

ELIZABETH SKILES PARADY, J.D., Ed.D.

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PROFILE

Strategic Leadership | Educational Administration | Academic & Training Programs

Results-oriented Executive Leader with 20+ years of professional experience in educational administration, driving the strategic vision and objectives of both non-profit organizations and academic institutions. Instrumental in designing interactive academic programs to encourage engagement and support education success objectives. Expertise in mentoring educators, leading teams, and designing educational programs. Repeated success in overseeing financial operations, managing budgets, and establishing collective bargaining environment. Self-directed professional with excellent team leadership, training, analytical, management, communications, and relationship building skills. Expertise in policy and effective advocacy.

PROFESSIONAL EXPERIENCE

ALASKA COUNCIL OF SCHOOL ADMINISTRATORS (ACSA)

2014 - Present

Executive Director – Leadership, Unity, and Advocacy for Public Education

- Direct overall operations of a premier educational leadership organization; empower institutions' leaders for raising their voice through professional forums that champions possibilities for all students and purposeful advocacy for public education.
- Established strategic relationships with key stakeholders and leaders, such as superintendents, central office administrators, university professors, elementary and secondary principals, and school business officials.
- Navigated the entire spectrum of Alaska Staff Development Network (ASDN), overseeing organization's long-standing and highly regarded staff development resources for improving and promoting student achievements through multiple educational programs.

NORTH SLOPE BOROUGH SCHOOL DISTRICT

2008 – 2014

Assistant Superintendent/Acting Superintendent

- Provided strategic directions to the leaders of multiple educational components for managing the largest geographic school district in the United States with 1800+ students, 11 schools, 450+ employees, and \$72M budget to meet educational goals and objectives.
- Oversaw the entire spectrum of six departments, including Human Resources, Curriculum and Instruction, Assessment and Accountability, Student Services (special education), Iñupiaq Education, and Instructional Technology to improve individual learning experience.
- Improved stakeholders' confidence and satisfaction by conducting human resource audits, uncovering operational challenges, and implementing process improvements, while ensuring the smooth and seamless flow of organizational functions.
- Doubled the teacher retention rate by delivering first class training, professional development and improved climate.

- Established a highly trained, sustainable workforce, including teachers, classified staff, administrative and supervisory personnel, and senior leadership positions by leading the recruitment, hiring, training, and onboarding of competent professionals.
- Transformed the traditional negotiators into a joint problem-solvers by executing interest-based bargaining (IBB) and rebuilding and strengthening relationship with the bargaining unit that improved organizational success.
- Spearheaded the implementation of five-year CAIM (Curriculum Alignment, Integration, and Mapping) Initiative using Understanding by Design (UbD) and the Iñupiaq Learning Framework (ILF) by securing \$1.3M legislative appropriation for the project.

SKILES AND ASSOCIATES

2007 – 2008

Attorney at Law

- Managed multiple corporate and civil litigation processes, including strategic negotiations, compliance issues, transactions, agreements, and lawsuits, while assuring the accuracy and thoroughness of all required documents.
- Administered a caseload and maintained the confidentiality of customer information and case materials.
- Headed all the business functions as managing partner, such as legal strategy, site selection, staffing, financial statements, taxes, and profit growth.

MAIN STREETS AND URBAN DEVELOPMENT

2005 – 2006

Director, Housing

- Directed and managed the entire spectrum of the city housing department. Led the successful implementation of the City of Rock Springs Main Streets program and the urban development plan for the city's core areas.
- Headed multiple high-profile federal and commercial projects from inception, ensured redevelopment and construction of downtown Rock Springs was within allocated time, budget, and quality frameworks.

WYOMING DEPARTMENT OF EDUCATION

2003 – 2005

Chief of Staff

- Governed the entire department operations, such as leading a multidisciplinary team of 150+ professionals and controlling all the expenses within \$230M biennial budget, while coordinating with multiple boards and interested groups.
- Piloted overall department operations for the development and implementation of the State Superintendent's vision and direction, while creating internal policies, devising operational budget, and controlling additional expenses to achieve desired objectives.
- Presided a high-profile team of 11 direct reports, including the Director of Public Affairs, WDE In-house Counsel, Projects & Planning Manager, State Board of Education Executive Assistant, and Deputies for managing multiple departmental operations.

D/B/A LISA, LLC

2002 – 2003

Consultant

- Spearheaded multiple projects from initial planning, while accommodating the Wyoming's uninsured population through the Health State Planning Grant via working closely with the University of Wyoming and the Wyoming Department of Health.
- Delivered first class training, advanced mentorships, and in-person orientations to each District Court Judge in Wyoming for the seamless implementation of a newly passed law, while ensuring compliance with state and federal regulations.

DEPARTMENT OF WORKFORCE SERVICES

2001 – 2002

Director/Cabinet Member

- Established a new agency; steered overall operations for the restructuring of multiple state departments along with introducing and managing dozens of programs across five different agencies for realizing expected organizational targets.
- Headed a cross-functional team of impact-driven experts to identify and resolve operational problems about IT, budgeting and change management.
- Represented the department across multiple forums across by delivering interactive presentations at communities, the legislature, inter-agency work groups, and public hearings.

STATE OF WYOMING**Senior Policy Analyst to Governor/ Chair of Human Resources Subcabinet**

1998 – 2001

- Provided strategic assistance to the Governor for the development of policies about health, family services, K-12, and higher education, while improving opportunities for economic growth and enhancing the quality of life for the people of Wyoming,
- Enabled the Governor to make strategic decisions on issues affecting the people and resources of the state. Liaison from the Governor's Office to the Legislature.
- Promoted public awareness about new and revised policies using a variety of tools, while facilitating the execution of the Governor's human resource policies at the local, state, and federal level and improving constituent service in human resource area.
- Organized regular meetings with key officials from diverse departments for the resolution of issues related to K-12, higher education, housing, homeless, domestic violence, historic preservation, and economic and workforce development. The Human Resources Subcabinet included Health, Family Services, K-12 and Higher Education, Labor, the Business Council and Corrections.

ADDITIONAL EXPERIENCE

Adjunct Professor | University of Alaska Southeast, ED 642 Educational Governance | 2019 - Present

Adjunct Professor | University of Alaska Anchorage, EDL A 639 Politics, Law & Ethics in Education | 2022

Attorney At Law | Skiles & Associates | Small Business Owner

Adjunct Professor | University of Wyoming, Undergraduate & Graduate level Special Education Law Classes

Adjunct Professor | Laramie County Community College, Undergraduate Para-legal Courses

RELEVANT SKILLS

Strategic Planning & Execution • Curriculum Implementation • Personnel Development • Student Performance Metrics • Strong Partnership Building • Operations Management • Learning & Development Initiatives • Budgeting & Expense Management • Financial Management • Diversity & Inclusion • Advocacy • Strategic Communications • Policy Development & Implementation • Recruitment & Retention

EDUCATION & CERTIFICATIONS

B.S. in Social Science | University of Wyoming | 1989

J.D. – Juris Doctorate | University of Wyoming College of Law | 1992

Ed.D. – Education Leadership | University of Wyoming | December 2012

Cert. – School District Superintendent Certificate | University of Wyoming | May 2013

PROFESSIONAL AFFILIATIONS & AWARDS

AASA, The School Superintendents Association Executive Committee Member (Present) | ASE, Association of State Executives Past President (2022), President (2021) | Regional Education Laboratory (REL) Northwest Governing Board (Present) | Horace Mann League Executive Board (2019 – Present) | Juneau Downtown Business Association, Vice President (2019 – Present) | Rotary International | 100 Women Who Care Juneau | Women in Education Leadership Summit Founder | Wyoming State Bar Association | Auke Bay Elementary School PTA (2014-2020) | North Slope Borough Legal Providers Committee | Leadership Wyoming Graduate | Honored by the Wyoming National Guard for Employer Support | Recognized as a statewide leader for “40 under 40” | Graduate of the “Strategic Leadership for State Executives” Program at the Governors Center at Duke University | Co-Founder Wyoming Affiliate of the Susan G. Komen Breast Cancer Foundation | Board of Directors, Past President, Co-Chair, first Wyoming Race for the Cure | Member University of Wyoming Athletics Hall of Fame Committee | Board of Visitors, University of Wyoming College of Arts & Sciences Advisory Board | University of Wyoming College of Health Sciences | Leadership Laramie Graduate | Past Board of Directors, University of Wyoming Alumni Association | Past Board of Directors, Interfaith Good Samaritan | Past Board of Directors, President, League of Women Voters of Laramie | Past Big Sister, Big Brothers/Big Sisters | Outstanding Contributor to the Division of Student Affairs, University of Wyoming | Albany County Woman of the Year | University of Wyoming Board of Trustees, ASUW President & Vice-President

LEADERSHIP

Alaska State Leadership Academy (ASLA): 2018 to Present. *Conceived of and implemented a program that provides early career principals in Alaska with a collegial cohort engaged in networking, skill building, mentoring and mutual support across the state. Created a design team to collaboratively continue to lead the work composed of UAS, principal organizations and ACSA.*

Alaska Department of Education and Early Development's Teacher of the Year Committee

Member: 2022. *Panel designed to select from the Talent Pool who will represent Alaska as Teacher of the Year.*

Consortium for School Networking (CoSN) Partner contact for Alaska: 2019 to Present. *CoSN is the premiere association for school system technology leaders.*

Consortium for School Networking (CoSN) Empowered Superintendent Panel Member to AASA

Association of State Executives: 2021. *A CoSN initiative to provide information and resources to superintendents and district leaders to increase their capacity in leading technology efforts in a school district.*

Blog Sponsor and contributor. 2018 to Present. **Our Alaska School**

Blog <https://ouralaskanschools.edublogs.org>

Alaska Superintendents Association (ASA) Fall Conference Presentations: 2014 to 2022.

Membership conference attended by ASA members, higher education partners for the purpose of professional learning opportunities and information sharing.

Alaska Council of School Administrators' Carrs/Safeway Alaska Education Grant Program Selection

Committee Member: 2022. *An annual opportunity to support innovative teaching practices in classrooms around Alaska.*

Alaska Department of Education and Early Development, Alaska Education Challenge Steering Committee and Chair, Education Excellence Sub-Committee: 2017-2020. *Stakeholders gathered to inform the re-design of DEED's strategic plan for education in Alaska.*

Alaska Department of Education and Early Development Restart Guidance for Schools: 2020 – 2022. *Work Group devoted to redesigning public education that ensures the health and safety of students, teachers, staff and families. Development of the statewide health standards framework that allows local districts to retain the ultimate authority and respond to specific needs of students and communities.*

Alaska Council of School Administrators: (2014 – Present). *Quarterly Education Bulletin.*

PUBLICATIONS AND PRESENTATIONS

Parady, E. (2022, August 10). *Education Funding*. Presented to the Alaska Municipal League, Conference of Mayors at Harrigan Hall in Sitka, Alaska.

Parady, E. (2017 – Present). *How to Advocate with Technology*. Presented at the Alaska Society for Technology in Education Conference, Anchorage, Alaska.

Parady, E. (2015 - Present). *Ready, set, govern or Board room boot camp: The boards' role in governance*. Presented at the Association of Alaska School Boards Conference at various times in Anchorage, Alaska.

Parady E. (2015 – Present). *Successful advocacy strategies, Legislative 101*. Presented to the Annual PK-12 Principal Conference at various locations in Alaska.

Parady, E. (2015 – Present). *New and Incoming Superintendent Academy*. Presentations at the Alaska Superintendents Association at various locations (including virtual in 2021).

Parady, E. (2014 – Present). *Various presentations on topics related to education, advocacy*. Presented to school and/or community organizations virtually and in communities across Alaska.

Parady, E. (2021, July). *Financial Leadership for Schools*. Presented to the Alaska Association of School Business Officials in Anchorage, Alaska.

Parady, E. (2021). *The Alaska School Leadership Principal Pipeline*. Presented at Learning Forward's 2021 Virtual Conference!

Parady, E., & McTighe, J. (2010, October 20). *Curriculum Alignment Integration and Mapping - A North Slope Experience: Policy and Process of Integrating Culture, History and Language with Alaska Standards*. Presented to the National Indian Education Association at the Smithsonian's National Museum of the American Indian in Washington, D.C.