BOB BEHNKE

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Michigan Association of School Boards
Lansing Superintendent Search

Dear Search Team,

It is with great enthusiasm that I submit my application for Superintendent of Lansing Public Schools. Having researched the district and knowing the community well, I see a great fit between the qualities, expectations, and values of the Lansing school community and my personal and professional attributes.

During my tenure as Superintendent of Adrian Public Schools, I have had the opportunity to help rebuild not only the mission and vision of the school district, but the focus and direction of the entire Adrian Community. My involvement as a school district and community leader as well as an active resident has resulted in stronger school/community connections, intergovernmental and interagency partnerships, positive economic development, and development of the talent pool of employers, all while improving educational and career opportunities for students. Since 2014, the graduation rate has increased nearly 10 points to almost 87% district-wide. District curriculum is now in place and aligned across buildings and within content areas. The district has implemented literacy supports for all elementary students and is starting the challenge of algebra proficiency by 9th grade. Most impressive is Schools of Choice students out of the district is down, Schools of Choice into the district is up, and overall student enrollment is up.

I pride myself as an administrator who takes the time to work with an individual student, family, or staff member to ensure success within the District and community. I have been involved in the successful passage of bonds and ballot initiatives in three different school districts, controlled spending while improving services, built a fund balance that eliminates the need to borrow for start of year operating costs, and aligned curriculum and instructional outcomes across grade levels and buildings. As a social justice leader in my community, I have built a depth of understanding of our rich Hispanic culture in Lenawee County, while making many positive strides to address the destructive decisions of our District's past that segregated our community. As a District we are tackling the harmful effects of trauma and sexual abuse of our students and residents by building resiliency as a trauma informed community through partnerships and advocacy.

I am an active superintendent that seeks to roll-up my sleeves and work through complex problems in a collaborative manner with stakeholders. I possess the skills, knowledge, and experience to implement programs and initiatives through my experiences at the county, state, and international level. At the state level I helped write the teacher certification test in Geography, evaluated university teacher preparation programs and helped re-write the Social Studies content standards. Internationally, I was part of a U.S. Department of State and Fulbright Kommission delegation to Germany and have long supported international student and teacher exchanges to broaden global understanding for students, staff, and our community.

I look forward to further discussing my qualifications as Superintendent. Moreover, I look forward to the opportunity to serve the students, staff and community of Lansing Public Schools.

Sincerely,

Bob Behnke

BOB BEHNKE

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LEADERSHIP QUALITIES

Committed to developing positive relationships with students, parents, staff, and the community. Goal orientated -- resourceful, mission driven, objective, innovative, and analytical in all stages of project development and task completion. Dedicated, honest, loyal, and value-driven. Enthusiastically motivated to facilitate excellence in education from all staff to each individual student and to the community as a whole.

PROFESSIONAL EXPERIENCE

Adrian Public Schools Adrian, MI
Superintendent February 2014 to Present
Built and enhanced stronger school/community relations through strategic actions designed to develop trust and transparency with the community. Launched successful communication strategies to improve messaging and outreach to all levels of the community. Responsible for curricular alignment of the district across buildings and within subject areas. Implemented district-wide PBIS and restorative practices. Successfully passed a 31 million dollar bond - projects completed on time and under budget. Established a capital projects and technology fund to reduce the need for future bond asks. Multiple years of balanced budgets and positive fund balances eliminated the need for borrowing. Built community recreation partnership with other community organizations. Developed strategic plans for Athletics Department and Arts Department.

Northville Public Schools Northville, MI
Assistant Superintendent for Instructional Services July 2011 to February 2014
Led and managed the curriculum, instruction, and assessment programs for 400+ professional staff and 7,100 students at one of the highest performing districts in Michigan. Responsible for the implementation of new State Standards and the application process for IB Programs.

Huron Valley Public Schools – Lakeland High School White Lake, MI
Associate Principal and Principal July 2002 to June 2011
Facilitated the implementation of a comprehensive plan to achieve a 100% graduation rate for all 1,800 H.S. students and supported district-wide initiatives serving all 11,500 students. Administrative principles were guided by the desire to increase academic rigor, promote student acceptance, expand student opportunities, attract students, create varied student intervention programs and fulfill the requirements of *Education Yes* and *No Child Left Behind*. Oversaw expansion of IA-Bloomfield Hills into western Oakland County satellite.

Huron Valley Public Schools - White Lake Middle School White Lake, MI
Teacher - Social Studies, Leadership January 97 to June 2002
Curriculum in the classroom revolved around differentiated instruction, higher order thinking skills, computer skills, and student-directed discovery. Students prepared to solve local, state, and national problems facing them now and in the future.

PROFESSIONAL EXPERIENCE (Continued)

Central Michigan University Police Mt. Pleasant, MI
911 Dispatcher/Service Officer August 1993 to August 1997
Responsible for assessing and prioritizing emergency situations while supporting officers in the field. Law Enforcement Information Network (LEIN) certified.

U.S. Congressman David Bonior Mt. Clemens, MI
Congressional Intern March 1992 to June 1992
Assisted the district office in general casework, presentations, and helped constituents in resolving issues with Federal government agencies.

EDUCATION

Grand Canyon University Phoenix, AZ
Educational Leadership - Doctoral Level Coursework June 2010 to July 2011

Wayne State University Detroit, MI
Educational Leadership – Central Office Certification June 2002 to June 2006

Eastern Michigan University Ypsilanti, MI
Master of Arts 1998 to 2001
Social Science - Public Administration Concentration

Central Michigan University Mt. Pleasant, MI
B.S. in Secondary Education 1992 to 1996
Social Science Major & History Minor

COMMUNITY ORGANIZATIONS

Adrian District Library
Board President June 2014 to Present

Boys and Girls Club of Lenawee
Board Member May 2014 to Present

Lenawee County Planning Commission
County Education Representative April 2018 to Present

Adrian Area Chamber of Commerce
Lead Lenawee: Planning Committee Member and Presenter Dec. 2018 to Present

Rotary Club of Adrian – Noon
Board Member – Youth Services Sub-Committee July 2017 to Present

Kiwanis Club of Adrian
Club Member June 2014 to July 2017
Flag Project: Non-Member Volunteer June 2014 to Present

LEADERSHIP EXPERIENCE

- **Fulbright Kommission of Germany –** Examined and analyzed the German culture and educational system from a K-16 perspective. Developed an understanding of international education, testing and assessment, and teacher training programs.
- **Community Development Leader –** Built multiple systems of community supports from neighborhood revitalization, to downtown development, to county wide leadership development program, to cultural partnerships.
- **Curriculum Development –** Created and aligned curriculum to help ensure vertical and horizontal articulation of content and skill development. High interest courses developed along with credential based outcomes to advance career opportunities for students
- **Culture through Children's Books –** Community projects resulted in the creation of children's books set locally which reinforced culture and conflict resolution.
- **NCA/AdvancEd –** Served as Quality Assurance Review Chair for various high schools and middle schools across Michigan as part of accreditation review.
- **Cultural Awareness** – Development of Hispanic cultural awareness and local history connections across the District in partnership with local leaders and community groups. Launched Latino Youth Leadership Conference. Development of Spanish language line to assist Spanish speaking community when communicating with APS.
- **Budgeting –** Successfully balanced District budget while building fund balance to over 14% and eliminated the need for start of year borrowing. Fees and interest of borrowing as superintendent were $46,539 (now $0.00) versus $493,144 the previous six years.
- **Sexual Abuse Advocate –** Partnered with Lenawee Child Advocacy Center to create sexual abuse prevention programs. Continuing to work with local legislators to close a loop hole that allows staff members to engage in sexual relations with students.
- **Negotiations –** Multi-year contracts designed to provide employee/employer security while building ways to attract and retain staff members and families into the District.
- **Capital Projects Fund** - Yearly organizational savings has built a $1,000,000+ fund designed to reduce the need for future technology/construction bond asks.
- **International Baccalaureate Program –** helped facilitate the planning, scheduling, and creation of three different district's International Baccalaureate programs.
- **Legislative Advocate –** Developed ISD Education Policy Guide. (Committee Chair)
- **Community Relations –** Developed partnerships with local civic groups and businesses within the community to support student learning and college and career readiness. Developed community partnerships to reduce district costs.
- **Bond Construction Oversight –** Successfully proposed, passed, and oversaw bond construction projects to enhance safety and security, technology, and facilities.
- **State of Michigan Social Studies Standards Committee** – served as a member of the Michigan Department of Education sub-committee for World Geography.
- **State of Michigan Teacher Certification Test Committee –** Served as a member of the Department of Ed./NES Geography Teacher Certification Test Committee.
- **Professional Development –** Presenter and speaker at various local and state conferences on hot-topics in education including policy development, diversity, transgender policy, strategic planning, and building local cultural connections.
- **Smaller Learning Communities Grant** – Awarded $300,000 U.S. Department of Education Grant to implement transition programs, academies, and career pathways.
- **Communications –** Development of new district website and district communications newsletter. Positive messaging and re-branding of district logo and district communications. Maple Messenger includes Spanish language page.

REFERENCES

Beth Ferguson
School Board President
2016 Bond Co-Chair
[redacted]

Rudy Flores
School Board Trustee
S.E. MI Migrant Resource Council
[redacted]

Mary Murray
Launch Lenawee Economic Development
[redacted]

Bronna Kahle
State Representative
[redacted]

Chris Wigent
MASA Exec. Director and Former ISD Supt.
[redacted]

Nate Hamblin
Local Pastor/Community Leader
[redacted]

ACCOMPLISHMENTS OF ADRIAN PUBLIC SCHOOLS

- Best of Lenawee - #1 Public School in Lenawee County 2017, 2018, and 2019
- Community based strategic plan for Arts and Athletics
- Third largest employer in the City of Adrian – Focus on Economic Development within the City and District and leader within Chamber of Commerce Lead Lenawee Program
- Curricular connections between local business leaders, entrepreneurial students, and Launch Lenawee. Marshall Plan recipient to build talent development pipeline.
- K-12 Spanish program development with instruction focused on local Hispanic history and culture including outreach into the community with mural development
- Participation of 42% of Adrian High School students in IB or Dual Enrollment courses
- Creation of performing arts programs at the elementary level
- Launch of "STEM for All" program that is designed to ensure STEM experiences for all students. These experiences build upon community supported STEM labs
- Technology course created for grades K-5 to introduce essential skills on a weekly basis
- Successful use of NWEA Assessments in Math and Reading to provide formative feedback to teachers and parents, so student growth and performance gains can be made and tracked during the school year
- Development of Restorative Practices and Positive Behavior Interventions and Supports Program at all schools across the district; recognized by MDE for 100% District involvement and performance with expanded tier 3 and mental health supports
- Administrative and staff training and deepening of understanding of Social Justice
- Increased course offerings, interventions, advanced options, and increased graduation rate
- Development of AHS Robotics Team "Bluebotics" and "Jr. Bluebotics"
- Outstanding recognition state-wide and locally by vocal and performing arts programs
- Successful private fundraising campaigns to off-set the need for tax-payer funded projects
- Developed opportunity for community Thanksgiving Dinner through partnership with Kiwanis Club and Alpha Coney Island
- Partnership with Head Start and Boys and Girls Club of Lenawee provides Dinner for 100+ students a day
- Provides Head Start services for all of Lenawee County with out-of-district locations
- Creation of Recreation Department with partnership with the local YMCA and City of Adrian to relaunch community based recreation program after city elimination in 2013