

Horace Alan Seibert

CURRICULUM VITAE

Mailing Address: 1234 Pickwick Lane, Salem, VA, 24153

Electronic Mail: alanseibert@gmail.com

Telephone: (540) 815-0510

Date of Birth: March 10, 1968

Wife: Dr. Michele Goodman Seibert

Children: Chandler Alan Seibert
Logan David Seibert
Tyler Austin Seibert

EDUCATION

Doctor of Education, Educational Leadership and Policy Studies, May 2000
Virginia Polytechnic Institute and State University, Blacksburg, VA
Dissertation: Child Study as a Prereferral Mechanism at the Elementary Level of a Southwestern Virginia Local Education Agency

Master of Science, Educational Leadership, August 1996
Radford University, Radford, VA

Bachelor of Science, Secondary Science Education, May 1991
Virginia Polytechnic Institute and State University, Blacksburg, VA

WORK EXPERIENCE

Constituent Services and Government Relations Officer (CSGRO), Roanoke City Public Schools, Roanoke, VA,
October 2021 - present
Responsible for establishing a new office to serve as a guide for staff, students, families and citizens seeking to resolve their concerns and to cultivate relationships with elected officials to advance the vision, mission, and goals of the school division.

Division Superintendent, Salem City Schools, Salem, VA,
December 2006 - September 2021
Responsible for all functions and operations of a public school system, guided by a deep and abiding love of young people and passion for a heroic profession, practiced in a community that places great value on its children.

Adjunct Instructor, Radford University, Radford, VA,
January 2012 - present
Responsible for instructing graduate students in the School of Teacher Education and Leadership, specifically School Law for aspiring principals and both Advanced Legal Topics and Policy and Governance for aspiring district leaders.

WORK EXPERIENCE (Continued)

Principal, South Salem Elementary School, Salem, VA,
July 2004 – November 2006

Responsible for all functions and operations of a public elementary school, with greatest emphasis on maintaining a tradition of excellence in the most important functions...teaching and learning.

Assistant Principal for Instruction, Salem High School, Salem, VA,
March 2000 – July 2004

Responsible for curriculum in all content areas, master schedule, supervision of instruction, staff development, special education, dual enrollment, grade distribution and standardized test analysis, and discipline.

Assistant Principal for Curriculum and Instruction, Andrew Lewis Middle School,
Salem, VA, August 1996 – March 2000

Responsible for curriculum in all content areas, master schedule, supervision of instruction, staff development, child study committee, school accreditation, and discipline.

Science Teacher, Salem High School, Salem, Virginia 1991– 1996

Responsible for instruction in earth science and advanced earth science classes, founding member of Salem's Freshman Transition Committee, participated in division and school-based committees related to: salary, technology, attendance, staff development, and superintendent's advisory council.

PROFESSIONAL AFFILIATIONS

- Virginia Association of School Superintendents (VASS) 2006 – present
- American Association of School Administrators (AASA) 1999 – present
- Association for Supervision and Curriculum Development (ASCD) 1996 – present
- Virginia Association for Supervision and Curriculum Development (VASCD) 1996 – present Phi Kappa Phi, Lifetime Member
- National Association of Secondary School Principals (NASSP) 1996 - 2014
- Virginia Association of Secondary School Principals (VASSP) 1996 - 2014

HONORS

- President, Virginia Association of Supervision and Curriculum Development (VASCD) 2019-present
- Region VI Legislative Committee Representative, Virginia Association of School Superintendents (VASS) 2015-2021
- CodeVA Board Member, 2018- present
- Board Member, Virginia Association of Supervision and Curriculum Development (VASCD) 2017-present
- Virginia Accreditation Task Force Co-Chair, 2020
- Virginia is for ALL Learners Advisory Committee, 2018
- VASCD's State Curriculum Leader of the Year 2015-2016
- Member and Subcommittee Chair, Governor's SOL Innovation Committee, 2014-2016
- President, Virginia Association of School Superintendents (VASS) 2013-2015
- Superintendent of the Roanoke Valley Regional Board for Low Incidence Populations, 2014-2016
- Member, Virginia Tech School of Education Advisory Board, 2014-2016

- Secretary-Treasurer, Virginia Association of School Superintendents (VASS) 2012-2013
- Region VI Superintendent of the Year, 2012
- Chair, Region VI Superintendent's Study Group 2011-2012
- University of Virginia's Statewide Communities Of Practice for Excellence (S.C.O.P.E.) Cohort, 2005-2006
- Virginia Assistant Principal of the Year, 2004
- The Graduate School of Virginia Tech Nominee for the Council of Graduate Schools Outstanding Dissertation Award, 2000
- American Association of School Administrators, S.D. Shankland Scholarship Recipient, 1999
- Presidential Citation, Governor's School for Visual & Performing Arts at the University of Richmond, 1997
- Ruth Wood Memorial Award (Outstanding Graduate Student), College of Education, Radford University, 1996-1997
- Who's Who Among America's Teachers 1994, 1996, 1998, 2006
- Sally Mae Outstanding New Teacher Award Nominee, Salem City Schools, 1991
- Outstanding Staffman, Roosevelt Scout Reservation, 1986
- Eagle Scout, Boy Scouts of America, 1983

OTHER PROFESSIONAL EXPERIENCE

Co-Founder, Optimistic Vista, Salem, VA, 2020 – present

- Consulting Services that Bring Positive Perspectives to Complex Challenges

Partner, Solutions, etc. Education & Technology Consultants, LLC., Salem, VA, 2002 – 2006

- Provider of staff development and consulting services for schools

Online Faculty, School of Advanced Studies, University of Phoenix Online, 2004 – 2005

- Online Faculty for Doctoral Courses in Leadership

Sole Proprietor, INM Innovations, Elliston, Virginia 1993-2003

- Presenter at state and regional conferences for teacher productivity software applications
- Technology consultant and solution provider for Roanoke College, Hollins University, and numerous K-12 schools in Virginia.

Director of Health and Safety, Roosevelt Scout Reservation, Elmer, New Jersey Summers 1986-1990

- Supervised camp health and safety.
- Responsible for the care and disposition of camper illnesses and injuries.
- Supervised first aid, emergency management, and C.P.R. instruction of health and safety staff.

PUBLICATIONS

- Article Co-author, [*Imagine Personalized Learning as a Mosaic: How District Level Leaders Engaged with Stakeholders to Honor the Power and Complexity of Personalized Learning*](#), Learning Personalized, January 2020
- Article Co-author, *Leaders in Learning Through AASA's Digital Consortium*, School Administrator, Vol. 73 No. 2, February 2016

- Article Co-author, *The Salem City Schools Growth Project*, Journal of Virginia Educational Leadership, Vol. 9 No.1, 2012
(<http://publications.catstonepress.com/i/72976>)
- Book Co-author, *The Ninth Grade Opportunity: Transforming Schools from the Bottom Up*, published by iUniverse, © 2008

PRESENTATIONS AND PROFESSIONAL PROJECTS

- National Webinar Panelist, "Leading Learning in a Blended Environment: What Works for Student, Teachers, and Administrators," March 8, 2021
- Panelist, "Virginia Board of Education Special Committee to Review the Standards of Accreditation," October 14, 2020
- Co-chair, Virginia Accreditation COVID-19 Task Force, Spring 2020
- Presentation, "Personalized Education: Buzzword or Game Changer?," AASA National Conference on Education, February 14, 2020
- Facilitator, Governor's Teacher Retention Summit, University of Virginia, October 23, 2018
- Member, HB 632 Board of Education and Virginia Board of Workforce Development Workgroup, 2018
- Roundtable Participant, "Professional Perspectives: Leadership and Excellence in Action," Joint Meeting of Virginia Senate Education & Health and House Education Committees, Virginia State University, October 15, 2018
- Panelist, "Re-imagining Teacher Recruitment," Governor's Summit on Teacher Shortages in the Commonwealth," October 24, 2017
- Panelist, "Dual Enrollment Credit," VASS Fall Conference, October 23, 2017
- Panelist, "District Innovations in Personalized Learning," AASA Personalized Learning Cohort, Charlotte, NC, October 20, 2017
- Invited Participant, "White House Symposium on State Implementation of Computer Science for All," Washington, D.C., October 28, 2016
- Presentation, "School Divisions of Innovation," VASS Fall Conference, October 25, 2016
- Invited Participant, "White House Summit on Next Generation High Schools," Washington, D.C., September 12, 2016
- Ignite Session Presenter, Personalized Learning Summit, Oceanside, CA September 2016
- Policy Reactor, "Improving Teacher Evaluation Systems: Making the Most of Multiple Measures," Association for Education Finance and Policy (AEFP), March 2016
- Participant, Assessment and Accountability Roundtable, 2013 - 2015
- Participant, "Perspectives on Leadership" Panel Discussion, Aspiring Special Education Leaders Academy, Richmond, VA, March 2015
- Participant, "Teacher Evaluation" Panel Discussion, Mary Sue Copenhaver Institute, Roanoke College, June 2014
- Presentation, K-12 Chinese Educators: Seminar on Education in the United States, *A Picture of the American School, Principal, and Teacher*, October 2013
- Presentation, Virginia School Boards Association (VSBA) Webinar, *Salem's School Safety Review Committee*, August 2013
- Keynote Speaker, Virginia Association of Supervision and Curriculum Development (VASCD), *Strategic Compensation: What Works, What Doesn't, What's Next*, June 2013
- Participant, "Assessment and Accountability Roundtable" Panel Discussion, Recorded at WHRO Television Studio, April 2013

- Presentation, AASA National Conference on Education, *Strategic Compensation: What Works, What Doesn't, What's Next*, February 2013
- Presentation, Commonwealth of Virginia Senate Finance and House Appropriations Committees of the General Assembly, *Student Growth, Professional Evaluation, and Strategic Compensation*, January 2013
- Presentation, Commonwealth of Virginia Commission on Youth, *Student Growth, Professional Evaluation, and Strategic Compensation: What Works, What Doesn't, What's Next*, and *Virginia's Finnish Experience*, December 2012
- Presentation, Virginia First Cities, *Student Growth, Professional Evaluation, and Strategic Compensation: What Works, What Doesn't, What's Next*, December 2012
- Participant, *Exploring the Finnish Phenomena*, 2012
- Presentation, K-12 Chinese Educators: Seminar on Education in the United States, *A Picture of the American School, Principal, and Teacher*, November 2012
- Presentation, STEM Education Conference, Virginia Military Institute, *Student Growth, Professional Evaluation, & Strategic Compensation: What Works, What Doesn't, What's Next*, 2012
- Presentation, Regional Clinical Faculty Teachers and Leaders Institute, Sweet Briar College, *Assessment & Accountability: Creating Opportunities in the Midst of Challenges*, 2012
- Presentation, UVA SCPS Statewide K-12 Education Advisory Council, *The Growth Project: Student Growth vs. Student Achievement and Why We Need to Measure Both*, 2012
- Presentation, Virginia Association of School Superintendents, *Panelist, Building and Implementing a New Teacher Evaluation System*, 2011
- Presentation, Virginia Association of Colleges of Teacher Education (VACTE), *Panelist, Implementation of the Uniform Teacher Performance Standards and Evaluation at the District Level*, 2011
- Presentation, Virginia School Boards Association, *Student Growth vs. Student Achievement: Why we need to measure both and how Assessment FOR Learning can help*, Wytheville Hot Topic Conference, 2011
- Presentation, Virginia School Boards Association, *Comprehensive Plan on a Page – Focus on What's Important and Engage Stakeholders*, 2010
- Presentation, Virginia School Boards Association, *Panelist, Investigating Ideas on Alternative Retirement Options for Your Employees*, 2009
- Participant, India as Global Partner Program, 2008-2009
- Guest Speaker, Teaching the Rule of Law Project, *Suggestions for Implementation from a Participating Superintendent*, 2009
- Presentation, National Conference on Education, *The Eastern States Consortium: Benchmarking for Improvement*, 2009
- Presentation, National Conference on Education, *Panelist, Aspiring Leaders Forum*, 2008
- Advisor, National Advisory Committee for the AASA Center for System Leadership, 2007-2008
- Presentation, Virginia School Boards Association, *Personal Finance as Graduation Requirement*, 2007
- Presentation, Virginia Association of School Superintendents SOL Expo Conference, *Three Levels of Teacher Engagement in Creating SOL Success*, 2004
- Member, Roanoke Area Tech Prep Consortium, 2000-2004
- Presentation, Virginia Principal's Conference, *Increasing Enrollment in Career and Technical Education Classes*, 2003
- Presentation, Ohio's High Schools That Work Conference, *Student Support Teams: A Prereferral Intervention*, 2003

- Participant , Virginia Tech Educational Ethics and Leadership Conference, Exeter College, Oxford University, 2003
- Member, Southern Association of Colleges and School Accreditation Site Visit Team, Breckinridge Middle School, 2003
- Presentation, Virginia Principal's Conference, *At-Risk Student Interventions*, 2002
- Presentation, Virginia Principal's Conference, *At-Risk Student Support Teams*, 2001
- Chairman, School Renewal Steering Committee for Southern Association of Colleges and Schools Accreditation, Andrew Lewis Middle School, 1998
- Member, Southern Association of Colleges and School Accreditation Site Visit Team, Northside Middle School, 1998
- Freshman Transition Program Presentations 1994-2006
 - Howard School of Technology, Chattanooga, TN 2006
 - Thomasville County Schools, Thomasville, GA, 2006
 - Solutions, etc. Spring 2006 Freshman Transition Conferences (TN, MD, NC, and VA), 2006
 - Bandys High School, Bandys, NC, 2006
 - Gretna High School, Gretna, VA 2006
 - Solutions, etc. Freshman Transition Conference, Greenfield Technical Center, Botetourt, Virginia, 2005
 - University of Virginia's *Grade 9: The Make It Or Break Year Conference*, Charlottesville, Virginia, 2005
 - Gaston County Schools, Gaston, NC, 2005
 - Putnam County Schools, Winfield, WV, 2005
 - Knox County Schools, TN, 2005
 - Ohio's High Schools That Work Conference, Columbus, Ohio, 2005
 - Greenbrier East High School, Lewisburg, WV 2005
 - Virginia Association of Supervision and Curriculum Development, Williamsburg, VA 2004
 - Somerset County Schools, MD 2004
 - University of Virginia's *Grade 9: The Make It Or Break Year Conference*, Charlottesville, Virginia, 2004
 - Solutions, etc. Freshman Transition Conference, Greenfield Technical Center, Botetourt, Virginia, 2004
 - Ohio's High Schools That Work Conference, Columbus, Ohio, 2003
 - University of Virginia's *Grade 9: The Make It Or Break Year Conference*, Charlottesville, Virginia, 2003
 - Solutions, etc. Freshman Transition Conference, Salem, Virginia, 2003
 - Virginia School Board Association, Williamsburg, Virginia, 2002
 - Gloucester County Schools, Gloucester, Virginia, 2002
 - University of Virginia's *Grade 9: The Make It Or Break Year Conference*, Charlottesville, Virginia, 2002
 - Elizabeth City High School, Elizabeth City, North Carolina, 1997
 - High Schools that Work Regional Conference, 1996
 - Troup High School, LaGrange Georgia, 1996
 - Big Stone Gap Community College / Clintwood High School, 1996
 - Southwestern Virginia Technology Conference, 1995
 - Chesterfield County Schools, VA, 1995
 - Colonial Heights High School, VA, 1995
 - High Schools that Work Regional Conference, TN 1996
 - High Schools that Work Regional Conference, GA 1995
 - Rockbridge County Schools, VA, 1995
 - Roanoke County Schools, VA, 1994

- Tazewell High School, VA, 1994
- Keynote Speaker, Chesterfield County School's *TechFest*, 1995
- Member, Freshman Transition Committee, Salem High School 1992-1996
- Member, Science Textbook Adoption Committee, 1995
- Member, Science SOL Curriculum Guide Development 1995
- Presenter, Virginia Society for Technology in Education Conference, 1994 & 1995
- Presenter, Southwestern Virginia Technology Conference, 1994

RESEARCH INTERESTS

- Personalized Learning
- Student Growth Models, Professional Evaluation, and Strategic Compensation
- Smaller Learning Communities (Freshman Academies, Team Teaching)
- At-risk Student Interventions
- Education of Exceptional Learners

LEADERSHIP INTERESTS

- Supervision and Evaluation of Instruction
- At-risk Student Interventions
- Education of Exceptional Learners
- Professional Development
- Equity
- School Law

TEACHING INTERESTS

- Educational Leadership and Policy Studies
- Transformational Leadership for Aspiring Principals and Superintendents
- School Law, Policy, and Governance
- School Budget and Finance
- Supervision and Evaluation of Instruction
- Managerial Skills for Educational Leaders
- Seminar in Challenges of Educational Leadership (Case Studies)

COMMUNITY INVOLVEMENT

- Member Big Spring Baptist Church, Elliston, Virginia 2018-present
- Member, Fellowship Community Church, Salem, Virginia 2008-2018
- Assistant Scoutmaster, BSA Troop 51, Salem Virginia 2008-present
- Rotarian, Salem Rotary, Salem Virginia 2007 - present
- Den Leader, Cub Scout Pack 76, Salem, VA 2011-2015
- Board Member, Blue Ridge Mountain Council, Boy Scouts of America 2010-2014
- Board Member, United Way of the Roanoke Valley, Virginia, 2009 - 2011
- Board Member, Salem Family YMCA, Salem, Virginia, 2005-2011
- Board Member, Virginia Association of Curriculum Development, 2007-2009
- *Christians In Action* Sunday School Teacher, Big Spring Baptist Church, Elliston, Virginia, 2001-2007
- Membership Chair, Catawba District, Blue Ridge Council, Boy Scouts of America, 2005-2006
- Deacon, Big Spring Baptist Church, Elliston, Virginia, ordained in 1993
- Youth Director, Big Spring Baptist Church, Elliston, Virginia, 1992-1998