

Karen G. Rue, Ed.D.

Clinical Professor of Educational Leadership

Education and Certifications

Texas A & M University – College Station, Texas
Doctorate in Educational Administration – August, 2002
Superintendent Certification – Life – June 9, 1999

Lamar University – Beaumont, Texas
Masters of Educational Administration
Mid-Management Certification – Life – August 17, 1989

University of Southwestern Louisiana – Lafayette, Louisiana
Bachelor of Arts – Graduated with Distinction
Provisional Self-Contained (Grades 1-8) Certificate – Life – September 22, 1975

Professional Experience

October 2016 to Present

Karen Rue: EdVision Consulting

- Consultant with National Institute of School Leadership

July 2005 to August, 2016

Superintendent of Schools – Northwest ISD, retired August, 2016

Enrollment: 21,036

- Through a community-based Strategic Summit, developed a comprehensive four-year strategic plan; annual updates establish yearly priority goals and district improvement plan, resulting in continuous improvement in all aspects of district operations and student achievement.
- Led a district-wide ‘future-ready’ philosophy shift in keeping with the district’s vision and strategic plan:
 - Led development of Community-Based Accountability system, a local standard to help assess student learning and share a more comprehensive story of the district. Measures of success focus on four community values (Academic Preparation and College Readiness; Personal Growth and Success; Citizenship and Community Service; and Student, Parent, Community, and Staff Participation). Outcomes are reported to community on website dashboard.
 - Led revision of NISD Profile of a Graduate and development of Profile of an Educator.
 - Defined expectations and implemented standards-based student work.
 - Implemented problem-based learning in all grade-levels and developed Night of No Limits, a district-wide inquiry and problem-based learning showcase, to provide K-12 students the opportunity to publically present their best work.

- Implemented Quality Defined Process, a continuous improvement process, resulting in individual classroom and campus-targeted smart goals as part of a culture of continuous improvement.
- Created Secondary Academies, embedding dual enrollment/AP credit, local and national business/academic partnerships and challenging curriculum standards for the following: Academy of Science, Technology, Engineering and Math, Academy of Biomedical Sciences, Academy of Aeronautics and Aviation Sciences, Academy of Business Management and Entrepreneurship, Academy of Media Arts and Technology.
- Transformed district's digital learning environment from a focus on infrastructure and student/teacher equipment standards to a focus on instructional design:
 - Initiated one-to-one tablet/netbook initiative for secondary students strengthening engagement, technology integration, and providing access to 21st Century programs for all students: netbooks for high school (2009), netbooks for middle school and high school (2010), tablets for high school and netbooks for middle school (2013), tablets for all secondary students (2014). iPads are provided to elementary campuses for classroom use.
 - Implemented student technology showcase, Techno Expo, to provide K-12 students an opportunity to present to the community their best technology-related work. 1,293 students presented at the last Techno Expo.
 - Initiated e-portfolios, a student's digital collection of work showing progress over time.
- Initiated application and led district work with the Texas High Performance Schools Consortium; Northwest ISD was one of only 23 school districts selected to encourage innovation, creativity, and more meaningful assessment and accountability measures.
- As one of the original 35 superintendents of the Visioning Institute, collaborated with colleagues and state leaders to develop white-paper, *Creating a New Vision for Public Education in Texas*. Led to the Texas Association of School Administrators 'MISSION: School Transformation', an ongoing effort to empower the transformation of public schools in Texas.
- Conduct forums for parent, teacher, and student input: Leadership NISD, an advocacy program for parents and community leaders, Superintendent's Roundtable with parents, Superintendent Chats with students, Faculty Advisory Council comprised of educators from each campus, and District Leadership Team for principals and department leaders.
- Provide leadership in planning for rapid enrollment growth: NISD gained 13,300 (7,700 to 21,000) in enrollment in last eleven years, successfully anticipated impact on M&O and I&S budgets/tax rates, managed three successful bond referendums – \$224.5 million in 2005, \$260 million in 2008, and \$255 million in 2012.
- Successfully opened 10 elementary schools, two middle schools, Steele Accelerated High School, Byron Nelson High School, V.R. Eaton High School, eight career academies, and the Outdoor Learning Center.
- Received commendable bond ratings: Aaa by Moody's Investor Services and AAA by Fitch Ratings, by virtue of the Permanent School Fund of the State of Texas. The underlying credit ratings are Aa2 by Moody's Investor Services and AA by Fitch Ratings.

- Implemented District Effectiveness Reports, a two-year cycle to provide oversight opportunities to Board of Trustees regarding effectiveness of district programs and operations.
- Represent district interests and advocate for public education through frequent testimony to House and Senate committee hearings; maintain a positive working relationship with district's Legislators when not in session as part of district outreach.

District Awards

- Northwest ISD received *Top Ten Digital School Districts Survey Award* in the large student population district category for 2012, 2013, 2014, 2015, and 2016
- Texas School Board Excellence Award, Dr. John R. Hoyle Memorial Administrative Leadership Institute, Honoring NISD Community-Based Accountability, 2015
- Northwest ISD awarded 2015 Digital Content and Curriculum Honoree by Center for Digital Education
- Northwest ISD named to the College Board Advanced Placement Honor Roll
- Byron Nelson High School Virtual Enterprise International Business Program named Global Business Challenge National Champions
- Northwest ISD named *Best Communities for Music Education* by the National Association of Music Merchants (NAMM) Foundation annually, 2009-2015
- Northwest ISD named Top 100 Best Food School Districts in America
- Superior Achievement under FIRST for 10 consecutive years, annual national GFOA and ASBO financial awards since 2001
- Samuel Beck Elementary won third place at Destination Imagination Global Finals, seven teams advanced to Globals, 96 teams participated in Regionals
- Northwest High School drill team named National Champions
- Northwest High School, Tidwell Middle School, and Clara Love Elementary School received Counselors Reinforcing Excellence for Students in Texas (CREST) award
- Byron Nelson High School placed first in Solar Car Challenge for third year
- Northwest ISD named Best Administration, 3rd in Texas, Top 10 in Nation by 2015 Niche Rankings
- Northwest ISD received 2014 Honorable Mention Team Award by Consortium for School Networking
- Clara Love and Seven Hills elementary schools, along with Chisholm Trail Middle School, received the *Pearson 2013 National Insight School Award*.
- Chisholm Trail and Gene Pike Middle School named *National School to Watch*.
- Kay Granger Elementary School named *2013 National School of Character*. W.R. Hatfield Elementary School was selected as a *2014 State School of Character*, and O.A. Peterson Elementary School was named a *2013 State School of Character* by the Texas Elementary Principals and Supervisors Association (TEPSA).
- District received *2011 National School Safety Award* for an individual's contribution to school safety, *National Exemplary School Safety Award* in 2010, and state's *Safe Schools Award* in 2009.
- First recipient of National award; AASA *District Award of Excellence for Digital Learning*, 2011.
- NISD Health Clinic recognized in *Bragging Rights*, Texas School Business.

- TEA Recognition Award for exceptional use of *High School Allotment* funds, 2010.
- Byron Nelson High School boys' soccer team won the 2014 *4A state championship game*.

July 2002 to June 2005

Superintendent of Schools – Tulosso-Midway ISD

Enrollment: 3,430

- Successfully launched:
 - Educational Foundation resulting in economic contributions to district.
 - Career, Technology Education career strand and academy.
 - Parenting/pre-school program providing parents with GED and language instruction, parenting skills, along with early childhood education for children 1 year to 3.

July 1996 to June 2002

Executive Director – Katy ISD

Enrollment: 37,186

- Supervised Katy ISD's 21 elementary principals resulting in improved academic performance: all campuses Recognized or Exemplary with 7 National Blue Ribbon Schools.

Honors and Distinctions

- Classroom Connectivity in Texas at Governor's Mansion, 2016
- AASA Women in School Leadership Award, Finalist, 2016
- National PTA Life Achievement Award, 2016
- Region XI Superintendent of the Year, 2014
- Tech-Savvy Superintendent by *eSchool News*, 2014
- Connected Superintendents' Summit at White House, 2014
- Top 50 Innovators in Education by the Center for Digital Education, 2012
- Public Education Visioning Institute Recognition Award, 2011
- Texas Computer Education Association (TCEA) Superintendent of the Year Finalist Award, 2010
- Northwest Business Association Advocate of the Year Award, Corpus Christi, Texas, 2004
- Congressional Achievement Award for Dedication and Service to People of Katy, Texas, 2002
- National Congress of Parents and Teachers, Honorary Life Membership, 1995

Professional Memberships

- Texas Association of School Administrators – President June 2015 – May 2016
- Urban Superintendents of America Association – President January 2106 – December 2016
- Texas High Performance Schools Coalition – Co-Chair, present
- Texas Fast Growth Schools Coalition - Chair during 80th and 81st Legislative Sessions
- Texas School Coalition – Vice President through July 2016
- Texas Association of Suburban/Mid-Urban Schools – Chair 2009-2010
- Texas Public Education Visioning Institute – Founding Member
- Region IX ESC, Chair - TASA Superintendents Study Group, 2009-2010

Community and Civic Memberships

- Appointed by Sen. Jane Nelson to City of Fort Worth – TIF 2 Board of Directors
- Northwest Communities Partnership – President 2014

- 35W Coalition, a regional transportation coalition – Board of Directors, through July 2016
- North Texas Community in Schools – Advisory Committee
- Northeast Leadership Forum – Board Member
- Northwest Metroport Chamber of Commerce – Member