## Sara Hahn-Huston

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#### **EDUCATION**

**University of Oregon**, *College of Education*, Eugene, OR

Degree Awarded 2009

Doctor of Education: Educational Leadership

**Published Dissertation:** 

Hahn, S. (2009). Developing the English Language Vocabulary of Native Korean-Speaking Students Through Guided Language Acquisition Design.

ProQuest LLC, UMI Number: 3377364

Portland State University, College of Education, Portland, OR

Degree Awarded 2002

Master of Science: Educational Policy, Foundations and Administration

University of Portland, School of Education, Portland, OR

Degree Awarded 1992

Bachelor of Arts: Education

## PROFESSIONAL LICENSURE / CERTIFICATION

Oregon Continuing Administrator / Superintendent License

Washington Residency Administrator Certificate

Oregon Standard Teaching License

Association of Christian Schools International (ACSI) Elementary Principal Certification

National Association of School Superintendents (NASS) Equity and Social Justice Certification

National Incident Management Systems (NIMS) Certification

**Teachscape Certification** 

### PROFESSIONAL EXPERIENCE IN K-12 PUBLIC EDUCATION

#### **Executive Director of K-12 Schools**

May, 2021 - Present

Reynolds School District, Fairview, Oregon - Cabinet level experience as an executive director serving 10,800 students (70 languages),16-comprehensive schools, 3-charter schools; 44% Hispanic/Latino, 28% White, 10% Black/African Amer., 7% Asian, 7% Multiracial, 3% Pac. Isl., 1% America Indian/Alaskan Native; 16% Students with Disabilities (SWD), 32% English Learners, 81% Economically Disadvantaged. Cabinet member responsible for four secondary schools, one alternative high school, eleven elementary schools, and three charter schools. Oversight of all administrator instructional leadership development and professional learning, school staffing, programs, budgets, school and department improvement plans, policy/compliance, emergency/safety management, daily school operations, parent/community issues.

 Direct supervision / evaluation of two high school principals, three middle school principals, and eleven elementary school principals

- Leads professional learning for 16 principals, 21 assistant principals and district leadership team focused in areas
  of developing anti-racist instructional leaders, culturally responsive practices, strengthening PLCs, redefining
  school equity teams. Partnerships: CEL, OCEE, CEE
- Led alignment process of new District Strategic Plan, Department plan, and SIPs; focus on improved outcomes for marginalized populations
- Ongoing review of district and school disaggregated data with administrators and response planning for goal attainment
- Improved district system alignment to maximize cross-departmental supports for schools
- Created a New Leaders Academy to provide on-going learning, training, mentoring/coaching support to our newest administrators
- Collaboratively designing school opportunities that elevate student and family voice, especially with historically marginalized populations through surveys and empathy interviews
- Highly visible in all 16 schools, intentional site walkthroughs with principals, ongoing coaching, continual monitoring of program implementation

#### Superintendent

#### July, 2019 - June, 2020

**Hood River County School District**, Hood River, Oregon – 4,000 students in 8-comprehensive schools, 1-High School Options Academy; 55% Economically Disadvantaged, 18% English Learners, 51% White, 46% Hispanic; 506 staff members; \$91M budget; \$57.2M Capital Construction Bond in progress (passed in 2016).

- Supervision / evaluation of seven cabinet members and five elementary principals
- Continual articulation of district vision, mission, values with aligned Board/Supt. goals vertically throughout organization
- Improved labor management relations to be positive, collaborative, productive with mutual respect and improved labor management communication
- Supervised and consistently evaluated instructional program effectiveness to optimize teaching and learning
- Consistent application, expectation, and modeling of a lens on equity and inclusion in all decision-making/planning; started Supt. Equity Advisory Committee; addressed programs/procedures that created inequities, created systems to eliminate language as a barrier to access board meetings
- Monitored and verified bond project progress, needs, and overall operations; opened new school in Sept. 2019; strong, conservative financial stewardship
- Continual monitoring and evaluation of personnel, enrollment, budgets, policy / law adherence, compliance requirements
- Demonstrated collaborative shared leadership, strong teamwork, and strategically empowered others in decisionmaking
- · Highly visible, strategic partnerships with civic leaders, organizations, and higher ed. institutions
- Strong communication, organization, accountability expectations, and Board engagement
- Engaged diverse stakeholders, current on legislative policies, and led planning for the State Student Investment Account Plan
- Led emergency response planning and implementation the first year of the pandemic

# **Executive Director of Secondary Schools**

## July, 2018 - June, 2019

*Gresham-Barlow School District*, Gresham, Oregon - 11,000 students (53 languages), 1,120 staff members in 18 comprehensive schools, 3 charter schools, 1 Center for Advanced Learning in Career and Technical Education. Co-leader of the District Equity Team; \$300M Capital Construction Bond in progress. Cabinet member responsible for seven secondary schools, two alternative program sites. Oversight of all secondary school operations, staffing, programs, budgets, school improvement plans, safety/security, emergency management; AVID District Director leading nine AVID school sites.

- Direct Supervision / evaluation of three high school principals, one alternative high school program principal, and four middle school principals
- Led professional learning for 8 principals & 10 assistant principals, grounded in research and evidence-based practices, focused on differentiation, culturally responsive teaching, and providing meaningful feedback to teachers for improved learning outcomes
- Co-led the implementation and accountability of High School Success plans with measurable goals and fiscal responsibility
- Ongoing review of disaggregated data including but not limited to academic, behavior, attendance, course failure rate / grades
- Collaboratively developed an integrated plan to increase high school graduation rates, ninth-grade on track, CTE/Career Pathways, transition plans, that included academic / behavioral / SEL supports for the success of all students, MTSS district assessment

- Led the expansion of AVID to the Elementary level at three new school sites and the addition of one new middle school site
- Redesigned alternative program; increase in number of students on-track to graduate, earned credits, reduced behavior incidents

#### **Executive Director of Secondary Teaching and Learning**

**July, 2017 - June, 2018** 

*Gresham-Barlow School District*, Gresham, Oregon - Cabinet member responsible for the oversight of all secondary curriculum, instruction, assessments; state assessment compliance, secondary program implementation of AP/ IB programs, STEM, CTE. Oversight of ESL K-12 programs, budgets and compliance plans; TAG K-12. Oversight of district and school improvement plans; AVID district director leading five AVID school sites.

- Supervision / evaluation of the Director of ESL, district data analyst, and secondary instructional coaches
- Established / implemented a district-wide teacher led professional learning model aligned to district / school improvement goals, inclusive of research and evidence-based strategies
- Planned transition with the HR team to a professional learning management system through our existing TalentEd services (Thrive)
- Developed and implemented a fiscally responsible plan for purchasing digital curricula & devices as well as implementation support
- Facilitated the transitions to revised state standards, unit plan development, aligned formative assessments
- Monitored course pass rates and credit attainment
- Led the development of the District Comprehensive Health Instruction Plan
- Collaboration Grant implementation for teacher mentors leading Reflective Practices with certificated staff

### **Executive Director of School Performance**

July, 2015 - June, 2017

*Gresham-Barlow School District*, Gresham, Oregon - Cabinet member responsible for the oversight of K-12 assessments and performance accountability for all eighteen schools, including state assessment and reporting compliance; district & school improvement plans; oversight of ESL K-12 programs, budgets and compliance plans. Responsible for the oversight of two elementary schools & one K-8 school.

- Supervision / evaluation of the Director of ESL, two elementary principals, one K-8 principal, and the district data analyst
- Led district elementary and secondary assessment teams to develop district common assessments
- Led planning, purchase and implementation of tools for teachers to design valid/reliable standards-based digital formative assessments
- Developed a district-wide balanced assessment model for teachers aligned to the Professional Learning Communities (PLC) framework
- Guided the implementation of a walk-to-language elementary school model for English Learners (EL)
- Facilitated alignment between district & school improvement plans; orchestrated interactive school presentations at Board work sessions
- Established a system for analyzing district data disaggregated by race, economics, diverse populations, for historical review and tracking student growth by cohort
- Provided evaluative and coaching support to principals

### Principal - K - 8

July, 2013 - June, 2015

**Portland Public Schools**, Portland, Oregon - Lent K-8 / Dual Language Immersion (DLI) - Spanish Dual Language Spanish Immersion school serving approx. 620 students with 15 languages spoken; 42% Hispanic/Latino, 24% White, 16% Asian, 10% Black/African Amer., 16% Students with Disabilities (SWD), 49% English Learners, Schoolwide Economically Disadvantaged

#### Major Accomplishments

- Outperformed all District DLI schools on the STAMP assessment
- $\blacksquare \qquad \text{Demonstrated success in academic growth and subgroup growth as measured on the ODE school report card}$ 
  - o Academic growth: Level 4, for 'All Students' in Reading and Math
  - Subgroup growth in Reading: Level 4, for Hispanic/Latino, Asians, White, and Economically Disadvantaged
- Increased number of EL students improving in English language proficiency, exiting ESL
- Established collaborative teacher teams focused on curriculum, instruction, assessment, PLC's
- Established a safe and orderly school environment for staff and students
- Led staff through racial equity professional learning and the C.A.R.E team process
- Award: Oregon Green School: school community garden; partnership with PGE using solar power energy for the school

#### **Principal - Elementary**

July, 2010 - June, 2013

Portland Public Schools, Portland, Oregon - Duniway Elementary K-5

Neighborhood school serving 450 students with 8 languages spoken; 85% White, 7% Multi-racial, 5% Hispanic/Latino, 2% Asian, 10% SWD, 12% Economically Disadvantaged

## Major Accomplishments

- Outperformed 'like-schools' in Oregon in Reading, Math, and all subgroups, with significantly higher percentages
  of students exceeding when compared to the like-school average
  - o Reading: 94% meeting/exceeding (with 67% exceeding compared to 53% exceeding at like-schools)
  - Math: 91% meeting/exceeding (with 65% exceeding compared to 50% exceeding at like-schools.
- Outperformed state average in Reading by 26%, in Math by 32%, in Science by 27%
- Demonstrated success in academic achievement-Level 5; academic growth-Level 4, on the ODE school report card
- Instituted a second language program for students to learn Chinese; grant funded by the PSU Chinese Confucius Institute
- Strategically maximized financial resources to protect enrichment classes
- Instituted professional learning for teachers with a focus on research-based strategies in differentiation
- Established a parent Equity team focused on engaging/celebrating families of diverse backgrounds
- Award: Oregon Green School--sustainability programs and garden education

## **Principal - Elementary**

July, 2007 - June, 2010

*Everett Public Schools*, Everett, Washington - Hawthorne Elementary Pre K-5 Neighborhood school serving 540 students with 13 different languages spoken; 44% White, 25% Hispanic/Latino, 9% Asian, 7% Hawaiian/Pac.Is., 7% Black/African Am., 16% SWD, 40% Transitional Bilingual

#### Major Accomplishments

- <u>Turnaround School:</u> Successfully led school through significant instructional improvement efforts and NCLB restructuring; implemented effective data team process and accountability
- Increased percentage of students meeting standard in Reading, Math, Writing (gr.4), Science (gr.5) on the WASI.
- Model school for GLAD strategy implementation; visited by other districts
- Established partnerships with the Immigrant/Refugee Services and local community college to provide adult English classes to parents at the school during the day and included school volunteer opportunities
- Award: Readiness to Learn (RTL) Grant: Implemented a multi-lingual / multicultural parent-leaders program that resulted in program expansion and increased parent involvement
- Award: Violin donations from Barry Manilow to begin a strings program in partnership with the Everett Symphony

#### **Principal - Elementary**

Dec. 2002 - June, 2007

Salem-Keizer Public Schools, Salem, Oregon - Hallman Elementary K-5 / Bilingual Spanish School Neighborhood school--transitional bilingual model serving 450 students with 4 different languages spoken; 81% Hispanic/Latino, 14% White, 2% Multi-racial, 2% Native Hawaiian/Pacific Islander, 10% SWD, 78% English Learners, >95% Economically Disadvantaged

### Major Accomplishments

- Led the school to outperform the state in Writing in a two-year period (2003-2005), and increased the
  percentage of students meeting or exceeding standard in math
- Reading data collected in English and Spanish; increased the number of students demonstrating growth on Reading benchmark measures in both languages, improved English and native-language proficiency for EL students
- Led the implementation of the Federal Reading First Grant; Research-based practices implemented schoolwide
- Led community building efforts that significantly increased Latino parent involvement; established a bilingual parent resource library (English/Spanish) and bilingual adult classes
- Mentored classified staff in the Bilingual Teacher Pathways Program
- Award: Oscar Mayer Corporation-Oregon State Winner, \$10,000 for school music program / instruments

<b>Teacher – Elementary</b> Lent Elementary School, Portland Public Schools, Portland, Oregon	1997 - 2002
<b>Teacher - Middle School - Summer School</b> Binnesmead Middle School, Portland Public Schools, Portland, Oregon	1999 - 2000
<b>Teacher - Elementary</b> Woodstock Elementary School, Portland Public Schools, Portland, Oregon	1994 - 1997
<b>Teacher - Elementary</b> Humboldt Elementary School, Portland Public Schools, Portland, Oregon	1992 - 1994

# PROFESSIONAL EXPERIENCE IN K-12 PRIVATE CHRISTIAN EDUCATION

## **Principal - Elementary Campus**

2020 - April, 2021

Portland Christian Schools, Portland, Oregon – Portland Christian Elementary K-5
Provided instructional leadership and on-site support with the development and implementation of the Hybrid learning plan. Led staff professional development in Equity at the Elementary and Secondary campus.

#### SELECTED PROFESSIONAL PRESENTATIONS

#### School / Department Improvement Plans

Reynolds S.D School Board Meeting, Quarterly, 2021 - present

#### A Focus on Student Learning: 2021-22

Reynolds S.D. School Board Presentation, May 28, 2021

## **Culturally Responsive Teaching and Practices**

Portland Christian Schools Teacher In-Service Training, October 12, 2020

# Living Our Values: Equity, Justice, Inclusion

Portland Christian Schools Teacher In-Service Training, September 3, 2020

# **Equity Training for School Board Members**

Co-presenter, Gresham-Barlow S.D., School Board Retreat, February, 2019

#### AVID Presentation for Superintendents - Panel Member

COSA/OACOA Superintendents Academy, January, 2019

## District K-12 Comprehensive Health Instruction Plan

Gresham-Barlow S.D. School Board Meeting, July 2, 2018

## Middle School Science Curriculum Adoption

Gresham-Barlow S.D. School Board Meeting, May 24, 2018

### Sam Barlow High School Math Statistics Curriculum Adoption

Gresham-Barlow S.D. School Board Meeting, May 24, 2018

## All Inclusive Student Statement

Gresham-Barlow S.D. School Board Meeting, May 3, 2018

## SELECTED PROFESSIONAL PRESENTATIONS (CONT)

## K-12 Health Curriculum

Gresham-Barlow S.D. School Board Meeting, April 26 & May 3, 2018

## Advanced Placement / International Baccalaureate Cost Analysis

Gresham-Barlow S.D. School Board Meeting, Dec. 7, 2017

## Oregon Department of Education School Performance Ratings

Gresham-Barlow S.D. School Board Meeting, Nov. 30, 2017

## **Integrated Balanced Assessment Model**

Joint Administrator Meeting, GBSD, Fall, 2017

#### English Language Learner (ELL) Annual Report

Gresham-Barlow S.D. School Board Meeting, Sept. 28, 2017

#### **Culturally Responsive Practices**

Joint Administrator Meeting, GBSD, May, 2017

#### District Educational Equity Policy Implementation Update

Gresham-Barlow S.D. School Board Meeting, May 4, 2017

### Panelist for Aspiring Administrator Cohort

University of Portland, School of Education, Spring, 2017

### School Improvement Plan Presentation / Fair

Gresham-Barlow S.D. School Board Meeting, Feb. 9, 2017

#### Formative Assessment and Student Learning

District Advisory Council, Gresham-Barlow S.D. Nov., 2016

## **Professional Learning Teams**

Joint Administrator Meetings, GBSD, 2016-2017

## **Executive Projects: Equitable Outcomes**

Gresham-Barlow S.D. School Board Meeting, Aug. 19, 2016

#### School Improvement Plan (SIP) Presentation / Fair

Gresham-Barlow S.D. School Board Meeting, Oct. 29, 2015

## SBAC Results / Implications for Future Testing

District Advisory Council, Gresham-Barlow S.D., Oct. 22, 2015

#### Supporting English Language Learners

District Principal Meeting, Portland Public Schools, 2014

#### Presentation to Aspiring Administrators

Portland Public Schools Aspiring Administrator Cohort, 2012

## SCHOOL OF EDUCATION DISSERTATION COMMITTEE

Robb, B. (2016). Dissertation committee member, University of Portland. *A Paradigm Shift in Classroom Learning Practices to Propose Methods Aligned with a Neuroeducation Conceptual Framework.* 

## **PROFESSIONAL SERVICE**

District Delegate, Troutdale Public Safety & Equity Advisory Committee	2021-present
District Delegate, Multnomah Youth Commission Education Committee	2021-present
District Member, Intensive Coaching Stewarding Body, ODE	2021 – present
District Member, Budget Committee RSD	2021 - present
Council Member, Superintendent's Council Columbia Gorge ESD	2019-2020
Council Member, Latinx Advisory Council Columbia Gorge Community College	2019-2020
Participant, Leading Ed Solutions – Leadership Network	2019-2020
Council Member, Oregon ACT State Council	2017- 2018
Committee Member, All Hands Raised Discipline Equity Team	2018 - 2020
District Member, Budget Committee GBSD	2016 - 2019
District Delegate, ODE Regional Teacher of the Year MESD Selection Committee	2017 - 2018
District Delegate, All Hands Raised CTE Partners: International Carpenters Training Center	2018
Committee Member, East Metro STEAM Partnership (EMSP), Education Committee	2017- 2018
Member, Collective Bargaining Planning Team-Gresham-Barlow School District	2016 - 2018
Committee Member, MESD Curriculum, Instruction, Assessment	2017- 2018
Committee Member, Oregon Leadership Network, Executive Committee	2017-2018
Committee Member, MESD Region One Assessment Committee	2015- 2017
Committee Member, District Hiring Process Review Committee, GBSD	2016
Member, District Dual Language Immersion Program Expansion Planning Team, PPS	2011- 2013
Member, District Equity Policy Development Team, PPS	2012- 2013
Committee Member, District Advisory Committee for Professional Learning, PPS	2010- 2012
Mentor, Mock Interviews with Aspiring Administrators, University of Portland	2014 - 2016
Mentor, Aspiring, Probationary and Contract Administrators	2006 – present

## **PROFESSIONAL AFFILIATIONS**

Member, Coalition of Oregon School Administrators (COSA)

Member, Oregon Association of Central Office Administrators (OACOA)

Member, American Association of School Administrators (AASA)

## **SELECTED PROFESSIONAL LEARNING EXPERIENCES**

Student-Centered Coaching	2022 - present
Diane Sweeney-presenting to RSD principals and coaches	
School Board Governance Model	2021-2022
Jacinto Ramos-presenting to RSD Board & Cabinet members	
Franklin Covey Training for District Leaders	2021-2022
Marty Schaefer-presenting to RSD Cabinet members	
Professional Learning Communities	Aug., 2022
Solution Tree – presenting to RSD District Leadership Team	2024 2022
Instructional Leadership Academy - Supporting Teacher Learning	2021 - 2022
U of W Center for Educational Leadership	C+ 2021
Anti-racism and Universal Design for Learning (UDL)	Sept., 2021
Andratesha Fritzgerald Keynote-presenting to RSD staff	A 2021
Equity in Action	Aug., 2021
Robin D'Angelo Keynote-presenting to RSD District Leaders	2010 2020
New Superintendent Academy	2019-2020
Oregon Association of School Executives (OASE)	Il 2010
Dare to Lead, Superintendent Retreat	July, 2019
Oregon Association of School Executives (OASE)	Nov. 2010
Student Threat Assessment & Management	Nov., 2019
John Van Dreal Consulting in coordination with PACE	Nov. 2010
Oregon School Board Association Annual Conference Oregon School Board Association (OSBA)	Nov., 2019
Oregon School Law Conference	Dec., 2019
Confederation of Oregon School Administrators (COSA)	Dec., 2019
National Association of School Superintendents Equity & Social Justice Program	2017-2019
National Association of School Superintendents (NASS)	2017-2019
Women in Educational Leadership Conference	Oct., 2018
Harvard Graduate School of Education	Oct., 2010
The Teacher Clarity Playbook	2018 - 2019
Doug Fisher-Gresham-Barlow S.D.	2010 - 2017
Equity Professional Learning	2016 - 2019
Oregon Center for Educational Equity (OCEE)	2010 2017
AVID District Leadership	2016-2018
AVID Professional Learning	2010 2010
Fall Summit for ACT State Organizations Leadership	Nov., 2017
ACT State Organization	, _01.
Data Analysis for Continuous School Improvement	Aug., 2017
Victoria Bernhardt	
OSBA Supt/Board Roles & Responsibilities	Aug., 2017
Oregon School Boards Association (OSBA) Steve Kelly	7
Learning and LeadingMoving Oregon Forward	Jan., 2017
OACOA Winter Conference	, ,
Leading for Learning - Principal Supervisors	2015 - 2017
U of W Center for Educational Leadership	
Professional Learning Communities	2015 - 2017
Janel Keating, Solution Tree	
Instructional Rounds	2015 - 2016
Marsha Moyer-Gresham-Barlow S.D.	
Gain Momentum with Forward-Thinking Strategies	June, 2015
Advanced Leadership Institute- The BERC Group	
Courageous Conversations About Race	2012 - 2015
Pacific Educational Group, Portland Public Schools	

## **Sound Grading Practices & Proficiency-Based Reporting**

Pearson – Assessment Training Institute

Turning Around Low-Performing Schools: A Forum for Northwest Region Leaders

Northwest Regional Educational Laboratory (NWREL)

April, 2009

2014

#### LEADERSHIP AND SERVICE IN MINISTRY

## **Global Church Ministry**

**REAH International** – REAH International exists to empower and equip Christians, and encourage unity within the Body of Christ as we engage with the people of the DPRK (North Korea).

- Volunteer REAH International, Missions Organization focused on North Korea, 2006 Present
- Volunteer Mission Connexion REAH International booth, Portland, OR, January, 2022
- **Planning Team** Portland Empower Conference, July 2022
- **Prayer Team** REAH Portland City Prayer Team for North Korea, 2015 2018
- **Co-Leader** Seattle Empower Conference, September, 2010
- Participant South Korea Empower Conference, June, 2008
- Participant Chicago Empower Conference, 2007
- Participant Love NK Conference, Los Angeles, CA, January, 2006

**OMF International** – OMF is called to share the hope of Christ and to engage the U.S. church in reaching East Asians around the globe.

• **Missions**: Short-term mission trip team member to Tumen, China to teach English / Taekwondo at an orphanage school on the border of China and North Korea. Visited professors at Yambien University of Science and Technology (Yanji, China) and C.R.A.M (Christ Reaching Asia Ministries) orphanage/bread factory/school; July, 2007

## **Local Church Ministry**

New Hope Community Church – Portland, Oregon

- Volunteer Coordinator Justice Team Ministry, Global Missions Partner Lead, 2018 Present
- **Planning Team** Justice Ministry Fair, 2018 Present
- **Participant** Family Life Group, 2018 Present
- **Prayer Event Coordinator** Prayer for the Persecuted Church, 2022
- **Leader** Refugee Care Collective church donation event, 2015-2016
- **Volunteer** Grief and Loss Ministry, 2014 2016
- **Speaker** Women's Ministry W.O.W, 2015
- Participant Leader and Volunteer Training Event, August, 2014

Abundant Life Church - Happy Valley, Oregon

• **Leader** – Couples Life Group, 2016-18

## Village Church - Beaverton, Oregon

- Partnership Global Missions, 2005 Present
- **Participant** Asian-American Fellowship (AAF) and Life Group, 2005 2013
- **Presenter/Trainer** Village University Teacher Leader Training for ESL ministry, January, 2012
- Prayer Event Coordinator Prayer for the Persecuted Church in North Korea, 2005

## **SPECIAL SKILLS**

## Multi-lingual

- Spanish: Four years of formal training with experience speaking the language, reading and writing (not fluent)
- Korean: Read / speak (beginning level) with experience of being immersed in culture/language through missions in South Korea/NE China

#### Music

- Flute / Piccolo: Over forty years of experience
- Guitar: Acoustic-Beginning

#### **Athletics**

- Taekwondo: Black belt, First degree. Kukkiwon Dan certification #05239007
- Track: Varsity Track and Field, University of Portland, NCAA Division I