

Micah P. Hill

Superintendent of Kalispell Public Schools • [REDACTED]

EDUCATION

Superintendent Certificate, University of Montana, December 2020, 4.0 GPA

Master of Educational Leadership, University of Montana, May 2003, 4.0 GPA

Bachelor of Arts English Education 5-12, Minor in Reading K-12, Montana State University, May 1997, 3.3 GPA

EXPERIENCE

Superintendent of Schools - 3 years

Kalispell Public Schools - Kalispell, MT; July 2020 - present

- Senior leader of KPS District responsible for overseeing 29 administrators, 780 certified and classified staff, 6350 students, and 16 campus facilities.
- Serve as the primary advisor to the Board of Trustees and work with the Board to develop a clear vision for the district that supports continued excellence in education and instruction.
- Ensure effective communication and collaboration between the Board, the District staff and the community.
- Develop and foster positive relationships, serve as a strong advocate for the District and work closely with all stakeholders to support student success.
- Provide strategic leadership and resources to build and retain a talented and dedicated team of professionals who support the vision and mission of the District.
- Foster and maintain a strong work environment with staff by developing a clear purpose, a strong culture, and a collaborative environment that builds morale and promotes productivity, supportiveness and communication.
- Prioritize being visible and accessible to staff to ensure they feel supported and valued.
- Collaborate with administrators to accomplish District goals, monitor their progress, and evaluate performance.
- Oversee and provide support and professional development to all staff based on best practices.
- Work with leadership teams in developing a comprehensive curriculum and instruction philosophy that supports student achievement and ensures quality standards.
- Ensure that the approved curriculum meets District, State, and National standards.
- Provide oversight of assessment and performance data. Stay current regarding best practices in instruction, assessment, and curriculum and continue to pursue professional development.
- Ensure that effective and positive relations with all employee organizations are maintained and assume ultimate responsibility for collective negotiations with employees of the District.
- Oversee the financial stability of the District working closely with the Director of Finance and the Board, providing oversight as it relates to financial planning and budgeting, long term forecasting, and spending.
- Coordinate with the Board in efforts to pass bonds and levies, and lead all campaigns and communications.
- Prioritize student and staff mental health, increasing support efforts and resources, including the addition of a full-time Suicide Prevention/Mental Health and Wellness Coordinator.
- Collaborated with the KPS Board of Trustees and community to develop a five year strategic plan that reflects community vision, values and priorities and strives to implement competency and proficiency based learning.
- Implemented initiatives focused on developing transformational learning opportunities throughout the district.
- Sought and successfully acquired additional funding and resources that support district vision and goals: \$6 million Transformational Learning Grant, \$200K (annually) Advanced Opportunity Grant, \$2.6 million Safe Water Grant, \$10K School Safety Grant, \$250K ARPA School Workforce Development Grant, \$37K Homeless Children and Youth Grant, \$13K Art in Schools Grant and others.
- Led the process of planning and constructing a transportation and operations and maintenance building for the district (scheduled completion date, April 2023).
- Led teams that successfully negotiated multi-year contracts with four labor unions within the KPS district.
- Navigated the many challenges of the COVID pandemic: opened the Remote Education Center, established and maintained safety protocols, adjusted crisis management systems, collaborated with partner districts to establish, staff, and oversee free mobile testing sites, increased focus on supporting health and wellness of staff and students, established creative solutions to staffing shortages, maintained ongoing digital collaboration with other AA and regional superintendents and districts, increased technology support for all students.
- Initiated a long range facility planning process focused on response to unprecedented population growth including a robust demographic study of Flathead County and a thorough analysis of projected future needs.

High School Principal - 2 years

Glacier High School - Kalispell, MT; July 2018 - June 2020

- Responsible for 3 administrators, 95 certified staff and 44 classified staff, approximately 1300 students.
- Hire, provide training, supervise and evaluate staff and administrators.
- Directed and guided teachers in preparing and implementing curriculum.
- Reviewed and evaluated processes and frameworks of the school's administration.
- Established a vision and long term goals with benchmarks for teachers and personnel to achieve.
- Created and nurtured a culture of leadership, supportiveness and positivity within the school that included traditions and celebrations.
- Established and shared a vision of academic success and a learning climate that is conducive to fostering optimum student performance.
- Monitored academic development and growth of the students always looking for opportunities to adjust and improve.
- Responsible for the collection and analysis of building level data as it pertains to District goals including, graduation/dropout rates, failure rates, student assessment data and trends that impact decisions and future planning.
- Communicated and engaged with the students, faculty, and parents; represented the school to the parents, the community, and the District.
- Communicated and collaborated with the central office administration, keeping them informed of the school's various activities, operations and engagements.
- Reviewed, audited and inspected school facilities including classrooms, technology, restrooms, laboratories, athletic facilities and ensured these were upgraded, well-maintained, safe and fully functional.
- Met with stakeholders involved in education to discuss plans on improving the content of the educational curriculum for the purpose of helping students become more well rounded and competitive within the state and on a national level.
- Ensured and managed smooth operations, according to state and federal laws for education.
- Develop a building budget; direct and monitor the business and financial matters of the school.
- Managed and ensured that the building has adequate inventories of school property.
- Administered the building's operational policies and procedures; interpret and enforce district school policies and all of its administrative guidelines.
- Served as building level liaison to partner school districts.
- Collaborated on a successful grant to secure funding for the Ascent Project serving at-risk students.
- Served as a committee member on mentor/induction committee, professional development committee, negotiations committee, building committee, various curriculum committees, hiring committees, staff professional development committees, budget committees, technology committees, and systems of support (SOS) committee.

High School Assistant Principal - 11 years

Glacier High School - Kalispell, MT; August 2007 - June 2018

- Integral part of the administrative team that successfully opened Glacier High School.
- Responsible for grade level discipline (600+ students); Supervise and evaluate staff (20-25 per year).
- Developed, implemented and oversaw master schedule.
- Responsible for site level administration of PowerSchool, PowerTeacher, and PowerScheduler.
- Responsible for building level reporting to Montana Office of Public Instruction - including Fall TEAMS Report, Discipline Record, and Accreditation.
- Financial management of several budget areas within the school.
- Student mentor program developer/advisor; Freshman orientation day developer/advisor.
- Helped design and lead district level teams to implement Freshman Academy.
- Advanced Placement™ Coordinator, state assessment coordinator (site level), student attendance monitor.
- Student transportation coordinator (site level), camera/security analyst, critical incident coordinator.
- Wrote a successful grant to secure funding for summer school.
- Responsible for grade level Special Education and 504 students (100+ on caseload).

Middle School Principal - 3 years

Linderman Middle School - Kalispell, MT; July 2004 - June 2007

- Served as sole on-site administrator for 300-350 7th grade students.
- Responsible for student discipline, hiring, supervision and evaluation of all staff.
- Financial management of building level budget.
- Developed and implemented a master schedule.
- Served as an integral team member of the middle school planning committee, assisted in long term planning and a complete restructure of building usage across district campuses.
- Created and implemented a full inclusion model for special education.
- State assessment coordinator, student attendance monitor, student transportation coordinator, critical incident coordinator.

Junior High Dean of Students/Activities Director - 2 years

Kalispell Junior High School - Kalispell, MT; August 2002 - June 2004

- Responsible for student discipline, 8th and 9th grade (1000+) students.
- Worked closely with school counselors in working with youth in a guidance setting.
- Worked closely with school administrators and assisted in hiring and evaluation of teachers.
- Facilitated development and implementation of Safe and Civil Schools.
- Served on the Library Media Specialist evaluation tool committee.
- Organized and supervised all extra curricular activities. Managed all activity budgets.
- Responsible for scheduling all practices and events, hiring and evaluation of coaches and officials.
- Supplied and maintained all activities inventory; Supervised all home events and practices.

High School English Teacher - 5 years

Flathead High School; August 2001 - June 2002, Bigfork High School; August 1998 - June 2001, Colstrip High School; August 1997 - June 1998

- Taught 9th-12th grade English including Standard English, Basic English, Remedial Reading, College Reading, Composition, Mythology, Science Fiction, Poetry, Western Regional Literature.
- Collaborated and team taught English/History in the Orion school-within-a-school at risk program.

Middle School and High School Activities Coach

Flathead High School; August 2001 - June 2002, Bigfork High School; August 1998 - June 2001, Colstrip High School; August 1997 - June 1998

- Served as an assistant coach for football, cross country, wrestling and track.
- Served as a head wrestling coach.
- Served as a volunteer coach in youth activities.

AWARDS, AFFILIATIONS and CERTIFICATES (past and present)

- Kalispell Chamber "Educator of the Year" 2022
- Voted "Best Administrator" in Flathead Valley 2022
- Voted "Best Administrator" in Flathead Valley 2021
- Voted "Hometown Hero" 2021
- Montana Regional "Superintendent of the Year" 2021
- "Friend of Forensics" Award 2015
- NW MT Reading Council "Administrator of the Year" 2007
- Kalispell Daybreak Rotary Club Member
- Rotary Keynote Presenter
- Kalispell Chamber of Commerce Board of Directors
- Chamber of Commerce Keynote Presenter
- Promise 686 Foster Community Board of Directors
- PIR Presenter for Evergreen School District
- Center for Restorative Youth Justice Board of Directors
- School Administrators of Montana
- Montana Association of School Superintendents
- National Association of Secondary School Principals
- Montana Coaches Association
- Montana Officials Association
- Suicide Prevention Strategies For School Teams
- United Way Community Resource Trainer
- Trained in Restorative Practices/Restorative Justice
- Run, Lock, Fight (Armed Intruder) Trainer
- AdvancEd Accreditation Trained Reviewer
- Crisis Management for School-Based Incidents
- New Teacher Center Induction Institute
- Safe and Civil Schools/MBI Trainer
- PowerSchool Database Administrator