

Susan K. Sparks

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Professional Experience

Educational Consultant, Desired Futures, LLC and ABS Enterprise, Ltd in Broomfield, CO
1986-present (30 years)

Facilitating, coaching and professional learning

Areas of expertise include consensus building, interest-based negotiations, conflict resolution, visioning, long-range planning, and the development of professional learning communities.

Recent clients include The Western States Benchmarking Consortium, Colorado Association of School Boards, Colorado Association of School Executives, Colorado Educator's Association, and Colorado Department of Education; School Districts including Adams 12 Five Star in Thornton, CO; Harrison 2 in Colorado Springs, CO; Poudre in Ft. Collins, CO; Thompson Valley Re2 in Loveland CO; Adams 27J in Brighton, CO; and Washington Elementary SD in Glendale, AZ.

From 2004-2014, I facilitated for The Jefferson County School District and the Colorado Anchor Groups. Executive level leadership met once per month to share initiatives, dilemmas and collaborate in areas of shared interest.

Through the years, I have also facilitated visioning processes for non-profits and governmental agencies including The City Council in Colorado Springs, Small Business Development Center, Department of Local Affairs, and the Community Resource Center.

PLC (Professional Learning Communities) Associate, Solution Tree in Bloomington Indiana
2003-present (13 years)

Professional Learning Services

Design and deliver professional learning experiences throughout the United States and abroad. Topics include: Facilitating Collaborative Teams, Facilitating Difficult Conversations, Facilitating Student Achievement through Data Analysis, High Leverage Strategies for Teams, Impacting Results Through Interpersonal Effectiveness, and Using Protocols for Powerful Learning.

Recent clients include Gear Up in Ramona, Oklahoma and Tatweer in Riyadh, Saudi Arabia

Executive Director, Front Range BOCES (Board of Cooperative Educational Services), University of Colorado, Denver, CO
2001-2008 (7 years)

Provided leadership for nineteen member districts and the School of Education at the University of Colorado, Denver to create professional learning across school districts. FRBOCES was a self-funded educational organization supported through multiple revenue sources including membership fees, grants, and fees for services.

Director of Learning Services, Centennial BOCES, Longmont, CO
1994-2001 (7 years)

Provided professional learning support for twenty-one school districts in consultation, facilitation, and training. Managed eight departments including professional learning, literacy, curriculum, assessment, evaluation, and alternative teaching certification. Secured over four million dollars in grants and \$300,000 in entrepreneurial efforts.

Executive Director, Pikes Peak Leadership Academy, School of Education, University of Colorado at Colorado Springs, CO
1993-1995 (2 years)

Provided leadership for a leadership development program for twenty-two member organizations and school districts in the Pikes Peak region. Facilitated strategic planning and Board development, and coordinated professional learning experiences.

Director of Program and Staff Development, Pikes Peak BOCES, Colorado Springs, CO
1992-1994 (2 years)

Coordinated professional development and facilitated partnerships between districts, business and their communities. Fourteen member districts in three counties cooperated in professional learning and shared resources in four federal funding programs including Chapter 1, Chapter 2, Title 2, and Drug Free Schools.

Staff Development Director and Assistant Executive Director, East Central BOCES, Limon, CO
1989-1992 (3 years)

Leadership responsibilities for fifteen member school districts and management responsibilities in alternative teacher certification, staff evaluation, meeting facilitation, public relations, distance learning, BOCES building project, and grant writing. Implemented Trainer of Trainers programs, Summer Institutes, an Annual Conference for 500 educators throughout eastern Colorado.

Secondary Art Teacher, St. Vrain School District, Longmont, CO
1983-1988 (5 years)

Taught 7-12 graders, was a district staff development trainer, presenter at local and regional workshops, and member of curriculum development teams.

Service

- Board of Directors, Colorado Staff Development Council, 1996-2008, Co-President, 2001-2002
- Affiliate Leader for the National Staff Development Council (Learning Forward), 2000-2004
- Steering Committee, Governor's Goals 2000 Panel, 1994-1995
- Governor's Professional Development Task Force: SBE, 1994-1996
- Co-Chair, Professional Development Task Force, CDE State Standards Implementation Team, 1993-1995
- Chairperson for the Limon Tornado Recovery Agency, 1990-1992

Professional Preparation

Western State College

Bachelor of Arts and
Teaching Certification, 1981

University of Northern Colorado

Master of Arts and
Administration License, 1988

Published Books And Anthologies

Sparks, S. & Many, T. How to Cultivate Collaboration in a PLC. Solution Tree Press. Bloomington, IN. 2015

Many, T. & Sparks, S. Leverage: Using PLCs to Promote Lasting Improvements in Schools. Thousand Oaks, California, Corwin Press, 2015

Chapter 2: Intentional Collaboration in the Collaborative Teacher. Bloomington, Indiana, Solution Tree, 2008.

Many, T. & Sparks, S. "Take Me Out to the Ballgame" *TEPSA News* November/December 2011 Vol. 68, No. 6

Many, T. & Sparks, S. "A Thousand Conversations" *TEPSA News* May/June 2011 Vol. 68, No

Many, T. & Sparks, S. "Slip Sliding Away" *TEPSA News* November/December 2010 Vol. 67, No. 6

Facilitated concept development, coordinated writing, editing and publishing for Standards-based education books and articles including:

- A. Denzin, Pete and SBE Design Team. *Standards-based Classroom Operator's Manual for Teachers*. Centennial BOCES, Longmont, CO.1997. Currently published by Just Ask Publications, Alexandria, VA.
- B. Ryley, Helen and SBE Design Team. *Standards-based Education Operator's Manual for Administrators*. Centennial BOCES, Longmont, CO. 1997.
- C. SBE Design Team. *Roles and Responsibilities Within a Standards-based Education System*. Centennial BOCES, Longmont, CO. 1998.
- D. Arrendondo, Shiela and Denzin, Pete, and SBE Design Team. *Standards-based Classroom Operator's Manual for Teachers" Second Edition*, Centennial BOCES, Longmont, CO. 1999.
- C. Einfalt, Connie and Kuzmich, Lin. *Data Driven Instruction Video and Facilitator's Guide*. Centennial BOCES, Longmont, CO. 1999.

References

- Dr Judy Skupa, Assistant Superintendent for Performance Improvement in Cherry Creek Schools-jskupa2@cherrycreekschools.org
- Bruce Caughey, Former Executive Director of CASE (Colorado Association of School Executives), brucecaughey@msn.com
- Ken Delay, Executive Director of Colorado Association of School Boards at kdelay@casb.org
- Tony Salazar, Membership Benefits, NEA and former Executive Director at CEA (Colorado Education Association) Tsalazar@neamb.com
- Victoria Thompson, Executive Director of Human Resources, Poudre School District-vthompson@psdschools.org
- Dr. Andre Spencer, Superintendent, Harrison School District at aspencer@hsd2.org
- Paul Stanton, Superintendent, Washington Elementary School District at Paul.Stanton@wesdschools.org