

# Andrea C. Tuttle, Ed.D.

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## Education:

- 2006 Ed.D. | Education Leadership  
Central Michigan University, Mt. Pleasant, Michigan  
*Dissertation: Humor and Leadership: Subordinate Perceptions of Principal Effectiveness as Influenced by Humor.*
- 1998 M.A. | Education Administration and School Principalship  
Central Michigan University, Mt. Pleasant, Michigan
- 1995 B.A. | Management and Fine Arts  
Alma College, Alma, Michigan · Majors | English and Education (Elementary and Secondary Certification) · Minors | Exercise and Health Science

## Administration:

- 2010-Present Superintendent/Human Resource Director  
Owosso Public Schools, Owosso, Michigan
- 2008-2010 Principal · Owosso Public Schools, Owosso, Michigan
- 1999-2008 Principal · Corunna Public Schools, Corunna, Michigan
- 2001-2006 Technology Director · Corunna Public Schools, Corunna, Michigan

## Teaching and Coaching:

- 1995-1998 5th grade Teacher  
Ovid–Elsie Area Schools, Ovid, Michigan and girls' basketball coach
- 1995 HS English -1995, Perth, Western Australia
- 1991-1995 Secondary English Teacher (English and Health Science) and basketball coach.  
Corunna Public Schools, Corunna, Michigan

## Pertinent Information and Accomplishments:

### Instructional Leadership/Programming/Curriculum

- Leading an International Baccalaureate school district that prepares students to be risk-takers, thinkers, problem-solvers, carrying, knowledgeable, communicators, researchers, and balanced and principled members of society all while creating a better world through

intercultural understanding and respect. This background has prepared me to encourage and model the same culture for your organization.

- Leading the day to day operations of Preschool thru Early College district which also includes an alternative education high school and an adult education program.
- Implementing data-driven decision making. Using facts, metrics, and data to guide strategic decisions that align with district and building goals and objectives to make thoughtful educational decisions and developing district improvement plans and goals.
- Establishing the Virtual Enterprises International (VEI) entrepreneurship program/global business simulation program in Owosso in 2012.
- Expanding the district's Career and Technical Education (CTE) offerings so as to provide the most CTE opportunities in the county.
- Maintaining and advancing a world-class early childhood program inclusive of Head Start and GSRP.
- Providing an in-person Alternative Education high school program for credit deficient students so they have an opportunity to earn a high school diploma.
- Modifying the curricula to better meet the demands of today's learners. Such changes have included the additions of the following classes at the secondary level: 4-year biomedical science sequence; 4-year Engineering sequence; 4-year culinary arts sequence; 4-year Entrepreneur sequence (VEI); AgriScience, Construction Trades, Woodworking, and many others too numerous to list. At the elementary level changes include the Project Lead the Way (Engineering); Young Entrepreneur Curriculum which I developed; a full day kindergarten curriculum including STEAM (Science, Technology, Engineering, Arts and Mathematics); 6 year (K-5) integrated world and language and cultural arts elementary sequence, and many others too numerous to list.
- Establishing and directing initiatives and professional development to bring world class technology to the Owosso community as a means of establishing a learned community by offering learning strategies for knowledge and information in a global market place through the use of various technological resources including but not limited to: Google Suites, Zoom, Laptops, Chromebooks, Microsoft Education platform, Clarity classroom voice amplification, etc.
- Expanding opportunities for Advanced Placement and Dual Enrollment.
- Overseeing both an Alternative Education and Adult Education programs.
- Educating students about pride in our Veterans and establishing Veterans Day ceremonies throughout the district with over 500 veterans in attendance each year.
- Writing a Young Entrepreneur Curriculum and utilizing it with all elementary students.
- Developing and Organizing a robust professional development program for district team members.
- Developing the Blue and Gold after school program for learning opportunities beyond the classroom. Community members volunteered to teach their passion to our students at no cost to our students.
- Role-Modeling exemplary instruction that is engaging and relevant to students.
- Developed and implemented the full day kindergarten curriculum in the district.
- Learning about and embracing Artificial Intelligence (AI).
- Establishing Owosso as the District of OPPORTUNITY.

## Culture

- Building positive relationships. Theodore Roosevelt said and I agree: “People don’t care how much you know until they know how much you care.”
- Recruiting and retaining high quality team members—people make the difference.
- Collaborating with team members/leaders with proactive and reactive problem-solving of issues.
- Advocating for all students, including those who have unique needs.
- Recruiting the very best talent in every department (administration, teacher, transportation, custodian, paraprofessionals, administrative assistants, maintenance, food service) and serving as a mentor to assist our human resources in reaching their potential.
- Meeting the increasing mental health issues faced by students and staff by providing opportunities for counseling, mentoring and supportive understanding.
- Collaborating with the team on programs such as multi-tiered systems of support (MTSS) to provide support to all students.
- Establishing clear expectations and guidelines.
- Developing and implementing the Human Being Project.
- Talks with Tuttle—meeting with students and parents to hear positives and areas needing improvement.
- Developing surveys for all team members and using the data to maintain positive findings and improve where necessary.

#### Human Resources

- Ensuring that the district recruits and retains the exemplary people first.
- Establishing a comprehensive evaluation system.
- Engaging in courageous conversations with team members who are not meeting expectations, providing supports and finding opportunities for their success, and if all else fails, moving in a different direction.
- Providing team building
- Onboarding new team members and providing orientations that include team building and engaging professional development to learn about the district including the people, facilities, opportunities and the supportive community.

#### Leading/Managing

- Negotiating contracts with 4 union leadership teams, achieving over 40 successfully negotiated contracts.
- Becoming well versed in Title IX; Restorative Practices; Equity, Diversity and Inclusion.
- Merging knowledge, experience, and expertise of various entities including the Board of Education, Administration, teachers, etc., to steer the district on a path of continuous improvement involving significant change resulting in a top 5% ranking of High Schools in Michigan as published by US News and World Report.
- Consulting, advising and providing guidance and recommendations to county-wide leaders.
- Applying for grants to support students and team members.
- Evaluating teachers to drive evidenced-based improvements and practices.
- Developing and implementing policies.

- Leading a variety of different departments including transportation, food service, custodial, maintenance, technology, building and grounds in addition to professional and support staff as well as a 20-member administrative team.
- Writing and receiving State and Federal Grants.
- Ensuring the district is the leader in technology with implementing state-of-the-art interactive flat panels and one to one devices for every student.
- Exploring opportunities related to Artificial Intelligence.

### Mental Health

- Implementing the Navigate 360 program district-wide.
- Hiring 3 district nurses.
- Establishing programs and providing supports such as: Peer 2 Peer, Therapy Dogs, Liaison Officers, Student Success Coaches, Student Mentors, PBIS Rewards, School Nurses, Check in Check Out, Human Being Project, etc.

### Communication (written and verbal)

- Presenting various initiatives to audiences on a variety of topics.
- Writing weekly education articles to educate and promote the organization.
- Communicating with a variety of entities including a 7-member Board of Education, 400 staff members, 3000 students and their families, community members, community business and organizations.
- Providing Board of Education a Friday letter each week informing them of the week's events so there are no surprises.

### Leadership:

- BUILD POSITIVE RELATIONSHIPS
- Recruit and retain people
- Articulate clear expectations—no surprises
- Collaborate and Support
- Decision Maker: Authoritative, Input, Consensus
- Communicator
- Open Door policy
- Trust
- Respect time
- Disagree Respectfully
- Listen to understand
- Team player
- Innovate
- Think
- Well balanced
- Engaging, Relevant, Rigorous

### Finance

- Stabilizing the financial position of the district by correcting an inherited \$6.5 million projected general fund deficit, which threatened a potential state takeover of the district,

so as to reach the district's current financial state of a 15% fund balance. In order for this to occur, many changes were needed including closing buildings, relocating team members, reducing human resources, negotiating contracts, developing programming guidelines, and tending to a myriad of budgetary details. Understandably, most of these were not popular decisions, but due to the relationships that I built with the stakeholders, these necessary changes were received as positively as possible.

- Providing fiscal responsibility for a \$45M budget to support over 3000 students and 400 team members.

### Marketing

- Marketing Owosso as the district of opportunity.
- Writing weekly articles for the local newspaper about our district.
- Producing biannual newspapers which highlight the district and are sent to the entire community.
- Ensuring a social media presence that highlights areas of excellence or student engagement.
- Developing billboards.

### Safety and Security

- Writing and receiving safety grants.
- Hiring 5 liaison officers.
- Installing 260 cameras district-wide, panic buttons, radios, telephone upgrades, etc.
- Providing keyless entry throughout the district.
- Conducting due process and discipline hearings and making determinations.

### Facilities/Building/Grounds

- Changing the educational delivery system from a traditional setting to a hybrid approach with anytime/anywhere learning to meet the needs and demands of current day learners. This involves continuously working with and listening to stakeholders so that they understand the need for change, along with sharing information on the effects of the change, and assuring that needed support be constantly provided for the success of changes.
- Achieving voter approval of a \$45M school district bond proposal in a district that had not passed a bond in over fifty years. Accomplishing this required delicate, informative, thoughtful, focused and varied presentations to a diverse set of voters including business leaders, community members, tax payers, team members, students, and skeptics. Passing 4 other educational ballot initiatives.
- Providing a clean and pristine learning environment.

### Legislation

- Leading legislative changes to meet the needs of public schools. I am the Region 6 legislative representative (there are 10 regions representing 600 districts). As such, I serve as a liaison between schools and legislators to enact necessary legislation for support of the ever-changing landscape of education. I have testified before committees and work directly with legislators on the issues related to education.

### Personal and District Recognition

- Region 6 Superintendent of the year.
- District ranked top 5% of high schools (U.S. News and World Report).
- District received Academic All State Champions recognition (Bridge Magazine).

### Professional Organizations

- MASA, Michigan Association of Superintendents and Administrators
- NAGC, National Association for the Gifted Children
- NAESP, National Association of Elementary School Principals
- NCTE, National Council for Teachers of English
- NASSP, National Association of Secondary School Principals
- ASCD, Association for Supervision and Curriculum Development
- Rotary
- Shiawassee Economic Development Partnership (SEDP)
- Chamber of Commerce

### Community and Organizational Involvement

- Future of Learning Council (FLC)
- Rotary
- Shiawassee Economic Development Partnership (SEDP)
- Chamber of Commerce
- YMCA
- Governor's Tenure Commission
- Baker College Student Advisory Board
- Michigan Association of School Administrators Region 6 President
- Chair of Shiawassee Leadership Council
- 4North Project
- Voices for Children—Child Advocacy
- Region 6 Superintendent representative on the Government Relations and Policy Committee (GRPC)