

*Dr. Sally Sugg
619 Westfield Lane
Henderson, KY 42420
Phone 270-577-4829*

Email: sally.sugg@outlook.com
sally.sugg@henderson.kyschools.us

WORK HISTORY AND ACCOMPLISHMENTS

UNIVERSITY OF THE CUMBERLANDS

December 2015 – May 2016

ADJUNCT PROFESSOR

- ❖ Assigned to teach Level II course for principal certification (Seminar on Educational Change: Instructional Leadership)

HENDERSON COUNTY (KY) SCHOOL BOARD MEMBER – DISTRICT 2

January 2015 – Present

BOARD MEMBER

- ❖ Defeated long-term incumbent and one other challenger in a 3-way race with two-thirds total vote
- ❖ Legislative liaison for the board
- ❖ Initiated complete policy review
- ❖ Serving as board representative for district-wide Gifted Talented Program review

HENDERSON COUNTY PUBLIC SCHOOLS, HENDERSON, KY

November 2011 – July 2014

PRINCIPAL – HENDERSON COUNTY HIGH SCHOOL

Under My Supervision

- ❖ @ 2,000 students and 250 certified and classified staff
- ❖ 5 Administrators, 6 Guidance Counselors and Athletic Director
- ❖ Leadership Team of 33 (Administrators; Dept. Heads; Teacher Leaders)
- ❖ 3 Organizational Units and Career and Tech Ed Unit - “School within a School” Concept

Accomplishments

- ❖ 2012-2013 K-Prep results moved HCHS from 55th Percentile to the 91st Percentile among all Kentucky high schools earning first ever Distinguished/Progressing, High Performing, High Progress Classifications from KDE
- ❖ ACT scores increased at least one point in all subject areas and on composite score
- ❖ TELL Kentucky (Teacher Working Conditions Survey) scores increased dramatically

- ❖ Implemented school day Response to Interventions (RTI) program for all students

Awards: KMEA Administrator of the Year – voted on by Kentucky Music Educators – Dec. 2013; HCHS received first ever Silver Status from US News & World Report Ranking 22 out of 264 Kentucky High Schools

WESTERN KENTUCKY UNIVERSITY, BOWLING GREEN, KY

June 2011 - May 2013

FACILITATOR - PRINCIPALS' LEADERSHIP ACADEMY FOR THE WKU CENTER FOR LEARNING EXCELLENCE (CLE)

- ❖ Joint project (KDE/WKU) to address leadership development for principals in persistently low-achieving schools in Western Kentucky region
- ❖ Worked collaboratively with WKU and KDE staff
- ❖ Recruited and hired individual on-site coaches for principals in the project
- ❖ Reviewed monthly reports from on-site coaches
- ❖ Developed on-going network for this group of principals over a two-year period
- ❖ Developed and presented professional development on the following topics: Effective Leadership and Evaluation Practices; Learning Targets; Utilizing PLCs; Critical Conversations; Effective Grading Practices; Effective Assessment Programs

EDVANTIA INC. NASHVILLE, TN

October 2011

INDEPENDENT CONSULTANT

- ❖ Participated in Retranslation and Calibration of New Teacher Evaluation System

KENTUCKY DEPARTMENT OF EDUCATION, FRANKFORT, KY

August 2008 – December 2010

(I retired from KDE to assist as a caregiver for elderly parents – December 1, 2010)

KDE DIRECTOR OF DISTRICT 180 – OFFICE OF GUIDING AND SUPPORT SERVICES

- ❖ Responsible for providing resources and support for all Kentucky schools in NCLB consequences
- ❖ Worked directly with superintendents in identified districts
- ❖ KDE representative to Western Kentucky Educational Cooperative

Under My Supervision

- ❖ Educational Recovery Directors; Educational Recovery Leaders; Educational Recovery Specialists
- ❖ Support for Struggling Schools Branch

Awards: Kevin P. Noland Award - presented by Kentucky Board of Education – Dec. 2010

KDE ASSOCIATE COMMISSIONER - OFFICE OF LEADERSHIP AND SCHOOL IMPROVEMENT

- ❖ Member of Commissioner's Planning Team
- ❖ Commissioner's Representative to the Educational Professional Standards Board
- ❖ KDE Member of Educational Development Leadership Collaborative
- ❖ Member of Appalachia Regional Comprehensive Center (ARCC) at Edvantia (formerly AEL) Advisory Board
- ❖ Member of Kentucky's SACS/CASI Board of Directors
- ❖ KDE Team Lead - Responsible for Statewide P-20 Professional Development Planning for Senate Bill 1 and New Common Academic Core Standards Roll-Out – 2009-2010
- ❖ Co-Coordinator - Statewide Assessment for Learning Initiative – Rick Stiggins' facilitator training for over 1,100 P-20 Kentucky teachers, administrators and educational partners - 2009
- ❖ Co-Coordinator – “Unbridled Learning Summit” – Statewide introduction to rollout of common core standards work – April 2010
- ❖ Represented Kentucky and met with Congressional staff studying Statewide School Performance Rubrics at the Aspen Institute – Washington, DC, May 2010

Under My Supervision

- ❖ Division of Leadership and Instructional Support
 - Council Development and Planning Branch
 - Professional Growth Branch
 - Community Support for Students and Families Branch
- ❖ Division of Scholastic Assistance
 - Highly Skilled Educator Branch
 - Targeted Assistance Branch
- ❖ Division of Educator Quality and Diversity
 - Educator Recruitment and Diversity Branch

SHELBY COUNTY PUBLIC SCHOOLS, SHELBYVILLE, KY

January 2007 – August 2008

ASSISTANT SUPERINTENDENT FOR STUDENT ACHIEVEMENT

- ❖ District and School Comprehensive Planning
- ❖ District Assessment Coordinator
- ❖ School Based Decision Making Coordinator for All Schools
- ❖ Title II Coordinator for Teacher Effectiveness
- ❖ Title V Coordinator for Innovative Programs
- ❖ District Professional Development Coordinator - responsible for the coordination of all district-level PD activities as well as district administrators' Effective Instructional Leadership Act compliance. Shelby County's major initiatives included the following during my tenure:
 - Monthly District Professional Learning Communities for all certified staff
 - Monthly District Instructional Leadership Team – Train-the-trainers model
 - Summer Professional Development Catalogue of Offerings
 - Annual 3-Day New Teacher Induction

- Annual 3-Day Summer Leadership Retreat for Administrators

Under My Supervision:

- ❖ Elementary and Secondary Instructional Supervisors
- ❖ Director of Special Education
- ❖ Director of Student Support Services
- ❖ 9 - School-Based Student Achievement Consultants
- ❖ 10 - Building Assessment Coordinators
- ❖ District Technology Resource Teacher

Awards: WOW Award (What Outstanding Work) presented by SCPS School Board - Feb. 2008

State Leadership Positions: Kentucky Leadership Academy (KLA) Advisory Board - 2006 - 2010

KENTUCKY DEPARTMENT OF EDUCATION, FRANKFORT, KY

July 2004 – January 2007

HIGHLY SKILLED EDUCATOR, (HSE)

- ❖ Assisted with School Improvement Initiatives for the Following Schools and Districts:
 - Monroe County
 - Webster County
 - Providence Independent
 - Mary Todd Elementary, Fayette County
 - Fulton High School, Fulton Independent
 - Fulton Elementary, Fulton County
 - Highland Elementary, Christian County
 - Pembroke Elementary, Christian County
- ❖ Leadership Roles with the HSE Cadre and Kentucky Department of Education:
 - ❖ Team Leader for State-wide Voluntary Partnership Assistance Teams (VPAT) 2006
 - ❖ Team Leader for Western KY HSEs (all schools/districts west of Elizabethtown) 2005-2006
 - ❖ KDE Pilot Team for New District Audit Process - Fall 2005
 - ❖ Design Team for HSE Cadre Training 2005-2006
 - ❖ Design Team and Trainer for KDE Scholastic Audit and Review Training 2006
 - ❖ Kentucky Principals' Network Coach 2005-2006
 - ❖ Kentucky Leadership Academy (KLA) trainer 2005-2006
 - ❖ Trainer for the HSE Cadre:
 - Authentic Partnership Communication Skills (Steve Kay & Associates) 2005-2006
 - Inquiry Teaching Methods - 2005
 - Improving School Culture – 2006

McCRACKEN COUNTY SCHOOLS, PADUCAH, KY

July 1998 -- July 2004

PRINCIPAL, HENDRON/LONE OAK ELEMENTARY

- ❖ Initiated Exemplary Remediation & Enrichment program
- ❖ School-wide Policies and Procedures Established for Student Management
- ❖ Established Excellent Rapport with Parent and School Community
- ❖ Increased Enrollment from 560 to 710
- ❖ Implemented Looping in Appropriate Grades
- ❖ Implemented Several School-wide Initiatives:
 - School-wide Title 1 Program
 - Reading & Math Renaissance
 - Latin Assembly for Hispanic Community in McCracken County

HENDERSON COUNTY PUBLIC SCHOOLS, HENDERSON, KY

August 1980 - July 1998

PRINCIPAL, SEVENTH STREET ELEMENTARY (July 1995 – July 1998)

- ❖ Received Excellent Summary Reports from Students, Staff and Parents (Effective Schools Surveys)
- ❖ Implemented Several School-wide Initiatives:
 - Computerized the Media Center
 - Reading Recovery
 - Accelerated Reader
 - School-wide Title 1 Program
 - Primary Language Lab
 - Different Ways of Knowing (DWOK)

Awards: United Way Community Spirit Award 1998; Welcoming Schools Award (one of the first ten schools to receive this award from the Partnership for Kentucky School Reform-Selected from 140 nominees) 1995

TEACHER, HENDERSON COUNTY HIGH SCHOOL (1987-1995)

- ❖ English-Grades 10 and 11, Honors and Regular Classes
- ❖ Pep Club Sponsor

TEACHER, HENDERSON COUNTY HIGH SCHOOL (1981-1984)

(I left to care for my infant son.)

- ❖ Gifted/Talented - Grades 11 and 12 (Select class comprised of students who were selected through auditions in the visual and performing arts)
- ❖ Managed District Budget for Gifted/Talented
- ❖ Worked closely with government agencies, prepared budgets, wrote grants, and hired professional artists to work with students
- ❖ Co-directed Swing Choir
- ❖ Led Student Mime Troupe
- ❖ Drama Club sponsor
- ❖ Directed three stage plays per year including musical production

TEACHER, HENDERSON COUNTY HIGH SCHOOL (1980-1981)

- ❖ English and Drama-Grades 10, 11 and 12
- ❖ Speech and Drama Club Sponsor
- ❖ Directed three stage plays per year including musical production

Awards: Principal's Award 1992 and 1995; "Who's Who Among America's High School Teachers", 1990 & 1994

SIKESTON PUBLIC SCHOOLS SIKESTON, MO

August 1979 - July 1980

TEACHER, SIKESTON JUNIOR HIGH SCHOOL (1979-1980)

- ❖ Social-Studies, Geography, Family Psychology-Grades 7, 8 and 9

EDUCATION

- ❖ Doctorate Degree, Eastern Kentucky University (Dec. 2013)
- ❖ Superintendent Endorsement, Eastern Kentucky University (May 2006)
- ❖ Coursework for Superintendent Endorsement, Murray State University (2003-2004)
- ❖ Rank 1 in Administration, Western Kentucky University (1992)
- ❖ Master's Degree, Western Kentucky University, (1987)
 - Major: Secondary Education; Minor: English
- ❖ Bachelor's Degree, Murray State University, (1979)
 - Major: English; Minor: History

LICENSES AND CERTIFICATES

- ❖ Superintendent's Endorsement
- ❖ Endorsements for Elementary and Secondary Principalship (K-12)
- ❖ Endorsements for Supervisor of Instruction (Elementary & Secondary)
- ❖ Kentucky Teaching Certificate – English/Language Arts; History
- ❖ Kentucky Real Estate License