

DR. MATHEW NEAL

Executive Summary

- Experienced Superintendent of 10 years, previous 13 years as Assistant Superintendent/Exec. Director
- Doctorate in Education, Masters in Business (MBA), Harvard University Certificates (2) in Education
- International Superintendent & State-side Superintendent leading small to medium sized schools
- Previous Teaching Experience in Business, Fine Arts, & Adult Education incl. the University of Colorado
- Current consultant to multiple boards, acting Interim leader, State of Colorado turnaround expert
- International Baccalaureate Guest Lecturer, State Board Appointee to Turnaround, Regional Superintendent Council President, Regional/National Association Guest Expert, Regional Ed. Consultant
- Union and non-union employee management up to 1926 teaching staff and as small as 16 staff
- Developed 11 new schools from concept to opening over a 10 year period, including ESL, curricular development, SEL, assessment, scope & sequence, budgets, facilities, and hiring/training all staff
- Managed budgets up to \$194M and as small as \$11M, passing bonds up to \$156M

I Believe...

All it takes is a few passionate teachers to change the trajectory of a student's entire life

All students can learn, we only have to provide the right mix of ingredients

There is a high calling of leaders... to lead by example and through relationship not position

Global citizenship is not a choice, it is a mandate for today's graduates

Every person in the room supports how students learn. From the bus driver to the custodian to the teacher, we all are here for one purpose

...diversity and inclusion cannot be an afterthought, it must be in every fiber of what we do...

Career

President- MRJB Educational Consulting, Colorado (2021-Current)

As a school improvement expert, I am pleased to lead schools and districts throughout the Mountain West including several school start-up, turnaround, and strategic rehabilitation initiatives. This work for school improvement has produced great impact to student learning in partnership with local boards as well as the Colorado State Board of Education. During this time I have also developed entire new schools as a feeder program to the Air Force Academy through the New Mexico Military Institute in partnership with the Daniels Fund and other education sponsors.

Superintendent - Woodland Park, Colorado (2021-2022)

Supported this small district for the short-term following the untimely departure of their previous superintendent. A community in the midst of chaos as four board presidents in three years and four superintendents in five years worked to address declining enrollment, numerous board legal challenges and volatile staff turnover. My consulting work and acting leadership was to provide stability amidst transition for one year and to develop missing systems/structures. After resigning, my support to the Board of Education continued as Interim/Consulting guidance into 2023 on a month-to-month basis while I supported other districts as well.

Superintendent- SAMA IB American Schools Middle East - American Creative Academies, Kuwait (2015-2021)

I was pleased to lead as Superintendent for six years the premier school system in the Middle East focusing on dramatic student improvement and notable social-emotional supports through Covid-19. Managing \$126M in budgetary support of over 900 employees and 6000 students. Revamped all strategic planning, mission/vision and operational expectations including policy for improved performance of staff and leaders. Developed intensive hiring programs netting over 125 teachers annually for 100% full classroom supports during difficult hiring seasons. Hands-on leadership developing professional learning communities where little support was previously available, leading towards strong cultural connection and performance between Western and Middle Eastern stakeholders.

Superintendent- Sweetwater County School District, Wyoming (2013-2014)

Hired as the turnaround leader for one of the lowest performing districts (of 54 districts) in the State of Wyoming. I was pleased to watch this high poverty, low achievement district begin the process of implementing standards of education where policy and practice had previously been lacking.

Dr. Mathew Neal resume continued ...

Instructional Superintendent- Director of Strategy and Innovation - Denver Public Schools (2010-2013) I had the pleasure of leading 27 schools within the large (88,000 students) district supporting principals and an additional cadre of district charter schools. During this season of student growth, the Board directed the development of new and innovative schools that ranged from project based, experiential, arts magnet, College Board managed and even Montessori Middle/High. I was able to successfully manage all schools with a clear management structure and encourage each through supports and accountability measures for outcomes. One of the most diverse groups of leaders of my career!

Executive Director- Brighton /Durango School Districts (2005-2010) Executed budgets totaling \$190M including \$10M reduction in expenditures while supervising HR, Finance, Transportation, Nutrition Services and Grounds departments. Directed initiatives in conjunction with the Superintendent and Board to enhance district-wide culture, diversity, school level team development, and change management within schools and within departments. Chief labor negotiator for five separate employee groups including development of diverse employee hiring practices including, mentoring, and retention strategies increasing workforce diversity 16% over 4 years. Hiring procedure development for 200% increase in candidacy pools and reduction in annual turnover rate to 8%. Creation and direction of performance-based-pay including tiered, time-bound and long-term union-negotiated compensation for 200+ administrators, and 2200 staff. Leadership and supervision of 20 personnel for a high functioning service team.

Teaching Experience

Grade 12 Business Management

Developed scope and sequence curriculum aligned to district standards

MHS Fine Arts

Drawing, Painting, Ceramics, Graphic Design- Developed curriculum aligned to district standards

IB International (Individual Sessions)

Delivered as needed content to teams of IB teachers and leaders obtaining certificates

District Professional Development (more than 25 courses)

Authored/facilitated district PD to teachers and leaders on various topics

Adjunct Professor

University of Colorado Denver, various education courses taught PT over five years

Education/Licenses

EdD Organizational Change/Leadership, University of Southern California (*Program Nationally ranked top 15*)

MBA Masters of Business Administration, Colorado State University (*Program Nationally Ranked top 25*)

BA Bachelor of Arts, Mississippi College, Clinton, Mississippi

Certificate in Executive Educational Leadership, University of Colorado, 2010

State of Colorado School Administrator License, 2010

Certificate of Superintendent Leadership, Harvard University, 2014

Principals/ Superintendents Academy, Harvard University, 2015

Partnerships

-State Board of Education superintendent appointee for school turnaround committee and review, 2021, 2022, 2023

-State Commissioner of Education Appointee – Regional advisor for policy and strategic planning state-wide

-Regional Superintendent- Peer appointee to lead all regional Superintendents on policy events and collaboration

-Distinguished International Baccalaureate Presenter, IB Global Conference 2017 & 2018

-Founding Director, The Diversity Collaborative bringing awareness on diversity and ethics in International Schools

-Executive leader on management and policy to the State of Colorado Department of Education

-Community engagement through Chamber of Commerce and various Boards of Directors/advisory committees.

-Member of the Brighton Hispanic Advisory council, Colorado Association of Public Executives, Society for Human Resource Management and Northern Colorado Negotiators, CASE, AASA, AIEA, AAIE