

# Daniel R. Winsor

DCSD Executive Director Director of Schools, K-12  
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## PERSONAL STATEMENT

I believe in the Douglas County Schools, its dedicated people, committed community, and the potential we have to grow and be the hub of our community. I am committed to developing a culture where each student and staff member feels seen, valued, and has the liberty to strive for excellence.

## EDUCATION

### **Educational Leadership and Policy and Administration Principal Licensure, MA, Ed.S Program**

Colorado Department of Education Principal License  
University of Northern Colorado

### **M.A. Counseling Psychology, University of Colorado**

Professional Licensure: State of Colorado Professional Services License

### **B.S. Business Administration, University of Northern Colorado**

## WORK EXPERIENCE

### **Douglas County School District**

**June 2020 to Current**

#### **Executive Director of Schools, K-12 & Postsecondary Readiness**

- Superintendent Cabinet Team Member & Academic Cabinet Team Member
- Created the Legacy Innovation Campus in DCSD (Opening Fall 2023)
  - In partnership with the University of Colorado; University of Denver and Arapahoe Community College.
  - Worked in collaboration with the DCSD Superintendent, DCSD School Board, Douglas County Industry Partners, DCSD Cabinet and School Leadership, district staff.
  - Collaborative secured the CU South facility for \$10.8M and identified an additional \$22M for pathway programming; partnered with industry partners and postsecondary partners.
- Created DCSD Remote Learning School for 2021-2022 School Year, serving over 1000 students
- Created DCSD New Alternative Education PBL, WBL, and High Reliability School
- Monitor the effectiveness of K-12 school practices and their impact on student learning, making adjustments for continuous improvement;
- Provide leadership, support and coordination of a collaborative team (to include any additional district departments) to ensure that the District's mission, priorities, and strategic goals are student-focused, results-oriented, and aligned;
- Support and provide professional development and training to principals and other school staff within region and district, while initiating appropriate actions to support principals and schools;
- Direct the principal selection and evaluation process, mentor potential leaders, and identify candidates for promotion;
- Oversee the overall operations of school sites including site based budget design/allocation and purchase of instructional supplies, material and equipment, coordinating capital reserve process (small & large capital);

- Utilize appropriate resources of the staff, student body, school district and the community to develop and maintain highly effective K-12 instructional and co-curricular programs;
- Work with legal staff on personnel and other related matters as appropriate;
- Respond immediately to emergency/crisis situations and serve as a district representative based on response needs;
- Develop and maintain communications, including complaint management, among the students, the community, the faculty and the administration that supports the best interest of students;
- Build synergistic partnerships among principals, parents, businesses, and other community stakeholders in the educational process, and establish relationships with community leadership and stakeholders to build support for District programs;
- Maintain good public relations with parents, businesses, and community groups to provide information and receive feedback, and represent schools at District-level functions as needed;
- Lead, collaborated and developed eDCSD Remote Learning School for the 2021-2022 school in partnership with eDCSD, Human Resources Department, CIA, IT, Personalized Learning, Budget and Finance, School Leadership, and eDCSD.
- Sustainably and collaboratively development student postsecondary readiness pathway programming in DCSD. Increased Concurrent Enrollment pathway opportunities for students by over 30 percent each year, where DCSD students are earning more concurrent enrollment opportunities than all districts in the State of Colorado. DCSD families saved over \$3,900,000 (an increase of \$2.8M over three years) in college tuition. Students are also now earning stackable credentials, industry certifications, and Associate degree pathway opportunities.
  - Strategically developed partnerships with postsecondary partners (ACC and CSU), industry partners through Castle Rock Economic Development Council, Northwest Chamber of Commerce, Parker Chamber of Commerce and Castle Rock Chamber of Commerce to ensure there is a clear pipeline for student career readiness, work-based learning opportunities, and a collective commitment to increase economic development Douglas County.
  - Develop intentional and equitable pathways and career clusters for post-secondary readiness in collaboration with principals, CTE/CE coordinator, and teachers.
  - Increased post-secondary and concurrent enrollment opportunities for students through the development a partnership with DCSD, ACC, and CSU to credential teachers to teach CE courses (One year online teacher certification program through CSU)
- Successfully lead and implemented the development of \$15,000,000 of CTE pathway programming in nine DCSD high schools and one alternative high school.

**Douglas County School District**

**July 2018 to June 2020**

**Director of Choice Programming/Postsecondary Readiness**

- School Leadership Team Member: intentionally collaborated with Executive Director of Schools to provide:
  - Leadership Development
  - Continuous Improvement and Support Effective Schools
- As a district liaison, supported 21 high quality charter schools, ranging from elementary to middle to high schools
- 2019-20 Strategic Plan committee member: Facilitated and developed DCSD's three to five-year strategic plan.
- Boundary and School Capacity team member
- Co- Facilitator: High School Alternative Education Level Meetings
- Academic Cabinet Team Member: active team member who supported the development

- of strategic outcomes, goals, professional development, and leadership development of DCSD's district leadership team.
- Lead administrator in the concept, development, and sustainability of DCSD Innovation Campus in Parker (opening in Fall 2023)
  - Partnered with secondary principals to ensure pathway programming will compliment CTE programming
- Sturm Collaboration Campus (Arapahoe Community College) Advisory Board Member: postsecondary readiness and career and pathway development programming (PK-16)
- Lead, grew, developed, invested, and engaged K-12 principals, assistant principals, deans in leadership and professional development.
  - DLT
  - AP/Dean Meeting
  - Regional Meetings
  - New Leader Meeting
- Lead and supported DCSD Open Enrollment policy, oversight, and programming
- Lead and supported DCSD Cloverleaf and Homeschool policy, oversight, and programming

**Sagewood Middle School- Douglas County School District**

**June 2014 to June 2018**

**Principal**

- *Douglas County School District Administrator of the Year, 2018*
- Strategically plan, lead, organize, and serve mission, vision, professional development, strategic plan, faculty/staff/students of Sagewood Middle School.
- Purposeful development of school climate and culture; help instill a culture of school pride, student leadership, innovation, college and career readiness, and teacher empowerment.
- Serve as an instructional leader; instructional coaching; personalized professional development
- Implemented Professional Learning Communities to meet personalized learning needs of all students. Actively implemented a data management system, Alpine to support PLC based worked. Developed PLC Facilitator Training to support PLC's with integrity and authentic student impact.
- Create, establish, refine and support the mission, vision, and goals of Sagewood Middle School.
- Provide instructional coaching, reflection, and expertise to support the growth of teacher leadership and student achievement.
- To act as a resource to community members, students, parents, faculty and feeder schools.
- To enhance: 21<sup>st</sup> century instructional skills; embedding the effectiveness of critical thinking/collaboration/creativity/communication; the intentional use of AVID WICOR Schoolwide Strategies; developments and authentic integration of Personalized Learning
- To be an active member/leader in teacher development, student advising, multidisciplinary teaming, restorative practices (discipline), constructivist learning, and 21st century learning and leadership.
- Created and developed the implementation of Design Thinking and Innovation and Design Lab curriculum and course for Douglas County School District.
- Developed a framework of implementation and best practice of personalized learning and 1:1 technology.
- Professional development and instructional framework experience and leadership in: PEBC, Design Thinking, AVID, The Workshop Model, and Rigor Relevance.
- Course development for the Middle School Level: Student Government, AVID, and Innovation and Design Lab.
- Performance scores: in two year SGMS went from one of the lowest performing schools to one

- the highest performing middle schools in DCSD.
- Human Resource: Coordinate new teacher training, salary negotiation, Workday coordinator, new teacher retention, oversee all performance improvement plans, etc.

### **Legend High School - Douglas County School District**

**July 2008 to June 2014**

#### **Assistant Principal**

- Primary Responsibilities: Staff Development (Co-Building Resource Teacher), New Teacher Induction, Master Schedule/Staffing, Professional Learning Communities, AVID (District Director, Administrator, School-wide Systems, Leadership, Instruction, and Culture Implementation), Records, CDE Reporting, 504, Science Departments, and Crisis Team Coordinator.
- Serve as an instructional leader; instructional coaching, new teacher induction, and co-building resources teacher
- Provide instructional coaching, reflection, and expertise to support the growth of teacher leadership and student achievement.
- To lead and support the development of Professional Learning Communities.
- To be an active member/leader in teacher development, student advising, multidisciplinary teaming, restorative practices (discipline), constructivist learning, and 21st century learning and leadership.

### **Advancement Via Individual Determination (AVID)**

**May 2011 - Current**

#### **Instructional, and Leadership National Trainer**

- AVID Mission: is to close the achievement gap by preparing all students for college readiness and success in a global society.

#### **AVID Subject Matter Expert/Curriculum Writer/Development: Digital Teaching and Learning for Administrators (Spring 2018)**

- Digital Teaching and Learning for Administrators will challenge school leaders to enhance the implementation of the AVID College Readiness System at their school through the intentional integration of digital teaching and learning practices for the purpose of positively impacting the instruction, systems, leadership and culture.
- Participants will use AVID's Digital Learning Framework; Adopt, Adapt, Accelerate and Advocate, to define a pathway toward meaningful integration of digital tools and WICOR strategies in order to enhance student learning by impacting professional practices that promote student ownership and achievement of personalized learning goals.

#### **National Staff Developer: Leadership for Advancing Strand & Instructional Leadership (Summer 2011 - Present)**

- Outline the successful integration of AVID Schoolwide through its four domains: Systems, Culture, Instruction, and Leadership
- Successfully integrate and model best instructional practices in the areas of: writing, inquiry, collaboration, organization and reading.
- Successfully integrate Tony Waggoner, David Conley, Simon Sinek and Michel Fullan, Ken Robinson's work of rigor and college and career readiness into the four AVID Schoolwide domains.
- Coach and train district and school leaders in best practice surrounding leadership, culture, instruction, and systems.

#### **AVID District Wide National Trainer (2017- present)**

- Train Superintendents and district leaders to facilitate and implement focused systems,

instructional frameworks, transform leadership and develop a growth minded culture that promotes student success for all students.

**Leadership for College Readiness National Trainer (2013 – present)**

- Identify, research, and evaluate how systems, leadership, culture, and instruction are interdependent
- Analyze how schools might be effectively organized to assist both students and staff in being successful in developing a college ready culture
- Train participants (school districts, teams, administrative leadership teams, academic cabinets) in the change process and anticipate when a school concentrates its efforts to reorganize the structures, processes, protocols and systems to strategically plan and give purposeful meaning to all the efforts adults are making to improve performance for all students.

**AVID District Leader (ADL) and AVID District Director (2012 –present)**

- Coach K-12 buildings and leaders on the effective implementation and sustainable strategies to embed rigorous instruction, a culture of college and career readiness, quality professional development, create access and opportunities for all students, and evaluate systemic processes that impact student learning.

**AVID Educational and Instructional Consultant (2016 – present)**

- Actively support K-12 schools on the successful implementation of high quality educational systems and a culture of excellence. Collaborate with schools in developing intentional outcomes, quality assessment and instructional practices. To help align leadership for college readiness practices and an AVID school-wide or district wide vision. To help K-12 schools to help close the achievement gap, develop personalized and intentional professional development systems, and prepare students to be college and career ready.

**Emergenetics (Student Teacher Emergenetics Program)**

**January 2015- present**

**STEP Facilitator and STEP Associate Candidate**

**Legend High School - Douglas County School District**

**July 2007 to June 2008**

**Department Chair of Counseling / Administrative Responsibilities Assigned**

- Core Team Member-Opened the School

**Smoky Hill High School, Cherry Creek School District**

**December 2002 to July 2007**

**Secondary High School Counselor and Peer Counseling Teacher**

**Legend High School- Douglas County School District**

**August 2008 to May 2013**

**Head Young Men's and Women's Varsity Soccer Coach- (Founding Coach)**

- 2009 National Federation of High Schools, Colorado Coach of the Year

**Smoky Hill High School- Cherry Creek School District**

**August 2004 to January 2008**

**Head Young Men's Varsity Soccer Coach**

- 2004, 2006, and 2007 State Champions, 2005 State Champion Runner-Up (2006 & 2007, National Ranking)
- 2004, 2006, and 2007 All-Colorado and National Soccer Coaches Association and Adidas, State and Regional Coach of the Year
- National Soccer Coaches Association and Adidas National Coach of the Year Nominee, 2007

HONORS

\*Douglas County School District Administrator of the Year, 2018

\*ACT Regional Presenter: High School College and Career Readiness and High-Yield Instructional Practices

\*Colorado School Counselor Association Regional Presenter: Connecting RAMP and Evaluation; Crisis Response and Management Training

\*Colorado Round Table- Panel Member and Speaker: Addressing The Soft Skills Gap to Ensure Students Are Prepared for High School, College, and Career, 2019

\*Leadership for Douglas County Panel Member: Addressing the Future of Education and Postsecondary Readiness

\*AVID National Conference Presenter: 2013- AVID Schoolwide and the Four Domains; 2018-Leveraging the Systems Domain to Impact Leadership, Instruction, and Culture for Student Success

\*State Champion Head Coach Men's Varsity Soccer, 2004, 2006, 2007; National Soccer Coach's Association and Adidas National Coach of the Year Nominee, 2007; Denver Post *All-Colorado* Coach of the Year, 2006 & 2007

SAMPLE LEADERSHIP & COMMITTEE WORK

- DCSD Superintendent Cabinet Team Member
- DCSD Academic Cabinet Team Member
- DCSD School Leadership Team Member
- DCSD Equity Team Member
- Crisis Team Coordinator
- Director of Career and Technical Education, Concurrent Enrollment and Work Based Learning: \$15M in Bond Work; Innovation Campus Lead \$42M
- Alternative Education Pine Drive Site Development: Partnership with School Leadership and Planning and Construction Department
- Colorado Community College System: Concurrent Enrollment Task Force Team Member
- Douglas County Talent Pipeline Team Member: Partnership with CR Chamber, NW Chamber, Parker Chamber, ACC, Industry Partners, CSU
- CCSD: Excellence and Equity Leadership Team
- Regional Principal/Administrator Equity and Leadership Collaborative
- Led DCSD Post-Secondary Readiness Department and Choice Programming
- Human Resource Recruiter: College Fairs
- Lead District Administrator and Designer: Innovation Campus

