

Jo Ann Fey, Ed.D.

Education

2021-2023	Superintendent Program	Holdsworth Center
2018-2021	District Leadership Program -Served as the District Champion	Holdsworth Center
2014	Doctorate	Lamar University
2003	Master of Education	Houston Baptist University
1996	Master of Science in Administration	Central Michigan University
1993	Bachelor of Arts	Southern Methodist University

Certification

2012-Present	Superintendent Certification	Lamar University
2004-Present	Mid-Management Certificate	Texas A & M University
1996-Present	Teacher Certificate	Texas

Administrative and Leadership Experience

Superintendent of Schools, June 2021 – Present

Midlothian Independent School District
Midlothian, TX

- Serve as the Instructional Leader and the Chief Executive Officer of Midlothian ISD.
- Selected and served with 18 Superintendents across Texas in the Literacy Leadership Academy.
- Serve on the UIL Music Region 31 Executive Committee.
- Collaborate and work with the board of trustees in establishing a strategic vision for the fast growth and development of Midlothian ISD utilizing a Balanced Scorecard Approach

- Established Superintendent Evaluation aligned to the Balanced Scorecard (strategic plan) including a monthly cycle of accountability reporting structure.
- Established three Councils to serve as a voice for all stakeholders in the system (Students, Staff and Community).
- Responsible for the creation of the State Compensatory Budget, local Budget, and Title 1 Budget.
- Monitor spending from these accounts and ensure spending is aligned to district and campus level goals identified in the district Balanced Scorecard and campus Balanced Scorecard.
- Significant Achievements in two years as Superintendent at Midlothian ISD
 - Starting the first ROTC Army program NCDAC.
 - Launched and completed the Teacher Incentive Allotment application and had first round application approved without comment from Texas Tech University
 - Establishing evaluation calibration across the entire system for all teachers to support student growth and development as well as data to submit for Teacher Incentive Allotment.
 - Central Office Restructure to support Campus Leadership and Student Outcomes
 - Broke ground on new Elementary in June of 2021 and completed October 2022
 - Finalized Athletic Facilities to include a Hall of Fame with Video history.
 - Realized a 4% raise across the board.
 - Implemented Capturing Kids Hearts (CKH) Districtwide; currently 11 of 13 campuses have receiving Rising Star Award through CKH. These 11 campuses represent 10% of all campuses being recognized nationwide for 2023. MISD was also selected as one of three districts in the country to receive the Rising Star District award.
 - Jump started a focus on a Strong Literacy Foundation and saw increases in reading scores in every grade level 3-8 at the meets and master's performance level.

Assistant Superintendent, 2013-May 2021

Southwest Independent School District

San Antonio, TX

- Provided leadership for human resource activities to ensure high quality staffing and retention of district personnel.
- Recommended and implemented legally sound and effective human resource management and benefits programs, policies, and practices.
- Oversaw the implementation of the new state evaluation system for teachers and administrators (TTESS and TPESS); we implemented district wide with 18 campuses in the pilot year.
- Oversaw the operation and function of the Pupil Services, PEIMS, and Student Outreach Services to provide support for student admissions and activities related to

the collection, maintenance, and distribution of student inactive and archival records and periodic statistical information needed for PEIMS reporting.

- Served as a member of SWISD Senior Staff and the Bexar County South Superintendent Council.
- Served as a Principal Supervisor to two 5A comprehensive high schools and one specialized Project Based Learning high school.
- Served as a Direct Supervisor the role of Managing Director of Schools, a Principal Supervisor role that serves all other campuses with an emphasis on coaching and development for principals and assistant principals.
- Oversaw the new department of Talent Management and Acquisition created to sufficiently supply a pipeline of ready leaders for roles throughout the organization to include teacher leadership roles all the way through central office leadership roles.
- It is within this department that we created and continued to adjust for a robust selection and placement process for Assistant Principals and Principals.
- Oversaw the development of new evaluation instruments for campus and central office leadership that are aligned to the SWISD Leadership Commitments.
- Served as a senior sponsor to a Distributed Leadership pilot at 40% of SWISD campuses to include both elementary and middle school campuses.
- Served as a senior sponsor to the formal identification of high potential talent to feed the Talent Pipeline for campus leadership development.
- Provided leadership for human resource activities to ensure high quality staffing and retention of district personnel.
- Served as a Title IX decision maker on all employee and student related Title IX claims.
- Supervised the operation and function of the PEIMS and Pupil Services; direct oversight of DAEP and a non-punitive drop- out prevention program, Crossroads Academy.
- Provided oversight to all programs related to student academics; CORE content, special programs to include Bilingual education Special education, and Career and Technical Education as well as student services such as Advanced Academics, Guidance and Counseling.
- Provided oversight to our Foundation Instruction and Technology Instruction staff
- Co-authored and was awarded with UT Gear Up Grant, Gen Cyber Grant (only district in the country to receive the grant in public education PK-12 setting) and established the first CORE Complete program with our community college partner, Palo Alto College.
- Co-authored the Cyber Security Innovative Course approved by Texas Education Agency.
- Key collaborator on the creation of the second CAST school in San Antonio; CAST STEM (Engineering Pathway, Advanced Manufacturing Technology Pathway, Logistics Pathway); this was done in conjunction with Palo Alto College and the Charles Butt Foundation.

- Supported the creation of the first Airplane build in San Antonio; partner with Dee Howard Foundation. Served on the Dee Howard Foundation Education Committee.
- Selected District Champion for the Holdsworth Center Leadership Training; responsible for the development of Best-in-Class Leadership Pipeline that includes District Culture, Leadership Definition.
- Served as the Executive Director of the SW Education Foundation.

Executive Director, Student and Adult Leadership Development

Southwest Independent School District

San Antonio, TX June 2012-May 2013

- Implemented Year 1 of Leader in Me, a Franklin Covey Elementary System designed to engage each child in the responsibility of their own learning. The Leader in Me system is based on the 7 Habits of Highly Effective People.
- Implemented Year 1 of Organizational Health designed to establish the health of an organization based on perceptions of leadership around 10 dimensions based on Hersey and Blanchard work.
- Provided PEIMS related support to review trends at Secondary campuses for attendance, discipline, CTE coding and Performance Based Monitoring by Texas Education Agency.

Principal, Southwest High School

Southwest Independent School District

San Antonio, TX March 2007-May 2012

- Evaluated and developed a comprehensive plan of action for school improvement with respect to state and federal accountability.
- Developed a personnel action plan for campus level administration for the development of teachers in need of assistance.
- Developed and implemented an administrative structure for monitoring of instruction through PDAS formal and informal walkthroughs.
- Implemented Professional Learning Communities to the campus core content areas. Professional Learning Communities met during daily structured time and developed curriculum, lesson plans, and assessments based on common curriculum being taught.
- Developed and initiated the first ever 9th grade center in the Southwest Independent School District.
- This center was modeled after the ECHS and utilized academic teaming and career awareness as teaming focus. Retention rates dropped in one year from 229 to 26.
- Increased Math Performance in TAKS from 39% pass rate (Exit level) to over 90% in year four.

Interim Principal, Southwest High school Southwest
Independent School District
San Antonio, TX January 2007-March 2007

- Responsible for providing ongoing operation capacity to a campus with more than 3,000 students and over 180 employees while the determination for permanent leadership was established.
- Established a discipline structure that supported students and teachers while bringing order to the campus in time of uncertainty.

Academic Dean, Southwest High School
Southwest Independent School District
San Antonio, TX Oct 2005-Jan 2007

- Implemented District Wide Curriculum and Instructional Programs.
- Coordinated statewide assessments for grades 9-12.
- Responsible for the Advanced Placement and Dual Credit programs.
- Provided job embedded growth and development opportunities for campus teacher leaders to grow strong academic programming on campus.

Assistant Principal, Southwest High School
Southwest Independent School District
San Antonio, TX Aug 2004 – Sept 2005

- Developed and facilitated campus level supervisory roles for all staff.
- Was able to provide teachers and staff with no more than five days of supervisory role per month.
- Responsible for facilitating eligibility checks for all campus UIL and club organizations.
- Responsible for group discipline and attendance.
- Supervised all clubs and organizations.

Coaching Experience

**Head Girls Basketball Coach/Girls Athletic Coordinator, Southwest High School
Southwest Independent School District
San Antonio, TX Aug 1996 – July 2004**

- Developed a winning tradition at Southwest High School in Girls' Basketball by attaining three back-to-back to back District Championship titles.
- Earned playoff entries for seven out of eight years of coaching at the varsity level

Teaching Experience

**Business Communication Teacher, Southwest High School
Southwest Independent School District
San Antonio, TX Aug 1996 – July 2004**

- Instructed and assessed classes in Career and Technology

Professional Affiliations

Association for the Supervision and Curriculum Development
Dee Howard Foundation Education Board
TASA Member
TASBO Member

Awards and Honors

- **Received a full athletic scholarship to attend Southern Methodist University**
- **Five-Time All-American Division One honors in Track and Field**
- **Automatic Qualifier for Olympic Trials in 1992**
- **Texas Relay Champion 1992**
- **Drake Relay Champion 1992**
- **Southwest Conference All-Decade Team**
- **6 Time Southwest Conference Champion**
- **SMU Female Athlete of the Year 1993**
- **NCAA Female Athlete of the Year Finalist 1993**