



# Dr. Melissa Poloncic

## Profile

*Committed Nebraska educational leader with a proven ability to partner on a statewide and national level to positively impact education. Develops a focused vision for continuous improvement using current research in the deployment of strategic planning. Confident in utilizing strong communication and relationship skills to influence growth and change.*

## Leadership Talents

Mission Focused

Relational Team Builder

Impact Driven

Networker & Mediator

Value Driven Achiever

Responsible Activator

## Leadership Experience

### **Superintendent, DC West Community Schools, Valley, Nebraska**

July 2014 — Present

- Fostered positive Board, administrator, staff, parent, and community relationships based upon trust, communication, integrity, and high expectations
- Inspired a commitment to students in every decision along with 160 staff members to serve 1060 students from diverse backgrounds
- Deployed two multi-year strategic plans focused on data based needs and stakeholder input
- Active in the legislative process providing testimony and collaboration with senators on legislation
- Cultivated an elementary program recognized as the 2014 National Title I Distinguished School Award and 2015 National Blue Ribbon School
- Enhanced the early childhood program to include grants from the Buffett Early Childhood Institute and Nebraska Department of Education
- Transitioned middle grades into an inclusive middle school concept with rich exploratory and extracurricular programs
- Demonstrated student achievement scores consistently above the state average and outpacing achievement gaps with a diverse group of learners
- Expanded a high school program averaging a 97% graduation rate including Advanced Placement, Dual Credit, Career and Technical Education and alternative pathways
- Initiated policy development to ensure changes in circumstances of the organization and law
- Advocated connections with organizations, parent groups, and community agencies
- Maximized technology with 1:1 devices Preschool to Grade 12
- Created engagement with parents rating satisfaction levels at 97%
- Executed facility improvement projects worth \$46.5 million in six years

### **Principal, Millard Public Schools, Omaha, Nebraska**

August 2007 — July 2014

- Led 70 staff members and 750 students
- Effectively mentored five Assistant Principals, all of which are now building or district leaders
- Assisted in district level projects; School Boundary Study, Principal Institute, Leadership Definition and Framework, Administrative Evaluation rewrite, Strategic Planning and Curriculum Committees

- Designed a shared leadership structure by creating leadership teams that researched, planned, implemented, and sustained school improvement
- Created an engaged learning community with overall Gallup measured engagement of students at a 4.5/5, parents 4.5/5, and staff 4.3/5.

**Principal, Cedar Rapids Community Schools, Cedar Rapids, Iowa**

July 2003 — August 2007

- Led 340 students; 70% receiving free/reduced meals, 54% of racial diversity, 23% special education with two tiers of services
- Increased student achievement proficiency in reading and math by 30% and reduced office referrals by more than 50% over three years
- Participated in the minority achievement task force, diversity employee recruitment task force, district evaluation committee, bullying and harassment task force
- Obtained a \$150,000 grant in collaboration with the Department of Corrections and a \$20,000 grant from the Greater Cedar Rapids Community Foundation
- Collaborated with the University of Iowa and School Administrators of Iowa to launch a statewide effort in the evaluation of school leaders via an online portfolio
- Teamed with parent and community leaders to sustain arts magnet school programming

**Curriculum & School Improvement Consultant, Grant Wood Area Education Agency, Cedar Rapids, Iowa**

August 2001 — July 2003

- Liaison between the Iowa State Department of Education, school districts, and the community
- Language Arts Curriculum Consultant for twelve county region
- Consultant for the Reading First Initiative in the State of Iowa
- Data Driven Leadership and Evaluator Approval Trainer in coordination with the Iowa Department of Education
- Reading Recovery Site Coordinator

**Educational Service Unit 16, ESU 16, Ogallala, Nebraska**

August 2000 — August 2001

- Consultant for sixteen school districts in Western Nebraska
- Standards, Curriculum, and Assessment Consultant for nine county area
- Title 1, Class Size Reduction Grant Project Director
- Mentor Program Administrator
- Six Traits of Writing Trainer
- School Safety Planning Consultant

**Teacher, Sutherland Public Schools, Sutherland, Nebraska**

August 1998 — August 2000

**Grant Coordinator, ESU 16, Ogallala, Nebraska**

August 1997 — August 1998

**Teacher, Kearney Public Schools, Kearney, Nebraska**

August 1992 — August 1998

**Youthworks Teacher, State of Nebraska, Kearney, Nebraska**

June 1994 — June 1996

- Summer School Program Teacher for at-risk students ages 15-21

**Adjunct Faculty, Doane University, Lincoln, Nebraska**

August 2018 — Present

- Teach courses as assigned in the Education Specialist Degree Program to a cadre of education professionals

**State and National Leadership**

**Nebraska Association of School Administrators President, Nebraska Council of School Administrators**

**American Association of School Administrators Governing Board, National School Superintendents Organization**

**Executive Board Member, Nebraska Council of School Administrators**

**Greater Nebraska Superintendents Member**

**Greater Omaha Attendance & Learning Services, Executive Board Member, Omaha, Nebraska**

**Executive Team Member of the Collective Impact Plan and Human Resources Task Force**

**Leader, Metropolitan Omaha Educational Consortium**

**DC West Friend of the Arts Award, Valley, Nebraska**

**Midlands Superintendent Academy, University of Nebraska Omaha**

**Iowa Arts Administrator of the Year, School Administrators of Iowa**

**Networking with New Principals Leadership Team, Nebraska Council of School**

**Administrators**

**Evaluator Approval Trainer, School Administrators of Iowa**

**Data Driven Leadership Trainer, Iowa Department of Education**

**Commissioner's School-based Teacher-led Assessment and Reporting System (STARS)**

**Advisory Committee, Nebraska Department of Education**

## **Education**

**Doctorate of Educational Administration, University of Nebraska, Lincoln, Lincoln, Nebraska**

2016

**Certificate of Specialization, Educational Administration and Supervision, University of**

**Nebraska, Lincoln, Lincoln, Nebraska**

2013

**Masters of Educational Administration, University of Nebraska, Kearney, Kearney, Nebraska**

2001

**Bachelor of Arts in Elementary & Early Childhood Education, University of Nebraska, Kearney,**

**Kearney, Nebraska**

1991

## **National Conference Presentations**

**AASA, The School Superintendents Association Early Childhood Matters Most Early Learning Cohort, Park City**

**NAEYC, National Association for the Education of Young Children National Conference, New Orleans**

**American Association of School Personnel Administrators**

**National School to Work Conference, Kansas City**

