

**TROY K. DAMMAN**

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## **PROFESSIONAL GOALS**

Work in a leadership position that promotes opportunities for all employees to develop a strong working relationship and high level of productivity. Create an environment that is strongly aligned with educational expectations, goals that embrace exploration, discovery, experiential learning, and to provide the tools for students to be successful. To develop working relationships with both students and faculty that promote a family environment that supports social and emotional needs.

## **PROFESSIONAL BACKGROUND AND EXPERIENCE**

**2018–2023 Superintendent**  
**USD #101 Erie/Galesburg Schools**

- Restored trust in the district that includes teachers, students, parents, community members, and the board of education.
- Liaison with the board, staff, community, and state legislators.
- Ensure that district goals are met and delegate responsibility to proper staff.
- Restored the district budget from no reserve funds to proper level funds.
- Worked with the board to provide a \$14,000 increase in teacher base salary
- Helped to negotiate a transition to self-funded health insurance to reduce expenses by \$1,000,000.
- Developed a teacher collaboration program to enhance classroom instruction and teacher professional development.
- Worked with staff to expand upon curriculum offerings to JH and HS students.
- Worked with post-secondary institutions to provide student training that provides career certificates for entering the workforce upon graduation.
- Oversee all Carl Perkins CTE programs to ensure latest programs are offered and properly funded.
- Coordinated efforts with KSDE to expand work-based learning opportunities for students.
- Communicated with the public the need to increase the Capital Outlay mill levy by 4 mills while having a very high tax levy.
- Develop and oversee all budget aspects for the district including Federal dollars and grants.
- Added social workers and family counselors to deliver mental health for the district through a grant program.
- Aligned and updated all district handbooks and job descriptions.
- Worked with my board to complete a full district policy review and update.
- Help to coordinate the district summer school program.
- Developed a district daycare program.
- Work with our Special Education Coop to coordinate services in all areas.
- Responsible for all district programs, curriculum, activities, human resources, and to ensure student success each year.

**2013–2018 Superintendent**  
**USD #272 Waconda Schools**

- Awarded grant to develop 3 yr/old preschool program.
- Developed a K-6 Balanced Literacy Reading Curriculum.
- Upgraded district technology to include 1 to 1 Chromebook initiative.
- Integrated Google technologies district wide and trained staff on its use.
- Realigned district to become PreK-5 and 6-12 buildings.
- Guided board to become more efficient with expenditures through staff assignments and other district needs.
- Solidified the district financially through efficiencies while increasing curricular offerings.
- Upgraded district transportation fleet to include buses and vans.
- Completed major capital improvements that included a kitchen addition, boilers and HVAC systems.
- Developed working relationships with post-secondary colleges to provide free college courses.

- Developed partnership with industry to enhance welding programs with industrial welders.
- Oversee all Carl Perkins CTE programs to ensure latest programs are offered and properly funded
- Coordinated efforts with KSDE to expand work-based learning opportunities for students.

## 2011-2013 **CAREER AND TECHNOLOGY EDUCATION**

### **USD #501 Topeka Public Schools**

- Developed state-of-the art Metals Production and Cabinetmaking curriculum and facilities.
- Developed articulations with post-secondary schools that allowed students to transition with prior college credit.
- Developed a SkillsUSA charter
- Department CTE Chairperson, District Coordinator of Trade and Industry.
- Building Chairperson for school improvement.

## 2011. **INDUSTRIAL EDUCATION**

### **USD #512 Shawnee Mission Public Schools**

- Integrated Technology modules and curriculum designs. Worked towards developing PLTW district wide.
- Helped to coordinate Carl Perkins CTE programs to ensure latest programs are offered and properly funded.
- Helped to coordinate efforts with KSDE to expand work-based learning opportunities for students.

## 2010. **SUPERINTENDENT**

### **USD #109 Republic County Schools**

- Integrated Differentiated Instruction to meet the classroom demands of NCLB instruction for all students.
- Guided staff in aligning curriculum K-12.
- Incorporated building upgrades to include efficient heating/AC, remodeled restrooms, classroom and lighting upgrades.
- Provided a strong financial budget during state funding decreases.
- Coordinated all K-12 programs including special education, CTE, activity events, transportation and support staff.
- Oversaw all Carl Perkins CTE programs to ensure latest programs were offered and properly funded.
- Provided district wide staff training of technology equipment.
- Developed district wide fiber optic access and increased computer labs to include laptop carts for classroom and additional computers in labs.
- Interviewed and hired all staff district wide to include transportation, certified and classified.
- Evaluated building administrators and district managers.

2007.

## **PreK-6 PRINCIPAL**

## **SOUTHERN WYMORE SCHOOLS**

- Developed K-6 Reading First Curriculum to advance student learning.
- Increased student achievement while decreasing special ed. numbers through researched based K-3 reading curriculum.
- Interviewed and hired staff for teaching and classified positions.
- Evaluated classroom teachers and classified staff.

2005. **K-12 PRINCIPAL/AD**

### **USD #488 Axtell/Burn/Summerfield Public Schools**

- Developed robotics curriculum to incorporate technology, math, science and engineering into the classroom.
- KAL-TECH I & II participant. Demonstrated new schools program to State Board of Ed.
- Demonstrated robotics technology at Kansas State Exemplary Technology Fair.
- Interviewed and hired staff for teaching and classified positions.
- Managed and coordinated all district extra-curricular activities.
- Evaluated classroom teachers and classified staff.

2002. **TECHNOLOGY STUDIES**

### **USD #497 Lawrence Public Schools**

- Developed a grant for over \$40,000 to incorporate advanced technology.
- Developed curriculum for high school students that included use of CAD system, technology modules, engineering, electrical power, and robotics.
- Awarded NASA grants for integration of robotic technology.
- Taught CTE programs for adult ed through community colleges.

1994–1999 **ACTIVITIES DIRECTOR/INDUSTRIAL TECHNOLOGY**

### **USD #239 Ottawa County Public Schools**

- Developed Technology Program that includes Technology modules, web-based curriculum and problem solving.
- Awarded state grants through Vocational Education and CTE programs.
- Awarded state grants for externships to incorporate school to careers.
- Coordinated all district activities and coached high school cross country.
- Taught CTE programs for adult ed through community colleges.

1990–1994 **INDUSTRIAL TECHNOLOGY**

### **RAYTOWN, MO CONSOLIDATED #2**

- Provided instruction in woodworking, metals and drafting.
- Helped to coordinate district Vocational Education curriculum and programs.
- Coached high school soccer and track.

1987–1990 **INDUSTRIAL TECHNOLOGY**

### **USD #270 Plainville Public Schools**

- Provided instruction in woodworking, metals and drafting.
- Developed a CAD program and computer technology.

- Taught CTE programs for adult ed through community colleges.

## EDUCATIONAL BACKGROUND

2002-2003            **FORT HAYS STATE UNIVERSITY** Hays, Kansas  
 District School Administrator License  
 PreK-12 Building Administrator License

2001.                    **BAKER UNIVERSITY** Baldwin City, Kansas  
 M.S. Educational Administration  
 Secondary Administrator License

1983-1987            **FORT HAYS STATE UNIVERSITY** Hays, Kansas  
                           B.S. Industrial Ed.  
 Emphasis: Woods, Metals, Drafting, and Technology

1982-1983 **MANHATTAN AREA VOCATIONAL TECHNICAL SCHOOL**  
 Manhattan, Kansas Building Trades Program

## HONORS AND PROFESSIONAL ORGANIZATIONS

- Graduate of Kansas Association of School Boards BOLD program
- Member of Rotary International.
- Advisory member for NCCC, Neosho County development, and City of Erie development.
- Awarded over \$40,000 to purchase new school buses.
- Awarded numerous Early Childhood grants for preschool.
- Awarded \$10,000 Monsanto Grant for Math and Science.
- Awarded Carl Perkin's Grant for CTE program equipment.
- Board member for Kansas Council of Superintendents.
- Board member for Belleville Chamber of Commerce.
- Board member for Republic County Economic Development.
- Awarded Kansas State Showcase Learning through Technology.
- Awarded recognition for state-of-the-art robotics program.
- Participated in National Problem solving competition in Washington DC.
- Awarded over \$40,000 NASA grants for robotics program.

- Member of ZETA Delta Chapter of Phi Delta Kappa, 1993.
- Presidential Scholarship at FHSU.
- Memberships through United School Administrators - Kansas Association of School Administrators, Kansas Secondary Association of Principals, KASB, Association for Supervision and Curriculum Development, Greenbush, KAN-ED, School to Business Consortium, KAL-Tech I&II, KNEA, TSA, SkillsUSA-VICA.

## **PERSONAL QUALITIES**

***EDUCATIONAL LEADER, TECHNOLOGY TRENDSETTER, STRONG  
COMMUNICATOR, PECUNIARY INNOVATOR***

## REFERENCES:

**Will be provided upon request.**