

Dr. Daniel Nerad received his doctorate in Educational Leadership from Cardinal Stritch University at Milwaukee, Wisconsin. He is currently the Superintendent of Schools of the 27,000 student population Madison Metropolitan School District in Madison, the capital city of Wisconsin. He has held the position as superintendent at Madison for the past four years. During his time at Madison, he developed a focused plan for the improvement of student learning and the elimination of the achievement gap through strategic planning. He has also been successful in implementing comprehensive community engagement strategies. Dr. Nerad has spent his entire career in Wisconsin where he began as a social worker and teacher. Moving through various administrative positions at Green Bay, Wisconsin, he ultimately was appointed Superintendent of Schools where he made significant gains with student achievement. During his time as superintendent of Green Bay for six years prior to coming to Madison he was recognized by the State of Wisconsin in 2006 as the Superintendent of the Year.

Omaha Public Schools/Superintendent Online Application

Nerad, Daniel - AppNo: 4074

Date Submitted: 12/8/2007

Personal Data

Name: Nerad DR Daniel A
(Last) (First) (Middle Initial)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Last) (First) (Middle Initial)

Email Address: dneradsupt@gmail.com

Postal Address

Permanent Address

Number & Street: 24 Park Place
City: Madison
State: WI
Zip Code: 53705
Phone Number: 608 819-8787
Fax Number:
Cell Number: 920 655-7313

Work Address

Number & Street: 545 West Dayton
City: Madison
State: WI
Zip Code: 53707
Phone Number: 608 663-1607
Fax Number: 608 204-0341

Where would you prefer to be contacted: Home

Current Personal Data

Current Employer:	Madison Metropolitan School District
Current Position:	Superintendent of Schools
Years in Position:	4
Enrollment:	27,000
Number of Staff:	6286
Annual Budget:	400 million
Current Gross Income:	\$215,000
Type of District/Organization:	K - 12
Most Recent Degree From:	Cardinal Stritch University
Degree Earned:	Doctorate

Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Green Bay Area Public School District Superintendent of Schools and Learning	Green Bay, WI	7/2001 6/2007	Jean Marsch/Board President 920-433-8140

Significant accomplishments in this position:

Ensured a focus on student learning via District Strategic Plan, key achievement-related improvement benchmarks and through a focus on the development of professional learning communities
Implemented action plans to address student proficiency, literacy, student engagement and diversity
Restructuring of district governance and leadership structures to align to the improvement of student learning
Implementation of plans for the Board/Superintendent to function as a leadership team with a clear focus on student achievement.
Development of a Student Success Model with a primary focus on universal instruction, interventions, multiple assessments/data and professional learning opportunities for teachers (in progress)
Participation in the Minority Student Achievement Network
Implementation of school and community engagement strategies
Developed positive labor/management relations
Focused on high school restructuring
Development of plan for four-year old kindergarten
Supported major collaborative efforts to improve services to children within the community

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Experience Continued

Continuous focus on safe schools initiatives
 Developed a plan to address facility overcrowding and growth
 Named 2006 Wisconsin Superintendent of the Year

Reason For Leaving: NA

Last Annual Salary: \$149,000 Last Annual Gross: \$159,100 Enrollment: 20,200 District Type: K - 12

Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Green Bay Area Public School District Assistant Superintendent for Curriculum and Instruction	Green Bay, WI	7/1996 6/2001	Thomas Joynt 920-469-7569

Significant accomplishments in this position:
 Developed curriculum and instruction division five-year plan
 Developed lifelong learning and content standards
 Implemented administrator development and evaluation plan
 Developed learning goals and action plans
 Created high school academies
 Initiated minority student achievement plan
 Implemented full-day kindergarten program

Reason For Leaving: Advancement to superintendency

Last Annual Salary: Last Annual Gross: Enrollment: District Type: K - 12

Green Bay Area Public School District Executive Director of Curriculum	Green Bay, WI	7/1991 6/1995	Thomas Joynt 920-469-7569
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Significant accomplishments in this position:
 Developed lifelong learning and content standards
 Development of specific curriculum plans
 Development of recommendations to restructure district high schools
 Improved the coordination of department activities

Reason For Leaving: Advancement to assistant superintendency

Last Annual Salary: Last Annual Gross: Enrollment: District Type: K - 12

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Green Bay Area Public School District Supervisor of Children At-Risk Programs	Green Bay, WI	7/1989 6/1991	Lyle Martens
Significant accomplishments in this position: Development of a comprehensive plan to address the needs of at-risk students Development of collaborative community-based relationships to address the needs of disconnected students Reason For Leaving: Advancement to executive director of curriculum positions Last Annual Salary: Last Annual Gross: Enrollment: District Type: K - 12			

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Madison Metropolitan School District Superintendent of Schools	Madison, WI	7/08 Present	James Howard 608-443-9475
Significant accomplishments in this position: Ensured a focus on the improvement of student learning and the elimination of achievement gaps through strategic planning Reorganization of the administration to align to the strategic plan Implemented plan for central office transformation in support of schools Implemented four year old kindergarten Developed plan to eliminate achievement gaps Implemented dual language immersion programs Developed plan for innovative and alternative programs Implemented comprehensive community engagement strategies Developed and implemented fine arts, mathematics, talented and gifted plans Improved school safety Implemented and expanded AVID program Increased fund equity by 50% and improved bond rating to AAA Focused on improved labor/management relations Reason For Leaving: Seeking different superintendency Last Annual Salary: \$201,000 Last Annual Gross: \$215,000 Enrollment: 27,000 District Type: K - 12			

Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Green Bay Area Public School District School Social Worker	Green Bay, WI	8/1975 8/1989	Daniel Mathias
Significant Accomplishments at this position: Provided social work services to students and parents Developed a comprehensive child abuse and neglect training program for educators Served as department chair Reason For Leaving: Move to administration Last Annual Salary: Last Annual Gross:			

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Prof Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
University of Wisconsin-Green Bay	Green Bay, WI	1977 1990	
Significant Accomplishments at this position: Instructor for human services and social change courses			
Reason For Leaving:			
Last Annual Salary: Last Annual Gross:			

Education

High School Attended: Mary D. Bradford, Kenosha, Wisconsin

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
Cardinal Stritch University Milwaukee, WI	Educational Leadership	Doctorate	2002
University of Wisconsin Milwaukee, WI	Educational Administration	Specialist	1991
University of Wisconsin Madison, WI	Social Work	Master	1975
University of Wisconsin Madison, WI	Social Work	Bachelor	1973

List honors, awards or distinctions:

- 2008 School Bell Award from teacher union
- 2007 American Association of School Administrators Civic Star Award
- 100 District Leader Network for Civic Engagement and Service Learning
- 2006 Wisconsin Superintendent of the Year
- 2006 Boys and Girls Club of Green Bay Service to Youth Award
- Green Bay Drug Alliance Outstanding Educator Award
- National Association for Community Leadership-Distinguished Leadership Award

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

- Horace Mann League
- National Staff Council/Learning Forward
- Mid-American Association of School Superintendents

- American Association of School Administrators-Governing Board Member
- Wisconsin Association of School District Administrators-Large District Caucus
- Minority Student Achievement Network-Governing Board
- Association for Supervision and Curriculum Development
- Phi Delta Kappa

Please list your community and civic memberships and participation.

- United Way of Dane County Board of Directors
- Greater Madison Chamber of Commerce
- Rotary Club of Greater Madison
- Business and Education Partnership Board of Directors
- Foundation for Madison's Public Schools Board of Directors
- AVID/Tops Board of Directors
- Junior Achievement Board of Directors
- Wisconsin Teacher Retirement and Employment Trust Fund Board of Directors
- United Way of Dane County Health Council

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Please list your community and civic memberships and participation. (continued)

Dane County Superintendents
 Schools of Hope Leadership Team
 The New North-Executive Committee and Board
 Green Bay Area Chamber of Commerce Board of Directors
 Boys and Girls Club Board of Directors
 Junior Achievement Senior Advisory Board
 Wisconsin Teacher Retirement Board
 Bay Area Community Council Board
 Advisory committees at the Universities of Wisconsin-Madison and Milwaukee
 Institute for Learning Partnership Board-University of Wisconsin-Green Bay

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Doctoral Dissertation-The Role of the Principal in High Poverty/High Performing School Districts: A Case Study of Elementary Principals-2002

Please list major presentations made to national, state or regional audiences.

Wisconsin Association of School Boards Annual Convention-Central Office Transformation
 Wisconsin Association of School Boards Annual Convention-The Reality of School Violence
 Wisconsin Association of School District Administrators-One Voice, One Future
 Wisconsin Association of School Boards Annual Conventions-Role of k-12 Education in Economic Development; School Safety; KEYS Project and The Lighthouse Study
 13th National Quality Education Conference-The KEYS for Excellence
 Presentation to the Connecticut Education Association-The KEYS to Excellence

Please list significant workshops or conferences which you would like to highlight.

Annual attendance at the American Association of School Administrators Annual Conference
 Annual attendance at the Wisconsin Association of School District Administrators Conferences
 The Wallace Foundation's National Conference on Education Leadership
 Participation in annual Minority Student Achievement Network Conferences

Certifications

Do you hold the appropriate certificate for this position?

Yes

Type	State	Certificate Number	Expiration Date	Active?
District Administrator/Superintendent	WI	N630000157370	6/30/13	Yes
Supervisor/Coordinator/Director of Instruction	WI	N630000157370	6/30/13	Yes
Principal (Pre-k-12)	WI	N630000157370	6/30/13	Yes

Please list all of the endorsements and/or verifications documented on your teaching/administrative certificate(s):

School Social Worker

Open Ended Questions

For Omaha Public Schools/Superintendent:

1. Please share why you are interested in this position and your unique qualifications for it.

I am interested in being the superintendent for schools for the Omaha Public School District because I feel there is a match between the needs of this school district and my work as a superintendent of schools. I view myself as an urban school superintendent meaning that I feel deeply about the need for urban schools to simultaneously address issues of excellence and equity. We can and must focus on ensuring that all students are provided challenging, rigorous learning opportunities to place them on a path for future life success while we work to ensure that achievement gaps are eliminated. I feel I have unique skills to advance this work in the Omaha Public Schools.

Question Continued

These qualifications include an abiding focus on child advocacy. As a superintendent I feel it is critical to advocate for the needs of children within the community to ensure children come to school ready to learn and to advocate for the needs of children within the district to make sure children are offered high quality learning experiences. I am a student of change processes and I understand current best practices in schools. I also approach my work in collaborative ways knowing that the way we engage with adults in schools can either support the type change we want to see for children or can cause resistance to change. I understand what makes for good school and school district culture and would bring this understanding to my daily work. I also have skills and experience in creative engagement practices that allow stakeholders to have input with our work. I also place high value on strategic planning to not only define our roadmap as a school district, but also to ensure key stakeholders are involved in creating our preferred future as a school district. Much of my work as a superintendent has been dedicated to eliminating unacceptable gaps in achievement. I understand what districts should be focusing on to eliminate gaps and I also understand that there has to be a concomitant focus on ensuring that the learning needs of all children are met. Finally, as this complex work is being done, people would find be approachable and a good listener. My early professional work was centered on helping disconnected families find their place in school and to help parents/guardians support the development of their children. I understand what happens to families and children when they don't make a connection with us and would focus on key parent involvement strategies that would allow all families to have a relationship with us as a school district

For Omaha Public Schools/Superintendent:

2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

There are many things in my leadership life that have given me great satisfaction. In both districts I have been superintendent we have had a clear focus on student achievement be developing quality strategic plans with our community. With this work, the Board of Education has played an important role in ensuring their work is focused on what matters most for school district, the improvement of student learning. Working with the Board as the leadership/governance team is very important to me. Within a school district there needs to alignment throughout the system. When the Board and superintendent ensure a proper organizational focus on student outcomes a clear message is sent to the rest of the school district regarding the important of this work.

I also take great satisfaction in key programs we have developed and implemented in quality ways. These include, for example, four-year old kindergarten, AVID, and dual language immersion programs. These programs allow children more opportunity to meet standards and to have a clearer pathway into life after high school.

I have also worked in both districts to improve labor/management relations. This has included methods to reduce grievances by encouraging problem solving at the school level. I have also worked with the union in one of the two districts I have been superintendent to completely reshape the professional learning program for teachers. This experience has taught me we can work with unions outside of collective bargaining to resolve important work issues.

In the district I am currently superintendent we have increased fund equity by 50% over a three year period of time which has resulted in the district recently receiving a triple A bond rating. In very difficult financial circumstances, we have focused on how we spend our money well and there is good result from this focus.

Finally, I take great satisfaction in working through very difficult problems that can occur within any school district. These have included providing leadership to address an averted Columbine-like situation and dealing with a four day work stoppage during Wisconsin's recent changes with collective bargaining laws. I have skills in dealing with crisis related situations and a calm demeanor that seems to have a desirable effect during difficult circumstances.