
Deena M. Bishop, Ed.D.



Executive Profile

Exceptionally motivated, energetic, results-oriented educational professional operating with integrity and purpose, focused on improving student performance and achievement for all. Demonstrated ability to lead through dynamic changes and improvements to achieve superior results over a sustained period. Experienced educational operational leader with a thorough understanding of staffing and budgeting during difficult economic stretches. Possess the advanced education and training that has allowed the utilization of data to identify areas of strength and weakness and implement complex organizational policies, standards, changes in operations, and systems to optimize outcomes. Demonstrated ability to motivate staff and build teams to maximize instructional outcomes through engagement, coaching, and consensus building. Confident, articulate, and persuasive with the ability to work with individuals at all levels inside and outside of the organization. Focused on equity, diversity, and inclusion to increase opportunities and outcomes for all people.

Skill Highlights

- Instructional leader
- Innovative thinker
- Community outreach
- Data-driven decision maker
- Effective communicator
- Project management

Core Accomplishments

Leadership and District Culture:

- Mentored and coached employees resulting in increased student outcomes
- Formulated strategic plans and goals with the School Board, staff, and community
- Restructured District administrative team to meet 21st century needs and skills with a focus on all students with equity in mind
- Designed and implemented districtwide programs to enhance student performance and achievement
- Balanced complex community demands for the best interest of students
- Successfully developed and passed large school bond packages

Policy and Governance:

- Developed procedures for working with the School Board that define mutual expectations and working relationships
- Adjusted local policy in accordance with municipal, state, and federal regulations as needed
- Recommended for School Board approval a District position on local, state, and federal legislation affecting schools

Communications and Community Relations:

- Elicited public participation and support for educational programs
- Formulated and carried out plans for internal and external communications

to articulate the District's purpose and priorities to staff, community, and mass media

- Informed stakeholders about educational trends, practices, and District policies
- Recognized and considered community agencies and their inter-relationship with the District

Organizational Management:

- Implemented policies of the Board of Education through effective organization and empowerment of District personnel
- Prepared and presented an annual \$850 million+ budget to the Board of Education for adoption
- Assured alignment and consistency between the budget and instructional programs

Curriculum Planning and Development:

- Provided oversight of the District's curricula, textbooks, support materials, and instructional program supervision within the framework of the rules and regulations of the State Department of Education and Early Development and the Board of Education
- Provided leadership and direction for the continued research, development, operation, and supervision of the instructional program
- Developed, implemented, supported, and monitored change processes to improve student achievement
- Established a climate for learning based on research findings and the use of appropriate instructional strategies
- Used valid and reliable performance indicators and testing procedures to measure performance outcomes

Instructional Material:

- Provided leadership for the coordination of efforts from teachers, curriculum personnel, instructional program management, and stakeholders in curriculum development and revision
- Recommended to the Board of Education adoption of overall goals, objectives, and priorities for the District's educational program to allow the District's employees to meet the needs of students in a rapidly changing environment
- Elicited public participation and support for the educational program

Human Resources Management:

- Recommended certified staff of the District for employment subject to approval by the School Board
- Collectively Bargained eight employment contracts
- Developed staff evaluation and professional development system to improve the performance of all staff members
- Reorganized District administration to focus on equity, diversity, & inclusion

Facilities Management:

- Provided oversight of the District's short-term and long-term planning for facilities in order to educate students in appropriate learning environments
- Established procedures to include staff, parents, community entities and business/industry representatives, students, and other stakeholders in developing bond proposals, legislative requests, and the six-year Capital Improvement Plan (CIP)
- Led District in aftermath of 7.1 magnitude earthquake, a natural disaster which resulted in severe damage to facilities; returned students to school within one week

Professional Experience

07/2016-Present Superintendent, Anchorage School District, Anchorage, AK

Responsible for educational and organizational leadership of Alaska's largest school district. Tasked with bringing ASD into a high-achieving district commensurate with 21st century learning during a time of budgetary constraints. Implementation of measures to align District's mission and goals with guidance from the School Board. Accountable for strategic planning, student instruction, finance, and District operations. Use of data to drive instruction and motivate staff and students. Responsible for development and presentation of \$850,000,000+ budget constructed to maintain the District's focus on 48,000 culturally diverse students in more than 130 schools and programs. Responsible for professional development for staff of 6,000+. Responsible for compliance with state and federal programs. Negotiated eight collective bargaining agreements. Partnerships with business and community leaders to support and enhance a climate of student learning and successful outcomes for all students.

- Developed, implemented, and secured legislative funding for value added programs:
 - French immersion program
 - Indigenous language immersion program
 - Comprehensive high school with a career technical focus
 - Middle college school for qualifying 11th and 12th grade students
 - Cyber centers for enhanced online learning
 - State-wide home school program
 - Expanded preschool programs
 - Elementary program for Science, Technology, Engineering, and Math (STEM)
 - Reorganized executive leadership, Office of Equity and Compliance established, Senior Director hired

07/2011-06/2016 Superintendent, Matanuska-Susitna Borough School District, Palmer, AK

Responsible for formulating strategic plans, goals, and change efforts with the Board of Education, staff, and community. Provided educational leadership to the Board of Education, staff, and community through the administration and supervision of District programs, activities, and operations. Recommended and advocated for school bond proposals to accommodate increased student enrollment and renovation of school facilities. Responsible for all construction, major rehabilitation, and major repair of school facilities. Recommended and lobbied on local, state, and federal legislation affecting schools. Elicited public participation and support. Formulated and carried out plan for internal and external communications.

- Demonstrated return-on-investment in education dollars spent through academic innovation, engaging public school choices, and customer service
- Developed, implemented, and secured legislative funding for Districtwide value-added programs:
 - Alaska Middle College
 - Cyber centers
 - Air Force JROTC
 - STEM Initiative
 - Preschool Program
 - Increased graduation rate
 - Increased access to Career & Technical High School for Alaska Native students
 - Partnered with Alaska Native Science and Engineering Program (ANSEP) Academy for middle school students
 - Increased professional development for all academic areas for secondary teachers
 - Partnered with National Math Science Initiative (NMSI)
 - Secured \$214 million school safety and security bond

**07/2007-06/2011 Matanuska-Susitna Borough School District, Palmer, AK
Assistant Superintendent of Instruction**

Responsible for the daily operations of 44 schools over 25,000 square miles, controlling an instructional budget of approximately \$180 million and more than 2,000 employees. Provided instructional leadership to enhance student performance and achievement. Directly ensured the safety of students and staff.

- Acting Superintendent in Superintendent's absence
- Supervised building principals
- Responsible for all curriculum and instruction goals and objectives
- Designed and implemented MSBSD Response to Intervention (RTI) plan
- Designed and implemented MSBSD Positive Behavior Instruction & Support (PBIS) program
- Developed and implemented literacy program PK-12
- Implemented STEM (Science Technology Engineering and Math) in MSBSD schools
- Responsible for all District staff Professional Development and Training
- Developed curriculum maps K-10 for all core curriculum areas
- Increased mathematics and civics requirements for District's students
- Organized work force to achieve Board goals FY11
- Restructured Curriculum Council to aggressively seek school and credit choices for students
- Engaged with and served on Mat-Su Central School's Academic Advisory Council to increase curriculum choices for home school/ correspondence students
- Developed Board Policy to support MSBSD Board goals
- Acquired safety and maintenance bonds during tenure, +50 million
- Wrote and edited feature news articles for MSBSD's Communications Plan
- Responsible for District's high-stakes assessment programs
- Facilitated ASAA state committee for Special Education

- 08/2003-07/2007 Matanuska-Susitna Borough School District - Wasilla, AK
Principal - Cottonwood Creek Elementary**
- Led top-performing elementary school in MSBSD, 525 students.
 - Consistent improvement of test scores over multiple years
 - Won Artist in Residence Grant during 4 years of tenure
 - Awarded mission school status by District's Curriculum Council and School Board
 - Piloted use of Measures of Academic Progress for District (MAP)
 - Increased opportunities for parent involvement

- 08/2001-08/2003 Matanuska-Susitna Borough School District - Palmer, AK
Assistant Principal - Teeland Middle School**
- Opened new school facility
 - Implemented uniform assessment and curriculum
 - Supervised certified and classified staff
 - Coordinated and supervised athletic and activities program
 - Increased parent involvement

- 08/1996-08/2001 Matanuska-Susitna Borough School District - Palmer, AK
Assistant Principal - Colony Middle School**
- Supervised certified and classified staff
 - Planned and provided professional development for all staff
 - Set vision, mission, and goals to meet Board goals
 - Coordinated and supervised athletic and activities program

**08/1993-08/1996 Matanuska-Susitna Borough School District - Palmer, AK
Teacher**

**08/1991-08/1993 Copper River School District - Glennallen, AK
Teacher**

**2006-2009 University of Alaska - Anchorage, AK
Adjunct Professor (concurrent employment)**

Education

- 2020 Yale School of Management**
Broad Fellowship Awarded; Equity in Education
- 2019 Harvard Business School**
Accelerating Board Academy
- 2006 University of Oregon - Eugene, OR**
Ed.D.: Learning Assessment and System Performance (LASP)
- 1996 University of Alaska - Anchorage, AK**
Master of Education - Public School Administration
- 1990 Texas State University - San Marcos, TX**
Bachelor of Science

Speaking Engagements, Honors, & Awards

- 2020: Alaska Junior Achievement Educator of the Year
- 2019: Bettye Davis African American Summit
- 2019: United Way Emerging Leaders Affinity Group
- 2019: Women in Leadership Symposium
- 2019: World Affairs Council International Women's Day Conference
- 2018 - Present: Accelerate Alaska Forum, speaker & facilitator
- 2018 - Present: Commonwealth North Forum
- 2018 - Present: Council of Great City Schools Facilitator & Speaker
- 2018: Alpha Delta Kappa Conference
- 2018 - Present: Introduce a Girl to Engineering Day Conferences
- 2016 - Present Special Olympics Events
- 2016 - Present Martin Luther King Jr. Celebrations
- 2016 - 2018: Education Matters Symposium
- 2016: Recipient, YWCA-BP Women of Achievement Award
- 2014 - Present: Invited testimony, Alaska State Senate, State House, & Department of Education & Early Development committees
- 2014: Panelist, University of Alaska Anchorage, Student Learning Objectives
- 2013: Presenter, Congressional Briefing - Safe and Civil Schools
- 2013: Presenter, Alaska Association of School Boards (AASB)
- 2013: Speaker, State of Alaska RTI Conference
- 2011: Panelist, United Way of Mat-Su Summit
- 2011: Speaker, Research in Education, Alaska Pacific University, AK
- 2011 - Present: Keynote Speaker at local Chambers of Commerce, Rotary clubs, and many partnering agencies
- 2011 - Present: Emcee for partnering agency galas, banquets, and other events

Affiliations

- 90% by 2020 Initiative, Executive & Leadership Team Member
- Alaska Education Challenge, Committee Member
- Alaska School Administrators, Member (AASA)
- American Association of School Administrators, Member (AASA)
- American Heart Association, Superintendents' Roundtable Member
- Anchorage Chamber of Commerce, Member, Ex-Officio Board Member
- Anchorage Economic Development Corporation, Investors Council Member
- Chugiak-Eagle River Chamber of Commerce Board Member
- Coalition for Education Equity, Board Member
- Collaborative for Academic, Social, and Emotional Learning (CASEL), Superintendents' Roundtable Member
- East Anchorage Rotary Club Member
- Education Commission of the States, State Commissioner (Governor's Appointee)
- Joint Base Elmendorf Richardson Honorary Base Commander
- Mat-Su Schools Foundation (MSSF) Board of Directors
- The Foraker Group Governing Board of Directors
- University of Alaska Board of Regents, Regent, 2015-2019
- University of Alaska, College Advisory Board of Directors