superintendent in the supervision and evaluation of elementary and middle school principals
- Assisted in coordinating and directing district-wide curriculum planning, development and implementation

- Directed the district's activities focused on meeting the board's reading goal—including chairing the district's K-12 Reading Task Force
- Led the district's training and implementation of Professional Learning Communities(PLC)
- Facilitated the collaborative efforts and work of the middle school intervention learning team to develop and refine the intervention process for struggling students at each school
- Coordinated the middle school literacy coach PLC
- Served as coordinator of the district's Kentucky Principal Internship Program, Kentucky Teacher Internship Program, National Board Certification Program, Student Teacher Placements, What's Happening in Oldham County publication, and the Consolidated District Improvement Plan
- Significant positive results include:
 - All four middle schools developing exemplary instructional programs resulting in each of them being recognized as Kentucky Schools to Watch—Oldham is the only district to have all its middle schools receive this recognition
 - Forming partnerships with national instructional leaders such as Public Education and Business Coalition (Denver), Grant Wiggins (AE), and Dr. Robert Cooter (Dean, Bellarmine University) in order to provide and enhance professional growth opportunities for teachers and principals
 - Collaboration with others to provide excellent professional development for teachers—OCLI, the middle school teacher conference, the Oldham County Reading Academy and the district's National Board Certification mentoring program

2001 – 2006 South Oldham Middle School Crestwood, Kentucky
Principal

My experiences as a principal provided leadership opportunities to work with teachers and staff to develop and implement school wide curriculum, literacy and intervention initiatives using the Professional Learning Community framework.

- Coordinated Professional Development activities for instructional staff focused on building the capacity of teachers to instruct students consistent with current research-based practices
- Developed Comprehensive School Improvement Plan collaboratively with the school community—teachers, parents, and SBDM council
- Worked with school community to develop Mission, Belief and Vision Statements
- Recruited, interviewed and recommended staff to fill administrative, counseling, instructional and classified positions
- Utilized technology to develop a budgeting process for the school's board allocated funds for staffing, instructional supplies, and discretionary funding
- Developed agendas and chaired monthly faculty and team leader meetings, SBDM council meetings, and Planning Committee meetings
- Served as South Campus Director (5 schools) and coordinated south campus activities including the South Oldham Literacy Initiative
- Significant positive results included:
 - Developed an exemplary comprehensive middle school program which was recognized as a Kentucky School to Watch
 - Worked with SBDM and teacher leaders to develop and implement Professional Learning

Communities, a cross-content literacy initiative, and a pyramid of interventions which resulted in significant gains in school wide measures of student academic achievement

- Built partnerships with community business and industry leaders and parents that resulted in significant donations and contributions to school programs—computers and other technology, lights for gymnasium, expanded support base for student recognition program—Goal Getters

2000 - 2001 Oldham County Board of Education Buckner, Kentucky

Director of Research and Evaluation

My experience in this district level position provided me the opportunity to research and recommend best practices for using data to improve instruction.

- Collected and analyzed various measures of school and district measures of academic and non-academic performance
- Collaborated with district instructional support personnel to identify gaps in present data analysis procedures
- Utilized internet and printed resources to access and review research on various topics of interest to district leadership
- Beta-tested data analysis software while looking for a program of this type for school and district use
- Coordinated the collaborative efforts of district and school personnel in acquiring an efficient program for schools to use to disaggregate a variety of data for the purpose of measuring school improvement
- Significant positive results included:
 - Networked with educational leaders from other districts and states to identify resources that could be used in order to improve our efforts to use data to drive instructional practices

1996 - 2000 South Oldham Middle School Crestwood, Kentucky

Associate Principal

My experiences in this position allowed me to serve as a resource to support teachers—in matters of instruction as well as managing school wide efforts in discipline and student services.

- Initiated Jobs Program, which served to be a creative solution to satisfy the needs of students who were otherwise not connected to school
- Chaired Safe School and Textbook SBDM sub-committees
- Implemented school discipline program following school and district policies and procedures to address behavioral concerns of students and worked with parents and teachers to solve these behavioral concerns
- Coordinated Cooperative Discipline professional development that resulted in standardizing a behavioral system to be used throughout the school
- Teamed with principal to implement district performance evaluation plan for certified staff

- Successfully acquired funding from local business to purchase new school marquee
- Supervised expansion of after school activities and served as school representative for Booster Club
- Significant positive results included:
 - Collaborated with school leaders to write successful application for National Blue Ribbon School of Excellence Award
 - Created and coordinated the development of the Goal Getter student recognition program which involved communicating with local businesses to form partnerships

1993 - 1996 Jefferson County Public Schools Louisville, Kentucky
Middle School Counselor

My experiences in this position had a significant impact on my development as a leader who understands the importance of removing barriers to learning and teaching for students and teachers.

- Displayed effective communication skills with students and parents from a wide variety of cultural and socioeconomic backgrounds
- Chaired School Climate Committee; SBDM sub-committee that was responsible for safe-school plan, master schedule, and student programs
- Initiated Peer Mediation program
- Coordinated and planned various aspects of the state testing program as part of responsibilities as Building Assessment Coordinator
- Chaired School Based Admissions and Release Committee meetings for students with a variety of exceptional needs
- Demonstrated ability to handle crisis situations and make decisions to insure the safety and security of students and staff
- Referred students and families to community resources for crisis intervention, mental health needs, and basic needs assistance
- Developed and implemented a conflict resolution curriculum to be used school-wide
- Organized eighth grade promotion ceremonies
- Significant positive results included:
 - Directed the eighth grade portion of a post-secondary awareness grant; including coordinating a College and Career Showcase and arranging for all eighth grade students to spend a week on the campus of a post-secondary institution
 - Wrote a grant which was successful in acquiring funding for the development of a Youth Services Center

1989 - 1993 Jefferson County Public Schools Louisville, Kentucky
Middle School Math and Science Teacher

As a teacher I was able to work with and learn from talented colleagues and grew from a variety of classroom and extracurricular experiences

- Developed proficiency in facilitating student's critical thinking skills via clinical supervision

techniques as evidenced by student achievement on state assessment

- Demonstrated strong leadership, organizational, and classroom management skills resulting in being encouraged to pursue administrative certification
- Employed leadership and organizational skills by planning and participating in a variety of co and extracurricular activities such as field trips to local sites as well as extended trips to Huntsville, Orlando, and Ontario; supervised school dances and promotion exercises; coached middle and high school interscholastic basketball
- Significant positive results included:
 - Worked with colleagues to develop a unique student-centered team culture that provided supports and extended opportunities for students of all ability levels

POST-SECONDARY TEACHING EXPERIENCE

Bellarmino University, Annsley Frazier Thornton School of Education,
Louisville, Kentucky Spring 2016-present

Courses taught primarily in Ed.S, Ed.D, and Ph.D programs

Spalding University, College of Education,

Louisville, Kentucky Fall 2006

EDU 648, Group Dynamics

RELEVANT PROFESSIONAL DEVELOPMENT/TRAININGS/ACTIVITIES

- National School Boards Association conference, 2014 and 2015
- New Superintendent Training Redesign Team, 2014, 2015
- National Summit on Education, 2013 and 2014
- Kentucky Association of School Superintendents Annual Conference, 2012, 2013, 2014, 2015
- Formative Assessment, Grant Wiggins, 2013
- Kentucky New Superintendent Training, 2012
- Innovation Summit, Design Thinking Workshop, 2011
- Kentucky School Productivity Conference, 2011
- School Improvement Summit, Carnegie Learning, 2011
- New Superintendent Continuum of Planning and Preparation, KASA, 2011
- Developing a Results-Driven School Improvement Team Using the Baldrige Performance Excellence Program, KASA, 2011
- Understanding by Design Summer Conference, Grant Wiggins, 2010
- Oldham County Administrative Leadership Training, Summers—1996-2015
- Cognitive Coaching training and certification, 2010
- Association for Supervision and Curriculum Development, National Conference, 2002, 2004, 2005, 2008, 2010
- PEBC Thinking Strategy Institute, 2008
- Building a Professional Learning Community, 2002, 2007
- Developing Common Formative Assessments, Center for Performance Assessment, 2007

- National Association of Secondary School Principals, National Conference, 2003 and 2006
- A Framework for Understanding Poverty, Ruby Payne, National Middle School Association Conference, 2005
- School Finance Institute, 2005
- Member of Dissertation Committee, Spalding University, 2003
- Center for Leadership in School Reform, Principal's Academy, 2001

PRESENTATIONS/PUBLICATIONS

- Paige, D., Smith, G., Rupley, W., & Wells, W. (2020): Reducing High Attaining Readers to Middling: The Consequences of Inadequate Foundational Skills in a High-SES District. Literacy Research and Instruction, DOI: 10.1080/19388071.2020.1780653
- Haselton, W. B., & Wells, W. A. (2000). A Comparison of Equity Outcomes in Kentucky: Council for Better Education v. Wilkinson Plaintiff & Non Plaintiff School Districts. (ERIC Article EA 031 063)
- Monthly presentations during board and staff meetings
- Annual presentations to Leadership Oldham County, Rotary Clubs, Internal and External Stakeholder groups and annual events such as opening school, retirements, reading recovery and reading academy kick off and graduations
- Regular columns in the local newspaper—The Oldham Era
- “Developing a Professional Learning Community”
Presented to:
Kentucky Middle School Association Conference
Owensboro, KY, October 2004

Kentucky Association of Elementary School Principals Conference
Louisville, KY, November 2004

Schools to Watch, National Conference
Washington, DC, June 2006
- “Organizing a School to Meet Student Needs”
Presented to:
Kentucky Association of Secondary School Principals Conference
Lexington, KY, January 2005
- Doctoral Dissertation topic:
Influences on Student Retention Rates in Kentucky Schools, 1999

RECOGNITIONS AND COMMUNITY ENGAGEMENT

- The Nativity Academy at St. Boniface, Board of Directors and Education Committee Co-Chair, 2016-present
- Oldham County Chamber of Commerce, 2014-2015
- Outstanding Collaborative Partner, U of L Nystrand Center of Excellence in Education, 2010
- Dan Boone District, Boy Scout Round Up Chair, 2002, 2010
- Member of South Oldham Rotary, 2001-2015; Director of Vocational Services, 2004-2006
- Business First 40 Under 40 Honoree, Fall 2002
- Member of Governor's educational work group, 2005
- Member of Oldham County Junior Achievement Board of Directors, 1999-2004
- Board of Directors (Principal Representative), Oldham County Educational Foundation, 2002-2004

PROFESSIONAL MEMBERSHIPS-PAST AND PRESENT

- Kentucky Association of School Superintendents
- Kentucky School Boards Association
- National School Boards Association
- Kentucky Association of School Administrators
- Association of Supervision and Curriculum Development
- Phi Delta Kappa (University of Louisville Chapter)