

Kate Bartlett

Summary of Qualifications: PK-12 education leader with demonstrated track record. Strategic thinker; facilitator; consensus builder; significant leadership, policy, operational, financial and grant management expertise. Highly relevant district leadership experience, as well as state-level policy and advocacy experience.

Professional Experience

Independent Contractor, 2023-Present

Colorado Department of Education, Project Manager

- Lead the 2024 Grants Project to streamline and increase effectiveness of state grants to districts.

Colorado School Finance Project, Associate Director

- Support school districts with school finance expertise. Lead Strategic School Finance training.

Colorado Department of Education, Denver, CO, 2019-2022

Executive Director, School District Operations, 2020-2022

- Highly visible cabinet-level role at the State Education Agency overseeing five units (35 staff) and critical functions including school finance and the distribution and implementation of \$1.8B in ESSER funding allocated to Colorado. Presented regularly to district Superintendents and CFOs, advocacy groups and policymakers on topics related to ESSER, school finance and instructional time.
- Worked closely with the Commissioner, Executive Team and stakeholders on key policy projects, including evaluating changes to policy framework regarding fundable instructional time and the implementation of a new measure for at-risk students in the school funding formula.
- Served on the Department's ESSER Steering Committee, a cross-unit team responsible for leading all aspects of the state's ESSER strategy and implementation.
- Led the School Finance Unit, including the distribution of \$9B annually to school districts. Worked closely with Legislative Council and Joint Budget Committee staff, and collaborated with legislators and advocacy organizations, around issues related to school finance. Created the CDE School Finance Support Program, hiring and utilizing retired district CFOs to develop financial leadership capacity in school districts.
- Also supervised the Grants Fiscal Management, Grants Program Administration, Student Transportation, and Pupil Count Audit units.

Turnaround Program Manager, 2019-2020

- Directly supported low-performing schools and districts to catalyze and accelerate improved student outcomes. Worked intensely with districts at various stages of engaging with Colorado's accountability clock system, including preparing for end-of-clock State Board of Education hearings, developing school improvement strategies, and progress monitoring.
- Served as a member of several cross-unit teams developing comprehensive, statewide strategies to support school improvement. Co-led the Empowering Action for School Improvement (EASI) team, which oversees an \$8-11M annual grant making process braiding state and federal school improvement funds. Served as the program lead for the School Turnaround Leadership Development program.

Lake County School District R-1, Leadville, CO, 2010-2019

Chief Financial Officer, 2014-2019

- Served in a CFO/COO leadership role in a high-poverty, high-ELL, rural PK-12 school district that made dramatic gains in student improvement recognized at the state and national level. (See [Colorado Department of Education video](#) and [Chalkbeat article](#))
- Ensured that the district's financial and human capital assets were used strategically to improve student outcomes. Led and supported all operational functions and departments for the school district, including: finance & accounting; human resources; grant writing, reporting & management;

labor negotiations; IT; food service; operations & maintenance; facilities; transportation; federal funds; unified improvement planning; out of school programming; community partnerships; family engagement; school safety; and healthy schools initiatives.

- Developed and oversaw \$19M annual budget. Secured significant grant funding for the district.
- Facilitated the district's facilities master planning and calendar redesign processes, including working with multiple stakeholder groups.
- Worked closely with the Superintendent on strategic planning and the implementation of initiatives related to school improvement and reform, including:
 - Partnerships with EL Education, the Achievement Network, CDE's Turnaround Network, the Gates Family Foundation and the James Walton Fund/Wend Ventures
 - Implementation of data structures
 - Implementation of strategic human capital initiatives to recruit and retain effective educators
- Led the district's communications and marketing efforts.
- Served as principal manager for The Center Early Childhood Programs, the district's Head Start and preschool program.

Special Projects Director, 2013-2014

- Worked closely with the Superintendent on projects related to school improvement and reform, including strategic planning, IT infrastructure improvement and the development of multiple systems and capacity building functions.

Head Start Director, 2010-2013

- Provided school leadership for The Center Early Childhood Programs. Oversaw 25 staff and a budget of \$1M including federal, state, private foundation and tuition funding. Ensured achievement of school readiness goals, compliance with all Head Start regulations, met financial requirements, implemented best practices, and led continuation grant process.

High Mountain Institute, Leadville CO, 2002-2010

Director of Advancement, 2006-2010

- Led fundraising and admissions efforts.

Acting Executive Director, 2009

- Led the school during a sabbatical of the Executive Director and Head of School.

Programs Manager, 2002-2006

- Developed several experiential programs for high school students.

Licensure

Colorado Superintendents License, expected Summer 2024

Education

Georgetown University, Certificate in Education Finance, 2020

University of Denver Daniels School of Business, MBA, 2007

Amherst College, Bachelor of Arts, American Studies, *Magna cum laude*, 1992

Board & Volunteer Service

Board Treasurer, 2023-Present, *Full Circle of Lake County*, Leadville, CO

Board Member, 2023-Present, *Lyra Colorado*, Denver, CO

Founding Board Member & Board President, 2016-2021 *Lake County Community Fund*, Leadville, CO

Bond Campaign Co-Chair, 2019 *Great Schools for Lake County*, Leadville, CO

Board Treasurer & Board Member, 2012-2017 *High Mountain Institute*, Leadville, CO

Professional References

