

CAROL J. RUCKEL
1716 Wagonwheel Drive
Fort Lupton CO 80621
303-857-4740

CAREER SUMMARY

Instructor, McGrath Training Systems, 2008 to present. Lead McGrath SUCCEED courses to provide education and business leaders the tools, skills, and confidence to have quality conversations, give constructive feedback and communicate with staff to improve organizational performance.

Coordinator, Teacher Incentive Fund Program, Weld Re-8 Schools, 2007 to 2011. Directed all aspects of five-year, \$3.6M Federal grant program to design and implement performance pay for instructional staff. Led multiple task forces and steering committee. Managed district's professional development and induction programs. Multiple presentations to national and regional conferences on performance pay issues.

Vice President Client Services and Partner, America's Job Network, 2004 to 2006. Consulted with corporate executives, providing career transition advice and resources. Created individualized marketing action plans for clients. Provided coaching in interviewing and salary negotiations. Developed and led internal training programs.

Director, Human Resources, Denver Public Schools, 2002 to 2003. Directed daily operation of Human Resources team and all related services to 35 sites with 3500 employees. Oversaw licensing of 4500 teachers and administered training programs. Advised administrators on legal issues including performance evaluation and performance pay. Served as Level 2 Hearing Officer to resolve grievances with all employee groups.

Director, Licensing Programs, Denver Public Schools, 1997 to 2002. Developed preservice and inservice programs for teachers, including onsite Alternative Licensing Program. Led coalition of school districts in cooperation with Metropolitan State College to design and implement Teacher in Residence Program.

Earlier Career: Senior Consultant, Colorado Department of Education. Program Manager, University of Colorado Health Sciences Center. Teacher, Denver Public Schools and District of Columbia Public Schools.

VOLUNTEER ACTIVITIES

Aims Community College Board of Trustees, 2011 – present
Elected to represent Southeast Weld County, District A. Treasurer, 2013-2015.

Forlorado Club, 2007-present
President 2010-2012, Vice President 2012-2014
Women's Service Club supporting education, the arts and local humanitarian needs

Fort Lupton Public and School Library Board of Directors, 2011-present
Appointed by City Council. Vice President, 2014 - present

Pikes Peak Leadership Academy, 1990-1997
Founding Member, Board of Directors

Governor Roy Romer's Education Advisory Council, 1989-1992

Colorado PTA, 1978-1991
State President and National PTA Board Member, 1988-1989

PUBLICATIONS

“Ensuring Quality Teachers Through Alternative Certification Programs,” Mid-Continent Research for Education and Learning Policy Brief. October 2000.

“In the Hands of Professionals: Portfolios and Professional Development in Colorado,” The Professional Educator. May 1997, with Patricia Pease and Gary Lichtenstein.

Licensure Handbook for Hiring Officials. Colorado Department of Education, 1995.

Toward Quality in Education: The Leader’s Odyssey. National LEADership Network Study Group on Restructuring Schools, USGPO, 1993.

Guidelines: Certificated Personnel Performance Evaluation. (editor) Colorado Department of Education, 1993.

EDUCATION

MA, Organizational Management, The University of Phoenix.

BA International Relations and Organization, School of International Service, The American University.

Additional Training: American Express Leadership Academy; Institute for Education Leadership’s Education Policy Fellowship Program; IBM TeamFocus Training; Disney University’s Marketing and Communications for Educators.