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## IBC Contact Information

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The Idaho Building Capacity Project is about supporting leaders and leadership teams as they make the changes necessary to increase student achievement in their schools. Relying on experience, current research in education and each other, Capacity Builders create a network of expertise that assists educators across the state. Since its inception in 2008 IBC has touched approximately 60% of Idaho's school districts. Inspired by dedicated teachers and principals in the challenging world of education, we are excited to move forward by working hand-in-hand with the State Department of Education's technical assistance team in providing on-site support to schools identified for improvement.

We invite you to dive into this brochure and learn more about the exciting work we do with educators here in the state of Idaho. Let us introduce you to the foundational elements of our project, who we are and who we serve, and share with you some first hand experiences school and district leaders have had with IBC doing the important work of school improvement.
The purpose of the Idaho Building Capacity Project (IBC) is to support districts as they build their capacity to implement sustainable school improvement strategies with fidelity. Capacity Builders (CBs) support the self-directed learning of district and school leadership teams through effective coaching and consulting strategies that facilitate improvement and change. IBC aligns with the best practices of Nine Characteristics of High Performing Schools.
IBC is sponsored and directed by the Idaho State Department of Education. Services are designed and delivered in partnership with regional school improvement centers at Boise State University, Idaho State University and the University of Idaho.
Idaho Building Capacity Project
Vision & Mission

IBC VISION
Idaho Building Capacity partners with school and district leadership to create sustainable, collaborative systems that promote student achievement. The four goals of IBC are high student achievement, continuous school improvement, building leadership capacity and sustainability.

IBC MISSION
Idaho Building Capacity supports schools and districts to continuously increase student achievement.
We believe that educators and community members have the capability to address the issues affecting the performance of their students; the Capacity Builder’s role is to support the self-directed learning of educators through effective coaching strategies that facilitate change.

We believe that it is essential to use multiple sources of data to inform our coaching. The Capacity Builder’s role is to support the understanding and application of student data by educators in order to facilitate root cause analysis and precision goal setting.

We believe that our role is to be well informed regarding the most current effective models of leadership and instructional practices and to share and model these practices with the educators we serve.
IBC DISTRICTS
2008 - present

SOUTHEAST
REGIONS IV, V & VI

- Aberdeen School District #058
- American Falls School District #381
- Blackfoot School District #055
- Bonneville Joint School District #093
- Buhl School District #412
- Butte County Joint School District #111
- Cassia County School District #151
- Challis Joint School District #181
- Dietrich School District #314
- Fremont School District #215
- Glenns Ferry School District #192
- Hansen School District #415
- Heritage Academy #479
- Jefferson County Joint School District #251
- Jerome Joint School District #261
- Madison School District #321
- Marsh Valley School District #021
- Minidoka School District #331
- Murtaugh Joint School District # 418
- Oneida School District #351
- Pocatello/Chubbuck School District #025
- Preston Joint School District #201
- Shelley Joint School District #060
- Shoshone School District #312
- Snake River School District #052
- Teton School District #401
- Twin Falls School District #411
- Wendell School District #232
NORTH
REGIONS I & II

Boundary County School District #101
Coeur d'Alene School District #271
Kellogg Joint School District #391
Kendrick Joint School District #283
Kootenai Joint School District #274
Lakeland School District #272
Lake Pend Oreille School District #084
Lapwai School District #321
Lewiston Independent School District #340
Moscow School District #281
Mountain View School District #244
Orofino Joint School District #171
Plummer Worley Joint School District #044
Post Falls School District #273
Troy School District #287
St. Maries Joint School District #041
West Bonner County School District #083

SOUTHWEST
REGION III

Bruneau Grand View Jt. School District #365
Caldwell School District #132 (Pilot)
Cambridge School District #432
Council School District #013
Emmett Independent School District #221
Fruitland School District #373
Homedale School District #370
Horseshoe Bend School District #073
Marsing Joint School District #363
Meadows Valley School District #011
Mountain Home School District #193 (Pilot)
Nampa School District #131
Notus School District #135
Parma School District #137
Payette School District #371
Vallivue School District #139
Weiser School District #431
Wilder School District #133
IBC Participant Testimonials

HORSESHOE BEND
ELEMENTARY
HORSESHOE BEND
SCHOOL DISTRICT #073

IBC has played a huge role in Horseshoe Bend School District's overall improvement, and has been particularly instrumental in Horseshoe Bend Elementary's transformation from a struggling school to a National Blue Ribbon School. Many of our students come from tough backgrounds and have a lot of challenges that can negatively impact a student's education, but Capacity Builders helped us completely transform how we schedule and deliver instruction, analyze data, and provide interventions which has led to amazing student growth and achievement. In my tenure as a teacher and administrator in this district, IBC has had the single greatest impact of any program I have seen.

~ Dennis Chesnut, Superintendent/Principal

ABERDEEN SCHOOL DISTRICT #058

The Aberdeen School District currently has an enrollment of 734 students. One hundred eighty-eight students are served under the Title 1 program and identified as not proficient on a standardized test. One hundred twenty-eight students qualify for some type of special services and 125 students qualify for ELL services. Aberdeen School District also serves 90 migrant students and 23 students that qualify as homeless. Standardized test scores are very low. The IBC Program has provided experienced administrators that visit our schools and encourage our administrators to identify ways to improve student achievement through “best practices”.

Aberdeen School District has worked with the IBC program for approximately 7 years. During that time they have helped assist a new Federal Program’s Coordinator understand and perform her job. They also have helped a new principal facilitate elementary “Data Days” which identifies interventions needed to facilitate student learning. A Capacity Builder also assisted me, as a new superintendent, meet deadlines and develop a district Continuous Improvement Plan. While trying to develop the district’s new administrator’s skills, our Capacity Builders were very supportive and informative. They continue to be supportive in identifying ways to improve achievement and serve as a mentor to all administrators. I believe the program is very beneficial in assisting school districts within the state of Idaho.

~ Jane Ward, Superintendent
Blackfoot School District has had the pleasure of participating in the Idaho Capacity Builder program for 4 years. This has been extremely valuable for our administrators and staff. Our Capacity Builders have really helped our administrators become Instructional Leaders verses Managers. They have streamlined administrative practices and procedures to be the most efficient. Our teaching staff has benefited through the support of another leader to utilize as a resource to help with instruction, management, curriculum, and overall professionalism. We feel extremely lucky to have the support of the Capacity Builders as our part of our team.

~ Joy Mickelsen, Federal Programs Director
HARRISON
ELEMENTARY
TWIN FALLS SCHOOL
DISTRICT #411

Harrison is a Title 1 school. With this comes many challenges, and also many positives. We think we have the best kids and the best staff. As long as I’ve been at Harrison, we have always been in school improvement. This year we are 80.1% free/reduced lunch. We have 16-18 different languages spoken by students. We have high mobility, as students enroll and move out every week. Our students are amazing as they persevere through any challenges that they face, and as they climb the steep hill of academics. Our student scores start low in the Fall, but are high in the Spring. When transitioning from Assistant Principal to Principal, one big positive was having a Capacity Builder as part of school improvement. She truly is a mentor both for me as an administrator, and also teachers and staff. We have made several changes at our school over the last few years, and our Capacity Builder has been there supporting and assisting. Last Spring we found out that we are no longer in school improvement. I can’t imagine not having our Capacity Builder.

~ Melissa Ardito, Principal

The Idaho Building Capacity project has transformed our work at Venture High School. We are a school-wide Title I alternative high school with 94 percent of our students eligible for free and reduced lunches. Most of our students have experienced years of academic failure and have lost hope in their abilities to learn and succeed. Despite the many challenges, they are experiencing academic success thanks to IBC and our Capacity Builders. We have learned processes to collaborate effectively for improved instruction, analyze and use data, and implement interventions that work. As a result, we had an 80% increase in students scoring proficient on the ELA portion of the SBAC, and an average 110 point increase on SAT scores. In math, we went from 97% of students scoring well below basic to 26% of our students scoring at or near proficient. The IBC project has truly built our staff’s capacity to make a difference for our kids.

~ Teresa Kaiser, Principal
Kuna is a fast growing and changing community that is moving from an agricultural community to more of a suburb with most of the population employed in the nearby larger cities of Boise, Meridian and Nampa. While participating in the IBC project, our student population increased from approximately 5,000 to 5,600 with approximately 40% of our students receiving free and reduced lunch. Only about 2.8% of our students are English Language Learners and 1.28% of our students are Migrant.

The Kuna School District has benefited greatly by the support of our Capacity Builder. We requested the support of a Capacity Builder at both the school and district in 2014. At the school level we had new administrators and we needed to build capacity in our leadership to support our multi-tiered process of support. At the district level we had new leadership and we were endeavoring to build a strategic plan that included our multi-tiered system of support, in response to lower than desired tests scores. We found that our overall student performance at the Tier 1 level as well as at the intervention level was lower than we believe a district with our population, economic conditions and teacher retention levels should expect.

Our CB worked closely with two of our school principals, the instructional coaches and staff to increase their knowledge in making data driven decisions at the school, classroom and student level. She taught leadership teams how to use progress monitoring data to drive grouping, instruction, curriculum and student interventions. She supported administrators in using a walk-through observation model to target specific teaching strategies and measure student engagement. She also reviewed ISAT data with leaders. She taught our high school instructional coach and principal to use interim assessments to improve student achievement.

At the district level, our CB worked with our Student Support Academic Services team to review district data and develop strategic plans to increase student achievement. She supported and helped to facilitate the team to move from working in department silos to working as a high functioning team working interdependently to support schools to improve student achievement.

We have greatly appreciated our Capacity Builder in Kuna. She helped us greatly to make some significant changes in our organization, our schools and with our students as we have strived towards excellence in education.

~ Eileen O’Shea, Federal Programs Director
ONLY THE BEST AND MOST QUALIFIED FOLKS IN A VARIETY OF AREAS ARE HIRED BY IBC.

– Judi Sharratt, Superintendent
Deb Long is currently the North Idaho Regional Coordinator for the Idaho Building Capacity Project with the University of Idaho and the State Department of Education. She is a third-generation public school educator, following in the path of her grandfather and mother when she began her own career as a classroom teacher. She has forty-five years of service in Idaho public education, including work as a special education teacher, special education director, federal program director, elementary principal, capacity builder, educational consultant, and university adjunct instructor. Prior to joining the IBC team in 2009, she was an elementary principal for twenty-four years. During this time, her school received “Merit” status and numerous awards for quality performance. Her many professional honors include the GEM Award for Outstanding Instructional Leadership, the Rathdrum Library Literacy Award, the Community Advocacy Award, and the prestigious National Distinguished Principal Award.

Deb is passionate about coaching, consulting, and providing professional development opportunities to districts and schools, with a focus on high student achievement, building collaborative teams, and continuous improvement. Her leadership forges strong bonds and deep connections and, ultimately, empowers others!

Deb and her husband, Steve, a retired educator, enjoy living on Twin Lakes in northern Idaho with their Goldendoodle, Boomer.

This is Dr. Beverly Benge’s third year to serve as a Capacity Builder for the Idaho Building Capacity Project. In this role, she supports schools and districts as they work to improve systems and structures that increase student achievement.

Dr. Benge’s devotion to the field of education and student learning spans forty years. She began as an elementary school teacher; her work over time grew to include special...
education, counseling, regional consultant, and Associate Professor to “train the teachers.” Degrees earned include a B.A. in Elementary Education from RMC in Billings, Montana; an M.S. in Student Personnel and Guidance and a Ph.D. with a focus in Special Education from OSU in Stillwater, Oklahoma.

With a strong belief that all students can learn to be productive citizens, she collaborates with District and Building Level Leadership Teams, provides workshops detailing current research that shows program influences on learning, assists with protocols that implement Danielson's Domain One, and nurtures positive interactions in Professional Learning Communities. A natural focus in this work is students with disabilities and special education programs.

During the summer, Beverly travels the USA in an RV. She and her husband, Bruce, like to visit and hike in National Parks.

**JUDY BIEZE**

Judy Bieze is beginning her fourth year as a Capacity Builder with the Idaho Building Capacity Project. She supports administrators and teachers through school leadership teams and a focus on classroom instruction. This follows a 44 year career in education which began in a Primary School in Scotland and concluded as an Elementary Math Coach in the fifth largest school district in Idaho.

Over the years her job evolved from a primary to an intermediate classroom teacher, to a Teacher on Special Assignment, to a math coach. Throughout her career her emphasis was on empowering students, high academic standards, and coaching teachers to reach their potential.

Judy earned her M.Ed. from the University of Idaho while also obtaining her National Board Certification as an Early Childhood Generalist. She has been honored as the Idaho Teacher of the Year in 1999 and is the recipient of the Presidential Award for Excellence in Teaching Mathematics for the state of Idaho in 2002.

With three children and seven grandchildren, Judy and her husband Ray have celebrated 48 years together. Her interests prevail in quilting, reading, and walking. A quality education for every child is her life-long passion.

**DICK CVITANICH**

This is Dick Cvitanich’s first year as a Capacity Builder after 42 years as an educator in Washington and Idaho. In his new role, he supports school and district leaders as they work to lead school improvement.

Dick began his career as a K-8 teacher in a one room school house in the San Juan Islands. Over time his role changed from teacher to superintendent. Most recently he served as superintendent of Olympia, Washinton School District. Prior to this role, he led the Lake Pend Oreille School District for six years. In both districts, student academic performance and graduation rates rose significantly. He credits focused classroom instruction and school leadership as the key to this improvement.

Dick earned his Superintendent endorsement through the University of Washington, where he also received his B.A. in History. Prior to his retirement, Dick received the Thurston County Boys and Girls Club “Governor’s Award for Leadership” and the Washington State School Public Relations Official's “Outstanding Public School Leadership Award”.

Dick is grateful for the patience and support of his wife, Diane. They are parents to three adult sons, and recently became grandparents. In spare moments, Dick runs, cycles and skis. Public education has been his lifelong passion.

**BONNIE DUCHARME**

Bonnie Ducharme is starting her second year as a Capacity Builder for the Idaho Building Capacity Project. She supports school administrators and school leadership teams by helping them examine multiple sources of data in order to develop goals to improve student achievement.

Bonnie has contributed her life’s work to public education. In her 40 plus years as an educator, she has been a teacher, counselor, assistant principal, principal and school district office level administrator. She has served students and teachers at all levels, kindergarten through grade twelve.

She has built leadership capacity and provided coaching to school counselors, assistant principals and new principals during her tenure in Spokane Public Schools.
She has provided workshops and trainings on the development of child study teams, response to intervention, effects of trauma on student learning and 504 law and procedures.

Bonnie earned a B.A. degree in Special Education at Arizona State University, an M.A. in Counseling and Guidance at The University of Northern Colorado and completed her administrative credential at Portland State University. She is proud to be a part of the Idaho Building Capacity Project and committed to providing high quality support for her schools.

Bonnie leads an active lifestyle and enjoys running, golfing and skiing.

PATSY GUGLIELMINO
Prior to serving as an Idaho Capacity Builder for the past seven years, Patsy Guglielmino’s rewarding career in the public schools spanned almost three decades of service as a teacher, reading specialist, principal, and superintendent.

After earning a master’s degree in reading from Eastern Washington University and administrator’s credentials from Gonzaga University, Patsy served as the Northport School District’s superintendent and P–12 principal. By working together collaboratively (all district employees, board of directors, and community) on a strategic district improvement plan, Northport succeeded in transforming a district with a history of low academic performance into one that achieved the Blue Ribbon School and U.S. News Bronze awards at the national level, and the School of Distinction and Great Schools awards at the state level.

Desirous of helping other districts and schools in their academic improvement efforts, Patsy founded Blue Ribbon Education Consulting in 2010 and currently also serves as a school improvement specialist for the Office of System and School Improvement and serves as an instructor, coach, and curriculum designer for the Washington State Leadership Academy.

In spare moments, Patsy enjoys greeting guests visiting her working cattle ranch in the northeast corner of Washington state.

TERESA HURLIMAN
Teresa Hurliman has been a Capacity Builder for the Idaho Building Capacity Project since 2009. She has supported districts and schools with their continuous improvement efforts in the Plummer Worley, Post Falls and Coeur d’Alene Districts, focusing on leadership team development, school plan development and school wide staff development.

Prior to her work with IBC she served in the Spokane District as a principal, special education administrator, education specialist and resource teacher. Since her retirement from the school district 9 years ago, she has worked as a consultant, facilitator and trainer in the Spokane area.

In addition to being a Capacity Builder she has served as a Sound Discipline facilitator for the past year and a half training and coaching in Washington and Idaho schools on Positive Discipline and trauma informed educational practices.

Teresa is a passionate educator with over 40 years of experience. She received a B.A. and Masters in Applied Psychology and Education from Eastern Washington University as well as a teaching credential. She also received a principal credential from Gonzaga University.

She lives in Spokane, Washington with her husband, Tim and is mother to two adult children who continue to teach and amaze her on a regular basis. She enjoys kayaking, skiing, fishing and traveling with her family.

Teresa is delighted and grateful for the continued opportunity to work with amazing and dedicated educators and support their efforts to improve outcomes for their students.

KIM KEATON
As a Capacity Builder for the Idaho Building Capacity Project, Kim Keaton facilitates north Idaho education systems by supporting school administrators and leadership teams with the ability to do, experience, and understand best practices for our Idaho student population.
Kim’s education career as a middle school math and science teacher afforded him a diverse background as an educational leader. He coached sports, participated as a member of the district negotiations team, and worked diligently on developing curriculum.

Prior to joining IBC three years ago, he was principal of Sandpoint Middle School, where Kim was thoroughly involved and committed to Lake Pend Oreille School District’s cutting edge years of systems change, educational evaluation, instructional coaching, scientifically-based curriculum and data utilization. He developed his school’s leadership teams following the WISE tool guidelines for continuous school improvement, making Sandpoint Middle School one of the highest performing middle schools in the state. Kim also worked on the district leadership team. He was nominated by his SMS staff and awarded by fellow administrators the 2013 National Principal of the Year for the state of Idaho.

Kim Keaton earned both a B.S. in Microbiology and a Masters in Education, Educational Administration from the University of Idaho. In his spare time, Kim enjoys outdoor activities such as golfing, hiking, skiing, and boating, and extensive travel throughout the world.

VICKIE KENNEDY
Vickie Kennedy has served as a Capacity Builder for the Idaho Building Capacity Project since January 2011. Her focus has been to help districts and schools develop/enhance their capacity to provide strong programs that support increased student achievement. A foundation of this work is to develop strong systems that guide the site work.

Prior to joining IBC, Vickie was an elementary and middle school teacher in Washington. Then she became the Director of Curriculum, Instruction, and Assessment for the Cheney School District. Vickie was the recipient of the WSASCD Curriculum Educator of the year for 2003 award and served on the Washington State Curriculum Advisory Review Council.

Vickie earned a B.A. in Education from Eastern Washington University in elementary math and earth science, M.S. in Computer Education, and Administrative Certificate from Gonzaga University. Vickie has also served as a field supervisor for teacher candidates in the Masters in Teaching program for EWU.

In their free time Vickie and her husband, Don, enjoy time with family and travel throughout the United States and abroad as often as they can.

DOUG OLIN
As a rookie to the Idaho Building Capacity Project, Doug Olin brings over 40 years of experience in the field of education. Through this experience, Doug has successfully lead students and teachers in several districts in Idaho.

Following in the footsteps of his mother and grandmother, Doug’s passion for education led to twenty-five years of classroom instruction. In addition, Doug’s career included middle school principal for six years as well as assistant superintendent for nine years. His leadership skill directed technology, human resources, and federal programs including school improvement. With the help of many others, ten out of 11 district schools celebrated four or five-star ratings prior to his retirement.

Doug’s leadership skills also flowed to extracurricular activities as he officiated high school basketball for over 22 years, awarded the National Federation’s Idaho Official of the Year twice and the Distinguished Service Award by the Idaho High School Activities Association.

Since the beginning of “No Child left Behind”, Doug has been working with school improvement and is excited to continue this work through the IBC project.

Golf, golf and more golf along with boating occupy much of Doug’s time during the summer months.

JOEL PALMER
Joel Palmer serves as a Capacity Builder for the Idaho Building Capacity Project. In this role, he supports local education systems by building the capacity of school administrators, leadership teams, and the community.
Joel’s career has focused on supporting students and educators. He began as an elementary school teacher, but his work has grown over time to include instructional and leadership coaching with a focus on district and school improvement. He has a diverse background as an educational leader in areas including summer school enrichment, credit retrieval and academic improvement. Additionally, he has experience in literacy instruction, Language Art Curriculum and teacher college course instruction.

Prior to joining IBC, he worked as Federal Programs Director and an elementary school principal in Coeur d’Alene, Idaho for twenty-two years. He has volunteered as President of the Region 1 Elementary Principal Association. He was successful in obtaining a Response to Intervention and School-Wide Behavior grant.

Joel earned a B.Ed. and M.Ed. in Reading Education from Eastern Washington University and an M.Ed. from University of Idaho in Administration. He is pleased with the partnership between the Idaho State Department of Education, the IBC Project and the districts and schools he is serving.

In his free time, Joel volunteers as an EMT and likes to work with honeybees, snow ski and enjoy the outdoors with his family.

JAYNE STURM

As a newcomer to the IBC team, Jayne Sturm brings with her 37 years of classroom teaching experience. With her recent retirement from the Lake Pend Oreille district Jayne is excited to serve as a Capacity Builder. She has been a multiple-subject teacher throughout her career, with a commitment to aligning daily lessons with the Idaho Core Standards. As part of a dedicated team of teachers at Northside Elementary, Jayne had the privilege of working at a high performing Title I school.

Jayne graduated with a B.S. in Education from Illinois State University and has certifications in Health, Physical Education, and K-8 Multiple Subjects. She held numerous district and school leadership positions over her career, while also serving as Principal Designee at Northside Elementary. Jayne was chosen to serve as a mentor to many K-6 teachers during her career.

One of Jayne’s favorite activities is kayaking along the banks of North Idaho’s local river systems.

MANDY SURRATT FLORIN

Mandy Surratt Florin has been a Capacity Builder for 4 years, but has served in education for 37 years. She now focuses her work on building capacity for sustainable school improvement; working with district office personnel, principals and teachers to improve student achievement.

Educational improvement has always been a passion. Prior to joining IBC she served as Title I Director, principal at Mullan Trail Elementary and West Ridge Elementary in Post Falls. She has taught at the elementary and high school level, Title One and special education, GED and ESL classes.

Mandy earned her B.A. in Special/Elementary Education as well as an M. Ed. in Reading from the University of Arizona. Further post-graduate study certified her in educational administration in 2000.

She was an early advocate of using technology in education and became a trainer for the Albertson’s Foundation Teaching with Technology program in 2001 and a Navigator for the Idaho State Department of Education. She volunteered as a member of the Idaho State Leadership Team for the Smarter Balanced Digital Library. This involved training the region one state network of educators to create and vet materials for the digital library.

In her free time, Mandy enjoys bicycling, golfing, fitness classes, volunteering, traveling and spending time with her children and grandchildren.
LORI FURGERSO (REGIONAL COORDINATOR)

Lori Furgerson serves as the coordinator for the Idaho Building Capacity Project in southwest Idaho. Lori has known since the time she was in kindergarten she wanted to be a teacher. She studied education at California State University, Northridge and proceeded to work in Title I schools as an elementary school teacher. Passionate about the school improvement results she saw in her own classroom, she transitioned to work for several years with schools and districts across the nation providing technical assistance and professional development at the state and local level.

Prior to joining the IBC team in 2012, Lori was a classroom teacher and instructional coach. She has also spent time working with the Bureau of Indian Affairs and reservations across the country, as well as the Department of Defense, supporting the work of school improvement.

In her free time Lori loves to watch her boys play basketball, travel with her husband, and overall just enjoying time with her family.

SUE BEITIA

For the past 6 years Sue Beitia has served as a Capacity Builder for the Idaho Building Capacity Project, Southwest Region. She has worked with a variety of districts, large and small, urban and rural.

In this role, Sue works directly with school administrators, district administrators, and leadership teams to plan, examine data, and develop action steps to move their districts toward increased student achievement. Sue is often imbedded directly into classrooms and school/district meetings to support best practices and monitor implementation. Sue has been a long time teacher and administrator in the state. Her administration background includes curriculum, assessments, elementary principal, assistant superintendent and superintendent. These roles
assistant superintendent and superintendent. These roles included three districts: Emmett, Vallivue, and Nampa. She has worked with state efforts in both Response to Intervention and the Idaho Principal Mentoring Project and has had specific training in Teachscape, Frameworks for Teaching and Cognitive Coaching.

Sue’s educational background includes a B.A. from the College of Idaho, M.A. and Ed. Specialist degrees from the University of Idaho. She is happy to be able to be a part of the State’s efforts to support schools towards improvement.

She is married and has two children and three grandchildren. She loves to play the piano and violin, read, and go fishing!

Phil Cano has been a Capacity Builder with the IBC Project for five years. As a CB, he has collaborated with school leaders, teachers and district administrators in a K-8 charter school, middle school, alternative high school and district office.

Phil is driven to know how students learn at all levels: from developing reading and math fluency, to improving language and writing skills, and how to sustain learning and high achievement for all students. This emphasis has deepened to include instructional and leadership support and collaboration focused on the sustained use of research-based instructional practices and programs with the highest effect size. He has developed a diverse background as an educational learner/leader in areas including Professional Learning Communities, data analysis and student engagement.

Before joining the IBC, he was the Principal of New Horizons Elementary, A Dual Language Magnet School in Nampa, Idaho. He taught twenty-two years in an elementary setting. He was an administrator for thirteen years. He also has served on ISDE Focus Teams.

Phil earned a M.Ed. in Curriculum and Instruction from Idaho State University. His M.Ed. thesis was entitled, Teacher Expectations and Student Achievement (TESA) and Teacher Efficacy.

Phil loves to spend his free time with his family.

Alan Felgenhauer serves as a Capacity Builder for the Idaho Building Capacity Project. In this role, he supports Idaho school districts by building capacity of school district level administrators, district leadership teams, and the community.

Alan’s career has focused on supporting students and educators. He began his career as a high school teacher for ten years before moving into school administration and then district administration for the last 25 years before retiring in 2012. During his time as a school and district level administrator he has been a strong advocate for aligning curriculum, assessment, and instruction and using data to inform instruction and improve student achievement. He has used this experience and knowledge to provide support for school districts for the last three years with the Idaho Building Capacity Project.

Alan earned a Masters Degree in Educational Administration and an Education Specialist Degree in Educational Administration from the University of Idaho. He is excited about the partnership between the Idaho State Department of Education, the Idaho Building Capacity Project and the school districts he is serving.

In his free time, Alan enjoys traveling and spending time with his wife, Shari, and his family.

Earnie Lewis serves as a Capacity Builder for the Idaho Building Capacity Project. In this role, he supports local education systems by building the capacity of school administrators, leadership teams, and the community.

Earnie’s career has been one of teacher in elementary and secondary schools both in Idaho and abroad. He has served as a building administrator and a district office admin. He has been known for his innovation in Idaho’s educational world. His expertise is best known for leadership skills, instructional excellence, systems change, educational evaluation, literacy instruction, and data utilization.
Prior to joining IBC, he was part of Vallivue School District 139 where he retired from West Canyon Elementary as principal. He also worked on state committees and leadership teams to develop educational reform approaches and coaching strategies to help schools think more systemically in areas such as collaborative teaming, Response to Intervention, family & community engagement, and educator effectiveness. He was also the principal at one of Idaho’s first school-wide sites for Title I services.

Earnie earned his B.A. in Education from Northwest Nazarene and his M.Ed. from The College of Idaho. He has worked with the SDE as a Federal Programs reviewer since retirement in 2007.

In his spare time Earnie is a proud grandpa and a gardener.

As a Washington State University graduate, she started her career in the elementary classroom. She furthered her experiences to better understand effective intervention programs for struggling students, character education, and health education and how they all related. She later served as a K–12 reading specialist, instructional coach, and PLC coach prior to earning her M.A. in school administration and serving as a building principal.

Amber joined IBC as a commitment to supporting schools in the transformation process as they find solutions to driving higher student achievement. Amber knows that all students can learn if the right tools are in place and collectively everyone agrees to reject the myths and excuses for low student achievement. Her goal is to build this mindset with leaders as they begin to prove this to be true throughout their journey with school improvement.

In Amber’s free time, she enjoys being outdoors and spending time with her family. She has an adventurous spirit and loves to travel and experience new things.

Amber Pearson serves as an Idaho Capacity Builder. She invests in strategically working to build proficiencies in meeting or exceeding each schools’ mission and vision while assuring the work is continuous, sustainable and effective.

IN MY TENURE AS A TEACHER AND ADMINISTRATOR IBC HAS HAD THE SINGLE GREATEST IMPACT OF ANY PROGRAM I HAVE SEEN.

– Dennis Chesnut, Superintendent
SOUTHEAST IDAHO CBs
Regions IV, V & VI

DEB PFOST (REGIONAL COORDINATOR)

Deb Pfost serves as the coordinator for the Idaho Building Capacity Project in southeast Idaho. In her role she organizes and supports Capacity Builders and local leaders to create change that will positively impact student achievement.

In a career that began as an elementary school teacher Deb has enjoyed a variety of challenging experiences that include a team approach to teaching a preschool for students with developmental delays, teaching a multi-age elementary class, instructional coaching, and scaling-up a statewide system of support. Recently, Deb’s work has been centered on systems change, literacy instruction, data utilization, professional learning communities and multi-tiered systems of support in elementary and secondary schools.

Deb earned a Bachelors degree in Elementary Education and Communicative Disorders from Brigham Young University and a Masters degree in Early Childhood Special Education from Idaho State University.

She loves watching the seasons change in the mountains of eastern Idaho and reading silly books with her grandchildren.

NORMA BAILEY

Norma Bailey is a Capacity Builder with the Idaho Capacity Building Project. As a CB, Norma coaches and consults administrators, leadership teams, and educators from schools and districts in Idaho.

As a 30 year career educator, Norma has served in many teaching and leadership positions at district and school levels. Most recently she has been an instructional coach and consultant working with schools and districts on leadership models, system and structure implementation, instructional and curriculum improvements, and data usage and storage.

Norma feels that teaching is complex. She has a healthy
respect for the amount of time, energy, and expertise it takes to be an effective educator.

Norma earned her degree in Elementary and Secondary Education from the University of Idaho. She has been the Region 4 Idaho Capacity Building Coordinator. She holds many certificates including Teachscape, Cognitive and CORE Knowledge Coaching, and has given presentations on Professional Learning Communities and data usage.

Norma sees changes happening at her sites and has verification of the value in Capacity Building, a system of sustaining school change.

MARY LU BARRY

Mary Lu Barry has been a Capacity Builder with the Idaho Building Capacity Project since 2010, having provided services and support to schools and districts in Cassia County, Jerome, and Hansen. In this role, she works collaboratively with administrators, leadership teams, and the community to improve systems and structures that increase student achievement.

Mary Lu's career began in 1974 in the Murtaugh School District as an English teacher, and she continued her career at Twin Falls High School where she taught English for 30 years and served as the Department Chair for 15 years. From 2006-2010, Mary Lu served as the Director of Secondary Programs in the Twin Falls School District. As the curriculum director, Mary Lu provided leadership on curriculum, assessment, instruction, and data utilization. She has experience as an educational leader in areas of systems change, educator evaluation, literacy, and professional learning communities.

Mary Lu earned an M.A. in Educational Leadership from the University of Idaho. She is eager to partner with the Idaho State Department of Education, the Idaho Building Capacity Project and the districts and schools she is serving.

In her free time, Mary Lu enjoys reading, playing bridge, and golfing.

BARBARA CHESTER

Barbara Chester serves as a Capacity Builder for the Idaho Building Capacity Project. She supports this work by building the capacity of school administrators and leadership teams at her sites.

During Barbara’s career, she maintained a focus on supporting excellence and success for both students and educators. She began her career as an elementary teacher, and moved into the position of elementary principal. Throughout her career a major focus has been developing leaders through supporting and coaching leaders in improvement efforts, systems change, teacher development, data driven decision making and creating sustainable programs.

Before joining the IBC project, Barbara was a Leadership Coach in Oregon. For 29 years, she served as an elementary principal in Oregon, Colorado and Washington. She was active in leadership roles in her state and national associations, sharing effective strategies for successful collaborative work in leadership and support for students in poverty, equity, language development and effective interventions has been an outgrowth of her experience and knowledge.

Barbara earned her B.A. from the College of Idaho and her M.Ed. from the University of Washington. She is passionate about her work developing leaders through school improvement practices and excited about the opportunity to partner with the Idaho Building Capacity Project.

VAL COPYAK

Val Copyak joined the IBC Project in 2016. In her role as Capacity Builder, she serves local education systems by building the capacity of school administrators, leadership teams, and the community.

During her long career, Val has focused on advocating for students and educators. She mentored numerous successful student teachers at elementary and middle school levels. Val provided leadership in areas including curriculum adoption and implementation, policy changes, and community involvement. She's worked at
implementing change at the state and national levels as President of the Bonneville Teachers’ Association.

As Principal of Dora Erickson Elementary in Idaho Falls, she led the development of changes which improved student learning. Val was instrumental in organizing an academic after school program that raised student achievement scores. She served on the boards of CASA and Foster Grandparents and engaged with numerous other community groups.

Val completed work on her B.A. in Education at Panhandle State University in Goodwell, Oklahoma. She earned both her B.A. and M.A. in Education from Idaho State University. Being part of the Idaho Building Capacity Project has allowed her to continue using her experience and passion for education to promote lifelong learning.

Her two favorite pastimes are gardening and baking.

DANA DEHAAN

Dana DeHaan has dedicated her career to the children and stakeholders of Idaho public education. She began her career as a K-8 teacher in a variety of assignments and moved into administration at the urging of the supportive administrators she had the pleasure of working with. She served several district level administrative positions before her retirement. She has had experience with developing and implementing successful district and building improvement plans, mentoring building administrators and teachers, establishing meaningful teacher and administrator evaluation processes, federal programs, K-12 instructional coaching and improvement, grant writing, budgeting, curriculum and assessment.

After retiring as the Curriculum Director from the Cassia County School District in 2014, Dana became a member of the Idaho Building Capacity Project. She has enjoyed the relationships she has developed while supporting teachers, principals and district level leadership in her role as a Capacity Builder.

Dana earned her M.A. and Education Specialist degrees in Educational Leadership from the University of Idaho. She enjoys spending time with her grandchildren and riding and showing horses with her husband.

DOTTY EVANSON

Dotty Evanson began her Capacity Building career in 2013 when she retired from the Oneida School District in Malad, Idaho. She had served in education for a total of 33 years, first as an elementary teacher, and then as an elementary principal. She also taught school in Firth, Idaho and Spanish Fork, Utah.

While serving as an administrator, her focus was on supporting teachers and staff as they worked together to increase student achievement using student data. Along with using data and being an instructional leader, her educational passion is reading instruction. “Supporting students in becoming life-long readers and learners is what makes me happy!” states Dotty.

She received her B.S. from Brigham Young University in Elementary Education and completed her M.A. from Idaho State University in Reading and Educational Administration. She enjoys working with schools that have a desire to improve, and feels the IBC Project helps connect schools to the resources and information they need to grow.

Dotty and her husband, Brent, have four grown sons and five grandchildren. Spending time with family, volunteering in her community, reading and being a Capacity Builder keep her busy and happy.

TERRY GARNER

Terry Garner serves as a Capacity Builder for the Idaho Building Capacity Project. His goal is to support local principals and staff to become more effective in their work with children.

Terry’s education career began as a School Psychologist. He then served as the administrator in schools with high subpopulations of low socioeconomic students, English Language Learners, and Students with Disabilities. During his twenty-six year career he participated in
intense professional development from renowned national organizations such as Consortium of Reading Excellence, Professional Learning Communities at Work, Covey Institute, and Idaho’s professional development offerings. Terry was the principal at two schools participating in Idaho’s intensive No Child Left Behind Initiative, Reading First, and worked with teachers to grow proficiency levels from the low thirty percentiles to the high eighties and nineties.

Terry earned his B.S. at BYU and his Masters and Educational Specialist degrees from ISU. He has a firm conviction that children can be taught to read, and to read well. He is convinced that the science is available for successful reading instruction and intervention. He finds supporting educators extremely rewarding.

In his spare time, Terry bikes with his wife and family, gardens, and volunteers in his community and church.

**JAN GREEN**

Jan Green is an Idaho girl. She has lived all over the state. This was helpful as she began her career in the Snake River District as a 4th grade teacher, teaching Idaho History. Jan taught 4th grade 15 years and was an elementary principal 12 years in the Snake River District. She then worked in the Pocatello/Chubbuck School District 9 years as a principal. She earned her Masters Degree and Ed. Specialist in Administration from Idaho State University.

Jan has served as a Capacity Builder for 5 years. In this role she supports elementary schools by working with school principals, leadership teams, individual teachers, and school staffs through professional development teaching, data utilization, and creating and using school improvement plans. Jan has written and received many grants for the schools she works with.

Jan has a passion for working with professional development and continues working with teachers in skills improvement, helping ABCTE teachers become certified, and teaching a children’s literature course to teachers in addition to her Capacity Builder work.

When not working, she enjoys attending plays and musicals. Jan is an avid reader. When she isn’t able to read she is listening to a CD book as she drives to work.

**LAURI HEWARD**

Lauri Heward joined the Idaho Building Capacity Project in July 2017. Her thirty five years of educational experience includes teacher, counselor, and twenty years as an alternative school administrator.

Advocacy for the “at risk” student led Lauri to promote the expansion of Cassia Education Center, an alternative junior high school, to Cassia Jr/Sr High School. Her work in this endeavor awarded her the honor of Cassia County Teacher of the Year. Her passion for motivating underachieving youth has driven her to pursue extensive training in Restorative Justice, sexual abuse, drug, alcohol and gang related issues.

Lauri serves on the Mini-Cassia Drug Court Team, Idaho Meth Project, Idaho HIV/STD State Review Panel, and as a member of the Department of Juvenile Corrections Custody Review Board. She holds a B.S. in Education from Brigham Young University, M.A. from College of Idaho in School and Community Counseling with a Drug and Alcohol endorsement, and an Education Specialist degree from University of Idaho.

In her free time, Lauri enjoys traveling, camping and spending time with her grandchildren. She is excited to join the Idaho Building Capacity Project for the opportunity to continue working with educators and students, as this has been such a rewarding part of her life and career.

**LORI JOHNSTON**

Lori Johnston serves as a Capacity Builder for the Idaho Building Capacity Project. In this role, she provides on-site technical assistance to support school administrators and leadership teams in their efforts to improve their school
systems and structures.

Lori’s career has included teaching special education, elementary, and middle school. As an instructional coach she focused on supporting students and educators with school improvement. She has a diverse background as an educational leader in areas including systems change, educational evaluation, literacy instruction, best practices, data analysis and utilization, cognitive coaching and ELL protocol for special education.

Prior to joining IBC, she worked in the Wendell School District in Wendell, ID for 20 years. She also worked on state committees and leadership teams to help schools build and sustain systems in areas such as collaborative teams, family and community engagement, educator effectiveness, Response to Intervention, professional learning communities, and ELL protocol for special education.

Lori earned her B.S. in Education from Boise State University. She enjoys the partnership she has with the schools she is serving, the Idaho State Department of Education, and the Idaho Building Capacity Project.

In her free time, Lori likes to travel, spend time with her family, and reading.

KEN MEACHAM

Ken Meacham serves as a Capacity Builder for the Idaho Building Capacity Project. A position instrumental in strengthening school improvement, enhancing teacher instructional skill, growing teacher leaders, supporting administrators, and improving student achievement.

Ken’s career focused on student learning, believing “All Students Learn”. Quality instruction is fundamental to student achievement, hence he has tirelessly focused on student achievement, improving instruction, and growing teacher leaders. He has served as the principal administrator in elementary, middle, and predominately high schools in the states of Utah, Idaho, and Alaska. He has served on local, state, community committees including: Accreditation, Interscholastic Activities boards, Assessment Practices, Middle Schooling, and Educational Reform. His background includes work with RTI, Cognitive Coaching, educational evaluation, collaborative teaming.

Ken holds a Masters in Ed-Admin from Brigham Young University, Post graduate work at BYU and the University of Utah in administration and foreign language instruction and assessment. He attended seminars in comparative instructional and language instruction with Fullbright/Goethe programs in Freiburg, Germany, and Salzburg, Austria. He is trained and certified in current instructional and assessment practices utilized worldwide by International Baccalaureate Schools.

Ken enjoys visiting unique places in the world and restoring vintage vehicles.

KAY MOOR

As a Capacity Builder for the Idaho Building Capacity Project, Kay Moor works collaboratively with school and district administrators, leadership teams, and teachers to implement improvement strategies. She holds a Master of Education from UNLV and an Educational Specialist degree from Idaho State University. She is enthusiastic about the opportunity to support the Idaho State Department of Education, districts, and schools through the IBC Project.

Kay began her career as a junior high and high school English teacher. Her current work has focused on educational leadership, and she was recently awarded the 2017 Distinguished Service Award from the Idaho Association of School Administrators. Her background has included a K-12 emphasis on organizational effectiveness, change strategies, group dynamics, and data utilization.

Before joining the IBC Project, Kay was principal of Sunnyside Elementary in Idaho Falls, Idaho. She also served as an assistant principal at both the high school and junior high levels. She participated on committees and leadership teams to develop strategies for improving student achievement through assessment literacy, Response to Intervention, educator evaluation, mentoring, accreditation, and strategic planning.
Kay spends her free time reading, traveling, and cooking with her friends and family.

**KAREN OSMAN**

Karen Osman has served as a Capacity Builder for the Idaho Building Capacity Project for the past 11 years. She was one of the original CB’s working in one of the two pilot sites, and has served in following school districts: Mountain Home, Pocatello, Shoshone, Buhl, Grand View, Bruneau and currently Twin Falls. Karen’s career has focused on supporting administrators, students, staff and all personnel involved in the buildings. She began her career as an elementary teacher working in Special Education, and general education classes. She continued her education working towards two Master’s degrees, one in Exceptional Child, and the other Educational Leadership. She has broad experience as an Principal, Curriculum Director, and Federal Programs Director. Prior to joining the IBC Project, Karen was the Principal at Wendell Elementary, Wendell, ID for 15 years. She served as an SDE Response to Intervention coach in various districts and is a Title I reviewer for the ISDE.

She has a diverse background in the Exceptional Child classroom, Multi-Tiered System of Support (MTSS), leadership coaching, literacy instruction, data utilization, Cognitive Coaching, and motivating and inspiring teachers.

In her free time Karen loves traveling and exploring new places with her husband, reading, and being a grandparent.

**JEFF READ**

Jeff Read serves as a Capacity Builder for the Idaho Building Capacity Project. In this role he supports local southeast Idaho education systems by building the capacity of school administrators, leadership teams, and individual teachers.

Jeff has been involved in education for the past 33 years as a self-contained 5th grade teacher for four years, an 8th grade social studies teacher for 11 years, as a secondary school administrator for 14 years, and as a Capacity Builder for the past four and a half years. Prior to his years in public education, Jeff spent four years in the United States Air Force and three years in the state of Oregon Reform school system.

Jeff attended Idaho State University and Western Oregon State College in a nine year pursuit of his B.A. Degree in elementary education (1985). Supporting a family made working a lot of full time and part time jobs necessary. He received his Masters of Education in Administration at Idaho State University in 1998. The discipline, value, and reward of a sound education is extremely important to Jeff.

Jeff’s hobbies include reading, writing poetry, playing the drums, listening to music, and coaching.

**EVELYN ROBINSON**

Evelyn Robinson was born in Pocatello, Idaho. Evelyn received a B.A. in Christian Education from Baptist Bible College; she went on to receive a B.A. in Elementary Education and an M.A. in Elementary Reading and Classroom Management from the University of Illinois. She received an Educational Specialist Degree in Educational Administration from Idaho State University.

Evelyn’s illustrious career in education includes 16 years teaching, 30 years as a principal and currently as an Idaho Capacity Builder and consultant specializing in social and emotional needs of children. During her career, she received numerous awards as a teacher and an administrator, as well as numerous community awards and recognition. Her contributions to education and the community have been impressive and consistent.

Her leadership abilities contributed greatly to her being a dynamic educator and administrator. She believed in a “bottom-up, decision-making model” that included input from students, parents and staff. “The individual student was the focus of the school’s effort and student dignity and success were integral to the staff’s mission and commitments.”

As an Idaho Capacity Builder her new life’s mission is not a race, nor a marathon but a relay. Passing forward her experience and knowledge to the next generation of educators.
**DELIA VALDEZ**

Delia Valdez has served as a Capacity Builder for the Idaho Building Capacity Project for three years. In this role, she supports local education systems by building the capacity of school administrators, leadership teams, and the community.

Delia's career focused on supporting students and educators. She was an elementary teacher for 12 years before moving into administration. She has a diverse background as an educational leader in areas including systems change, educational evaluation, literacy instruction, and data utilization.

Prior to joining IBC, she was the Principal at Mountain View Elementary in Burley, Idaho for 21 years. She also worked on state committees and leadership teams to develop educational reform approaches and best practice strategies to help schools think more systemically in areas such as collaborative teaming, Response to Intervention, family & community engagement, and educator effectiveness.

Delia Valdez earned an M.A. in Education from Idaho State University. She is excited about the partnership between the Idaho State Department of Education, the Idaho Building Capacity Project and the district and school she is serving.

In her free time, Delia likes to sew and travel. She looks forward to visiting and exploring new places.

**DAVE WHEAT**

Dave Wheat is a Capacity Builder with the Idaho Building Capacity Project. He has worked as a Capacity Builder for four years, assisting schools in regions 4, 5 and 6 with school improvement efforts.

Dave, an Idaho State University graduate, began his career as an elementary school teacher in Marsh Valley School District. After obtaining a M.Ed. degree from the University of Idaho, and an Ed.S. degree in education administration, he began 33 years as a school administrator. He worked as an elementary school principal, middle school principal and high school principal as well as a director of special education and federal programs.

After a career in public education, Dave jumped at the chance to continue working in education and helping school administrators and leadership teams. In this capacity, he assists in helping the schools develop or improve multi-tiered systems of support and professional learning communities as they examine data to improve student achievement.

In his spare time, Dave enjoys spending time with his children and granddaughter, as well as camping, reading and dutch oven cooking.

**TAMMY YOUNG**

Tammy Young has served as a Capacity Builder with the Idaho Building Capacity Project for the past four years. In this role, she supports administrators and teachers in the implementation of effective leadership and instructional systems and practices.

Tammy earned her B.S. degree from the University of Idaho. Her career began as an elementary school teacher, and grew over time to include instructional and leadership coaching. She has had extensive training in coaching practices. Tammy is also a 6+1 Traits of Writing Trainer, Teachscape certified, and has had extensive training in developing Professional Learning Communities. Just prior to becoming a Capacity Builder, Tammy was honored with being chosen her school's educator of the year and one of Boise State University's Mentors of the Year.

Throughout her career, Tammy has served on many state committees and district leadership teams to approve curriculum and to develop educational reforms such as educator effectiveness, Response to Intervention, collaborative learning, and family & community engagement.

In her free time, Tammy enjoys spending time with family, reading, gardening, and watching college football and basketball.
THE IBC PROJECT HAS TRULY BUILT OUR STAFF’S CAPACITY TO MAKE A DIFFERENCE FOR OUR KIDS.

–Teresa Kaiser, Principal

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