



Northeast AZ Native  
Servant Leader  
Student Advocate  
13 Years in Classroom  
17 Years in Administration  
Business Experience

## EDUCATION

### MASTERS IN EDUCATIONAL LEADERSHIP, 1991

Northern Arizona University  
Flagstaff, AZ

### BACHELOR OF ART IN MATH & FRENCH, 1986

Brigham Young University  
Provo, UT

## COMMUNITY AWARDS

Silver Beaver Award,  
Boy Scouts of America's  
highest adult award from a  
BSA council.

District Award of Merit:  
Boy Scouts of America's  
highest adult award from a  
BSA district.

# KIM J PEARCE

Superintendent  
Sanders Unified School District

## ABOUT

My wonderful wife, Maylene, and I are the proud parents of 10 children and 14 grandchildren. We believe that education starts in the home and continues in the classroom and community. Our family has always been very active in sports, band, student government, musicals, and choir. We are both from Northeast Arizona and raised our children in the strong communities of this beautiful land. I believe strongly in a student-centered servant leadership approach and hope to serve the community of Sanders for many years to come. Education is the doorway to opportunity, and it is my job to unlock that growth potential for all the students, parents, teachers, and staff in the district.

## COMMUNITY ACTIVITIES & INTERESTS

National Delegate to Cuba (2000)  
Former White Mountain District  
Chairman for Boy Scouts of America

Congregational Organist (40 years)  
Bee Keeping  
Gardening

## EXPERIENCE

### PROFESSIONAL DEVELOPMENT CERTIFICATES AND TRAINING:

T4S (Teach for Success by West Ed.)  
CHARACTER COUNTS!, Certified Trainer  
National Conference on Differentiated Instruction 2006, 2007, 2008, 2015  
New Teacher Center Mentor Academy – 24 day teacher mentoring program  
Differentiated Instruction: Train the Trainer—Teacher DI implementation  
Arizona Qualified Evaluators Training I, II, III and IV  
Capturing Kids Hearts  
Building Champions  
Coaching Greatness

### PRESENTER FOR TEACHER WORKSHOPS:

Reading Strategies	Classroom Discipline
Learning Styles	Academic Choices
How the Brain Learns	Differentiated Instruction & Grading
Lesson Mastery	Higher Order Thinking Skills





I am excited by the opportunity to join the Sanders Unified School District. I have had an extensive career dedicated to educating the children of rural Arizona. My career began with 13 successful years in the classroom teaching Math and French. Since then I have served as a preschool principal, elementary school principal, high school assistant principal, high school principal, district career ladder director and superintendent.

In 2001 I was selected as one of 24 teachers on a task force assigned to visit Cuba and assess the condition of schools and families on the island. This special task force of 24 teachers from across the nation helped to establish goodwill between the two countries and provide important information to Congress on how the families and schools in Cuba were progressing. This experience gave me the opportunity to work with Congress to prepare sensitive reports on international affairs.

As a turnaround superintendent I was responsible for the daily operations of the district including everything from curriculum design and best instructional practices to teacher mentoring and facilities management. I took a personal interest in making sure that our teachers and facilities were prepared to help the students succeed and that our district policies and budgets were aligned with our educational goals. I found great personal excitement in helping my team define and focus on the mission, values, and goals of the district. Establishing a strategic plan with short term wins kept everyone focused on student achievement and the importance of preparing our students to become successful citizens.

My responsibilities as the District Career Ladder Director included mentoring new teachers, student progress plans, professional growth, higher level teaching responsibilities, teacher evaluations, and professional development workshops. In this district leadership role I was able to visit and observe classroom teaching in all the schools of our district. I served as the main resource for questions about the latest and best teaching practices. I also advised district leaders and principals on teacher improvement plans and helped move our teaching staff toward differentiated instruction. As the director of this program I was also responsible for a sophisticated performance pay program for teachers which allowed them to earn additional money by demonstrating their teaching proficiency.

While serving as an administrator I became involved with the Arizona State Career Ladder Network and eventually became the senior co-chair for the entire State of Arizona. I met monthly with representatives from all of the 25 school districts within the career ladder program which represented nearly 2/3 of the students in the state. This position gave me the opportunity to lead discussions on teacher improvement at the state level. This dialogue included organizing events with representatives from the state legislature, business leaders, and educational consultants.

I also have extensive administrative skills from my time as a business office manager. My management duties included accounts payable, accounts receivable, payroll, quarterly reports, correspondence, and computer operations. Drawing on these skills has allowed me to streamline educational organizations, maximize our limited resources and improve community/parent connections.