

Interview Meeting #1  
Wednesday, May 10, 2023 6:00 PM  
Library--Superior High School, Superior, NE  
PO Box 288  
Superior, NE 68978

1. Call Meeting to Order
2. Pledge of Allegiance
3. Roll Call
4. Excuse Absent Board Member(s)
5. Approve Agenda
6. Conduct interviews  
John Whetzal  
Ken Heinz
7. Board deliberation
8. Executive Session
9. Return to Open Session
10. Adjournment

**John E. Whetzal**  
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(785) 294-2202  
whetzalj@gmail.com

## **Education**

- Ed.D in Educational Leadership (currently enrolled) - Kansas State University
- Master of Science Degree (2003) - Kansas State University
  - Educational Leadership and Administration
- District Licensure (2008) - Pittsburg State University
- Bachelor of Science in Natural Science (1995) - Cameron University

## **Licensure**

- Kansas State Board of Education – current
  - District Leadership PK-12
  - Building Leadership PK-12
  - Building Administrator 7-12
  - Physical Science 7-12
  - General Science 7-12
  - Biology 7-12

## **Professional Experience**

- USD 114 - Riverside (July 2021 - present)
  - Superintendent of Schools (637 students)
  - 3-8 Building Principal (293 students)
  - Budget oversight - \$5.5 million annually
  - Transportation Director
- USD 223 - Barnes-Hanover-Linn (July 2018 - June 2021)
  - Superintendent of Schools (441 students)
  - Budget oversight - \$3.8 million annually
  - District Test Coordinator
  - District Curriculum Director
- Frontier Farm Credit - Hiawatha, Kansas (June 2015 - June 2018)
  - Crop Insurance Specialist for North East Kansas, South East Nebraska, and North West Missouri
- USD 380 - Vermillion (August 2005 - May 2015)
  - K - 12 Building Administrator - Centralia Public Schools
  - Professional Development Chair
- USD 427 - Republic County Public Schools (August 2000 - May 2005)
  - High School Science Teacher
  - Building Leadership Team
  - Professional Development Committee
  - Site Council Member
  - School Leadership Committee
  - Head Varsity Football Coach

- Lawton Public Schools - Lawton, Oklahoma (August 1996 - May 1999)
  - General Science Teacher - Central Junior High
  - Head Football Coach - Central Junior High
  - Assistant Football Coach - Lawton High School
- Anadarko Public Schools - Anadarko, Oklahoma (August 1995 - May 1996)
  - Freshman Biology Teacher
  - Head Football Coach - Junior High
  - Head Basketball Coach - Junior High

## **District Leadership**

- 2022-2023:
  - Wrote and was awarded multiple grants in excess of \$300,000 for facility improvements and staffing.
  - Reconfigured District Building/Facility Use from four buildings (PreK-2; 3-5; 6-8; 9-12) to two buildings (PreK-5; 6-12)
  - 2022-2023: Created and implemented 8-12 FACS program
  - 2022-2023: Created and implemented CTE Work-Based Experience Program
  - Created CTE Coordinator position
- 2021-2022:
  - Math assessment scores (KSDE Accountability Report) raised from 15.8% (below state average) to 30.14% (above state average)
  - ELA assessment scores (KSDE Accountability Report) raised from 31.15% (below state average) to 35.68% (above state average)
- 2021-Current
  - Reduced District Chronic Absenteeism from 34.8% to 18.2%
- 2020-2021
  - Implemented At-Risk Preschool program in both USD 223 communities
- 2019-2020
  - Rebuilt damage suffered from multi-million dollar tornado loss at the Linn campus on Memorial Day and started school at the regularly scheduled time
  - New gymnasium built through the CMaR process
  - Partnered with City of Linn to fundraise, plan, and construct a Weight Room/Fitness Facility shared between the district and community

## **Awards & Recognition**

- 2020-2021
  - Commissioner's Award (1:8 districts recognized state-wide)
- 2019-2020
  - Commissioner's Award (1:8 districts recognized state-wide)
  - Kansans Can Gold Star Award for Post-Secondary Effectiveness
  - Kansans Can Silver Star Award for Graduation Rate
  - Kansans Can Copper Star Award for Academically Prepared for Post-Secondary Success
- 2017
  - Top individual insurance salesman (stand-alone policies) for Farm Credit Services of America in Kansas, Iowa, South Dakota, Wyoming, and Nebraska
  - Appointed Customer Experience representative for North East Kansas Region of Frontier Farm Credit

- 2016
  - Appointed Sales Peer Group representative for North East Kansas Region of Frontier Farm Credit
- 2014-2015
  - Recognized as a Top Academic High School and Elementary School by US News and World Report
- 2012-2013
  - Governor's Academic Achievement Award - High School
- 2011-2012
  - Governor's Academic Achievement Award - High School
- 2010-2011
  - Governor's Academic Achievement Award - High School
- 2009-2010
  - Governor's Academic Achievement Award - High School
- 2008-2009
  - Top Academic Kansas High School - Business Week Magazine
  - National Bronze Medal High School - US News and World Report
  - Governor's Academic Achievement Award - High School
- 2007-2008
  - National Bronze Medal High School - US News and World Report
  - Governor's Academic Achievement Award - High School
- 2006-07
  - Governor's Academic Achievement Award - Elementary & High School
- 2005-06
  - Governor's Academic Achievement Award - Elementary School

### **Professional Memberships**

- 2005-Current: United School Administrators of Kansas (USA)
- 2018-Current: Kansas School Superintendents' Association (KSSA)
- 2014-2015: Kansas State High School Activities Association (KSHSAA)  
Executive Board of Directors, Vice-President
- 2011: Elected 1A state representative on KSHSAA Executive Board
- 2009-2015: Twin Valley representative on KSHSAA Board of Directors
- 2009-2015: Twin Valley League (TVL) President
- 2007-2015: Pony Express Alternative Education Center - Advisory Council

### **References**

References are available upon request.

**DR. KENNETH V. HEINZ**  
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Weeping Water NE 68463  
(402) 267-5229 (308) 850-3081  
ksheinz@windstream.net

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## **FORMAL EDUCATION**

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University of Nebraska, Omaha/University of Nebraska, Lincoln  
Doctor of Education, Spring 2005  
College of Educational Administration  
GPA 4.0 on a 4.0 scale

Kansas State University, Manhattan, Kansas  
Master of Science, July, 1988  
College of Education – Administration and Foundations  
GPA 4.0 on a 4.0 scale

Nebraska Wesleyan University, Lincoln, Nebraska  
Bachelor of Music, May, 1984  
College of Music – Vocal Music Performance and Vocal Music Education  
GPA 3.66 on a 4.0 scale

York High School, York, Nebraska  
Diploma, May, 1980

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## **PROFESSIONAL EXPERIENCE**

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Clinical/Student Teacher Supervisor, Western Governors University  
2020 - Ongoing

Superintendent, Weeping Water Public Schools, Weeping Water, Nebraska  
July, 2012 – June 2019 Retired  
Chief executive officer for the administration and evaluation of all areas and programs of district

Superintendent/Director, Omaha Nation Public Schools and Head Start, Omaha Tribe of Nebraska, Macy, Nebraska  
September, 2011 – June, 2012  
Chief executive officer for the administration and evaluation of all areas and programs of Omaha Nation Public Schools and Omaha Tribe Head Start program

Superintendent, Centura Public Schools, Cairo, Nebraska  
July, 2007 – November, 2010  
Chief executive officer for the administration and evaluation of all areas and programs of district

Superintendent, Osceola Public Schools, Osceola, Nebraska  
July, 1997 – June, 2007

Chief executive officer for the administration and evaluation of all areas and programs of district

Principal, K-12, Genoa Public School, Genoa, Nebraska

July, 1992 – June, 1997

Responsibilities inclusive of supervision staff, curriculum, programs, and activities

Director of Choral Activities, Grand Island Public Schools, Grand Island Senior High School, Grand Island, Nebraska

August, 1989- May, 1992

Director of Choral Activities/Assistant Football Coach, U.S.D. #333, Concordia Junior-Senior High School, Concordia, Kansas

August, 1985 – May, 1989

### **WEEPING WATER ACHIEVEMENTS AND NOTABLES**

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Financial/fiscal stability – district moved from being on a levy override for many years, borrowing money and having no cash reserves to being in solid financial shape with no levy overrides, debt free, and substantial growth of cash reserves in all accounts. Recognized by Moody's with an A1 rating despite low property valuations

Facilitated the rewriting and updating of district core curriculum and alignment of assessments; adding additional classes and programs with existing staff

Major improvement in in-district and state assessment scores going from a school "In Need" to one of the best in the area despite increasing poverty numbers. Top ranked among ESU #3 schools in science and math.

Named one of the top school districts in Nebraska by U. S. News and World Report

Passage of \$12 million bond issue resulting in new and updated facilities by a 69% to 31% vote

Re-configured grade levels to include a true 6<sup>th</sup> through 8<sup>th</sup> grade middle school

Strong emphasis and growth in career and technical education programs, becoming a leader in the area, advising larger area schools with programming

Led district through NDE ReVISION process, streamlining and expanding Career and Technical Education courses with more career pathways than any area school

Implementation of Grab n Go breakfast program, recognized as the most improved breakfast program in the state by the NDE nutrition services department.

Implementation of a 3-year old preschool and an in-school day care program

Decreasing special education student numbers despite increasing poverty numbers

Rewrote and implemented a new teacher evaluation tool to reflect growth and accountability

Facilitated the complete revision of district policy manual

Developed district-wide professional development program/emphasis for staff, administration and board

### **UMO HO NATION ACHIEVEMENTS AND NOTABLES**

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Restructured and resurrected the Early Childhood (EC) Preschool program back into federal compliance and rewrote grant and related materials so it could once again exist, being in compliance, and receive federal funding

Restructured and streamlined the EC program to allow it to be a functional and sustainable program

- Merged the EC program into the public school system program to allow for a PreK-12 educational program
- Reorganized and restructured the financial structure and organization of the Umo Ho Nation district to bring it into compliance with the Nebraska Department of Education and the Federal Impact Funding that was in danger of being lost
- Provided professional development to the board so they understood the guidelines and parameters of public school education and help mentor them in their roles
- Implemented a professional development program to allow for staff development focused curriculum, instruction, and assessment
- Established a cooperative working relationship with ESU #1 that previously did not exist

## **CENTURA ACHIEVEMENTS AND NOTABLES**

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- Improved test scores across the district. Adjusted and improved district-wide assessments and procedures including implementation of a new, district-wide, student growth-oriented standardized assessment
- Facilitated the rewriting of district curricula and alignment of assessments; added additional classes and programs with existing staff
- Major revisions of district financial structure. All fund balances have shown substantial growth including the general fund balance that has grown from a negative balance to 3 million dollars within three years. Lunch and activity funds are now self-supporting
- Developed and implemented district-wide accountability process for all areas
- Origination and development of short, medium, and long-range district plans including technology, transportation, facilities, and curriculum and assessments
- Developed district-wide professional development program/emphasis for staff, administration and board
- Created foundation for re-configuration of district organization to include a 6-8 middle school
- Rewrote and implemented a new teacher evaluation tool to reflect growth and accountability
- Organized and developed a comprehensive district-wide health and wellness program for students, staff, parents and patrons.
- Developed and implemented a new district-wide Safety and Security Program
- Updated technology infrastructure to support multiple new wireless mobile computer labs and 1:1 computer initiative
- Facilitated the revision of the district policy manual
- Writing and awarding of various state and federal district-wide grants

## **OSCEOLA ACHIEVEMENTS AND NOTABLES**

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- Development and implementation of a district 6-8 middle school
- Implementation of all day, everyday kindergarten
- Implementation of an in-district pre-school
- Passage of bond issue for facility upgrades
- Facilitated and oversaw major facility renovations in updating district facilities
- Improvement of standardized test scores district wide
- Implementation of primary grade looping program
- Major budgetary reductions and revisions while maintaining and adding curricula
- Restructuring of district budget, procedures and processes that allowed for financial growth in all district funds
- Implementation and development of a district FFA program

Writing and awarding of various district-wide grants  
Restructuring of the lunch and activity funds to become self-supporting  
Implementation of breakfast program  
Directed and implemented inter-local staffing agreements with neighboring school districts and local city government  
Extensive experiences with teacher negotiations and Commission of Industrial Relations  
Extensive experiences in school feasibility studies and consolidation issues  
Facilitated the rewriting of district curricula and alignment of assessments and added additional classes and programs with existing staff  
Facilitated the complete revision of district policy manual

## **PRINCIPAL ACHIEVEMENTS AND NOTABLES**

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Named "The Outstanding New Principal" for the state of Nebraska for the 1993-94 school term by the Nebraska Council of School Administrators  
Improved test scores across the district by adjusting, modifying and aligning district-wide curriculum and assessments and developing procedures for analysis  
Led and initiated the re-writing of district curricula and alignment of assessments  
Added additional classes and programs with existing staff  
Developed and implemented professional staff development program for staff and administration  
Re-wrote and implemented new teacher evaluation tool to reflect growth and accountability  
Developed and implemented a district-wide Crisis Response Plan and team  
Started SCIP (School – Community Intervention Program)  
Developed and implemented a Senior Citizen Assistance Program  
Initiated and led district-wide School Improvement Process where we were one of the first schools in the state and region to receive the North Central Association Outcomes Accreditation  
Led implementation of summer lunch program  
Wrote and facilitated numerous district-wide grants  
Made numerous presentations over staff development, school improvement and curriculum and assessment topics at state and national conferences  
Implemented and initiated numerous other school and district-wide programs such as school/community communication, student recognition, school/community partnerships, etc.

## **TEACHER ACHIEVEMENTS AND NOTABLES**

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Substantial growth in student enrollments and participation in music classes  
Added additional classes and select extra-curricular groups  
Improved quality in programs as quantified in the improvement of contest/competition scores that had ranged from 2's and 3's prior to my arrival. Under my direction, my groups never received anything less than a 1 (superior) rating  
Developed parent/community booster programs  
Participation in multiple out of state, regional, and national competitions  
Created and hosted various honor choir festivals for my districts  
Frequently sought-after adjudicator and honor choir clinician

## **OTHER ACHIEVEMENTS AND NOTABLES**

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Named Outstanding Administrator by the Nebraska Music Education Association  
Appointed by Governor to the Nebraska Professional Practices Commission  
Quality Assessment Review trained and chair of processes  
Presentations at Nebraska Department of Education, statewide and national North Central  
Association Conferences, State Board of Education, Nebraska Legislature  
External team chair and member of numerous External Accreditation Teams for districts  
in the School Improvement/accreditation process  
Participation and trainings in/with numerous educational settings such as Stephen Covey,  
Madeline Hunter, Larry Lezotte, Pat Olsen, etc.  
Awarded State FFA Cornerstone Achievement Award that honors outstanding  
contributions and leadership to district and state FFA programs

## **PAST/CURRENT COMMITTEES/PROFESSIONAL ORGANIZATION/ACTIVITIES**

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NCSA/NASA Region II President  
State (Nebraska) Coordinated School Health and Wellness Committee  
Nebraska Professional Practices Commission, Chair  
NDE Model Assessment Advisory Committee  
NCSA Labor Relations Planning Committee  
NASA/NASB Planning Committee  
NCSA Leadership Development Committee  
Special Education Advisory Committee, Chairperson, Columbus, Nebraska  
E.S.U. #7 Administrator Advisory Committee, Chairperson, Columbus, Nebraska  
State Senator Advisory Committees  
School Community Intervention and Prevention Core Team, Chairperson  
KN for Kids  
National Association of School Administrators  
Nebraska State Association of School Administrators  
Nebraska Council of School Administrators  
National Association for Supervision and Curriculum Development  
State Association for Supervision and Curriculum Development  
Nebraska Schoolmaster's Club  
Phi Delta Kappa  
Memberships on various School District Foundation Boards  
Regional Superintendent Associations  
Chamber(s) of Commerce  
Central 8 Board of Controls, President  
LouPlatte Conference Board of Controls, President  
School Board Member, President, St. Joseph's School, York  
Knights of Columbus  
Community Chorus Director  
Church lector, acolyte, song leader  
Little League baseball/soccer coach  
American Heart Association Volunteer  
American Cancer Society Volunteer  
Four Corners Health Response Committee  
Nebraska Rural and Community Schools Awards and Scholarship Committee  
Crossroads Distance Learning Education Association, Chair

## **SOURCES OF REFERENCE**

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Mr. Alan Horn, board president while employed  
13615 McKelvie Road  
Weeping Water NE 68463  
(402) 297-5819  
hornfarm@windstream.net

Mr. James Garner, board v-president while  
employed  
8114 132nd Street  
Weeping Water NE 68463  
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Mr. Jay Twomey, board member while employed  
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Mr. Andrew Farber, Superintendent, Louisville  
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Ms. Sue Svanda, former Business Manager  
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Ms. Betty Hanes, former elementary secretary  
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\* Will be happy to provide additional references upon request.