

## SUSAN SANTEE PEERY

1800 Roundhill Road #1801  
Charleston, West Virginia 25314  
(210) 269-4506

Educational Leadership Consultants-3  
President  
Susan@ELC3.org

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### **Career Objective**

As an educational leader, I connect, collaborate and coach school leaders to increase student achievement and well-being through the development of systems, structures and processes, data collection and review, and shared ownership of a comprehensive strategic plan.

### **Education**

Masters Degree Trinity University  
Education Administration San Antonio, TX 2001

Masters Degree University of Texas of the Permian Basin Reading Education Odessa, TX 1995

Bachelor of Arts West Virginia Wesleyan College Elementary Education/ Early Childhood  
Buckhannon, WV 1983 *Summa Cum Laude Graduate*

Graduate Charleston High School *Valedictorian* Charleston, WV 1979

### **Professional Experience and Responsibilities**

ELC-3: Educational Leadership Consultants Inc.

May 2022- Present

#### **Owner and Consultant**

- Connect, collaborate and coach with school leaders to support continuous improvement.

West Virginia State Department of Education, Charleston, WV March

March 2021-May 2022

Office of Support and Accountability—**Leadership Coordinator**

- Supported the work of CSI Schools
- Developed guiding documents for school leaders
- Presented at state conferences

Alamo Heights Independent School District, San Antonio, TX

June 2014-present

Howard Early Childhood Center--**Principal**

- Facilitated Engaged Classroom initiative focusing on developing 21st century skills and integrating technology in meaningful ways
- Developed an RTI model for academics and for social/emotional/behavioral support
- Awarded National and State School of Character 2019
- Moved school culture from congenial to collegial through established norms, goal setting and data analysis

North East Independent School District, San Antonio, TX

June 2008-June 2014

El Dorado Elementary—**Principal**

- Monitored the progress of 700+ K-5 students (78% Economically Disadvantaged)
- Earned the status of a Texas Recognized School with Gold Performance Acknowledgments; Met AYP

- Supervised and supported a staff in excess of 70
- Designed and implemented an ongoing school improvement model
- Facilitated and established a responsible inclusion model
- Established a supportive school culture with increasing expectations

Judson Independent School District, San Antonio, TX June 2002-June 2008

Candlewood Elementary--**Principal**

- Wrote and received the Teacher Advancement Program (TAP) grant (\$250,000)
- Facilitated a school improvement model of Master and Mentor teachers, goal-setting, and job-embedded professional development, and incentive pay
- Received the Texas Educator Excellence Grant for Comparable Improvement in Reading and Math
- Formed a strong partnership with Boys & Girls Club of San Antonio, TX

Judson Independent School District, San Antonio, TX June 2001-June 2002

Candlewood Elementary-- **Assistant Principal**

- Supervised the Student Teacher Assistance Team process
- Established a comprehensive discipline management plan
- Effectively utilized PDAS to support growth and learning
- Facilitated a campus-based professional development model
- Established a Parent Center for volunteers

Judson Independent School District, San Antonio, TX June 2000-June 2001

Candlewood Elementary-- **Teacher-Director of the FOCUS School**

- Created a school-within-a-school
- Established a learning community
- Facilitated and supported the study and implementation of best practice in literacy and math ●
- Collaborated with the Urban Systemic Initiative as a model school
- Increased family involvement and communication

Judson Independent School District, San Antonio, TX August 1999-June 2000

Candlewood Elementary-- **Literacy Coach**

- Facilitated and monitored the implementation of the balanced literacy model at the campus level
- Planned and organized family involvement activities
- Provided professional development in writing
- Established vertical alignment for writing

University of the Incarnate Word, San Antonio, TX Winter Term 1999

**Adjunct Professor**, Content Area Reading

University of the Incarnate Word, San Antonio, TX Winter Term 1998

**Adjunct Professor**, Infant and Child Development

Judson Independent School District, San Antonio, TX June 1996-August 1999

Education Resource Center--**Language Arts Instructional Specialist**

- Facilitated, supported, and monitored the implementation of the balanced literacy model in thirteen elementary schools
- Designed and conducted over 300 hours of professional development in literacy
- Developed and aligned an early literacy assessment, curriculum framework, report card, and report card handbook
- Developed literacy models for use in the extended day and extended year programs

- Developed more than 200 literacy bags for the extended year program
- Presented at local, state, and national conferences

Alamo Heights Independent School District, San Antonio, TX August 1995-June 1996  
Howard Early Childhood Center/Woodridge Elementary--**Early Literacy Specialist**

- Designed and conducted professional development
- Developed an intervention model for at-risk kindergartners

Midland Independent School District, Midland, TX August 1989-June 1995  
Anson Jones Elementary School--**First Grade/Reading Recovery**

- Served as First Grade Team Leader
- Organized Young Author's Conference
- Chaired Volunteer Appreciation Committee
- Wrote district curriculum for Language Arts, Reading, and Social Studies

Greenwood Independent School District, Midland, TX August 1985-June 1989  
Greenwood Elementary School--**Kindergarten (1 year); First Grade (3 years)**

Kanawha County Schools, Charleston, WV August 1983-June 1984  
Kenton Elementary School--**Headstart**

### **Significant Professional Development**

WVDE School Improvement Conference	April 2022
WV School Leaders Network Conference	2021-2022
Cultural Bias Training	Nov., 2020
National Character.org Conference/Application Process	2018-2019
Schlechty Working on the Work Institute	July 2015
N2Learning--Principal's Institute	2015-2016
Raise Your Hand Texas Institute	2011-2018
Lead4Ward Workshops with Ervin Knezek	2011-2015
Leadership: An Evolving Vision, Harvard Graduate School	July, 2011
Professional Learning Communities Conference	2009-2011
Selector for TX Teaching Fellows	2007-2008
TAP Summer Institute	July, 2007
Region XX Assessment Center	Mar., 2007
National Institute for Excellence in Teaching Conference	Nov., 2006
Becoming a Certified TAP Evaluator	Sept., 2006
Preparing for Success in a TAP School (PSTS) Training	July, 2006
Teacher Advancement Program (TAP) Summer Institute	July, 2006
Ruby Payne, Train the Trainer	June, 2004
Inclusion Works! 2002	Feb., 2002
Reflective Practice Model District and Interdistrict Collaborative	2001-2006
Instructional Leadership Development	Sept., 2001
Tomorrow's Leaders Program, Trinity University	1999-2001
The International Reading Association Annual Convention	1997-2000
The New Jersey Writing Project of Texas Trainers' Annual Conference	1997-1999
The Annual Regional Reading Recovery Conference	1994-1999
Rigby Literacy Train the Trainer Institute	1997-1998
Ohio State University Phonics Institute	June, 1998

Ohio State University Early Learning Initiative Institute	July, 1997
Reading Recovery Continuing Contact	1993-1996
Reading Recovery Training Class	1992-1993
New Jersey Writing Project of Texas Trainer	1991-1992
New Jersey Writing Project of Texas Institute	June, 1990

### **Professional Presentations, Organizations, and Honor**

- Officer and member of TAASPYC (Texas Association of Administrators and Supervisors for Programs of Young Children), 2019-2020
- Evaluator for Character.org, 2020
- National and State School of Character, 2019
- Officer and member AAASCD (Alamo Area Association for Supervision and Curriculum Development) 2014-2020
- Best Small School District in Texas, Presented by HEB, May 2017.
- TEPSAN of the Year, Region 20, 2015-2016
- Raise Your Hand Texas scholarship recipient for Harvard Graduate School of Education Leadership Seminar
- Region 20 President and member of Texas Elementary Principals and Supervisors Association, 2001-present
- Member of Association for Supervision and Curriculum Development, 1997-2002; 2010-2011
- Selected as a Grade Level Reviewer for Zaner-Bloser Educational Publishers, 2002
- Co-authored *Literacy Centers*, Creative Teaching Press, November 2000.
- Selected member of the Texas Advisory Panel for Houghton Mifflin Company, English Textbook for 2001-2002.
- Academics 2000 Consultant for Midland Independent School District, 1998-2001.
- Presenter at Basic School Institute, San Antonio, TX, June 2000.
- Presenter at International Reading Conference, Indianapolis, IN, May 2000.
- Selected as Elementary Teacher of the Year, Judson ISD, February 2000
- Presenter at National Association for the Education of Young Children Conference, New Orleans, LA, November 1999.
- Presenter at the Association for Childhood Education International Conference, San Antonio, TX, April 1999.
- Presenter at Southwest Regional IRA Conference, Oklahoma City, OK, February 1999. Presenter at Southeast Regional IRA Conference, New Orleans, LA, December 1998.
- Presenter at TASCED Annual Convention, Corpus Christi, TX, November 1998.
- Presenter at Regional Reading Recovery Conference, Dallas, TX, October 1998.
- Presenter at Texas Assessment Conference, Austin, TX, February 1998.
- Presenter at Texas Association of Administrators and Supervisors of Programs for Young Children, Ft. Worth, TX, June 1997.
- Presenter at National Association for the Education of Young Children Conference, Anaheim, CA, November 1997.
- Consulted with the following school districts: Midland ISD, New Braunfels ISD, East Central ISD, San Antonio ISD, Dripping Springs ISD, Reagan County ISD, 1997-2001.
- Recipient of the Excellence in Teaching Award, Texas State Reading Association, 1994.



Alamo Heights Independent School District  
Educational Development Center

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705 Trafalgar  San Antonio, TX 78216  Phone 210-442-3700 Fax 210-442-3703

April 29, 2022

TO WHOM IT MAY CONCERN:

It is with pleasure that I write this recommendation for Susan Peery. Susan and I worked together in the Alamo Heights ISD for over 10 years. Susan was an elementary principal and I worked closely with her during that time. We would coach with each other regarding students and special education programming weekly.

Susan has a wealth of knowledge in the areas of early literacy, administrative leadership as well as special education. She was a firm believer in meeting the needs of all students and was passionate about guiding her staff to accept each and every child in their class as their own even though they had a special education case manager. She transformed the way the master schedule was developed beginning first with the children with the most needs.

Susan first worked in AHISD as a literacy coach and then returned years later as a principal of an early childhood center. She transformed the early childhood center into a literacy center for children ages 3-6. She was a very hands-on principal who loved seeing the children succeed. She challenged her teachers and para-professionals to learn and grow professionally always keeping the success of the children as the vision to achieve.

Susan has all the characteristics of a great employee. She is a hard worker who has a lot of initiative. She is a quick study. She is a great team player. She is not afraid of a challenge. She has a wonderful sense of humor and good instincts. She built a strong administrative team for her campus. She always showed great personal skills even when folks were not happy with the decisions. She was not afraid to tackle the “courageous conversations” when needed.

I would not hesitate to hire her for any position that she would be qualified for.

Please contact me if you have any questions at 210-387-1071.

Sincerely,

Kris Holliday  
Retired Director of Special Education and Student Services  
Alamo Heights ISD

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**Amy Lagueux**

7101 Broadway  
San Antonio, TX 78209  
(210) 516-5548  
alagueux@ahisd.net

May 6, 2022

To Whom It May Concern,

It is with great pleasure that I recommend Susan Peery. She is an inspirational leader who places a priority on living through her core values of authenticity and making a difference in both her personal and professional life. And THIS makes all the difference in the impact that she has on others.

As the Instructional Coach at Howard Early Childhood Center, Susan was my supervisor and mentor from 2016-2018. For three years after that, I had the pleasure of working alongside her as the Elementary Academic Dean. In both of my roles, we worked closely to support all aspects of curriculum and instruction, and I relished seeing her in action as a literacy expert and passionate instructional leader. As Principal, Susan was skilled at strategically forging a path for her school to increase the rigor of their instruction while maintaining a focus on joyful learning. Susan would take risks such as being filmed teaching a guided reading lesson or modeling for parents how to read with their children. Susan's efforts at authenticity influence her commitment to collaborative leadership. Through various leadership structures, Susan facilitated the creation of a campus vision and mission. In all important work, Susan would frequently say that teachers needed to "have their fingerprints on this." This made some things messy and less efficient, but she knew when it was necessary for buy in and implementation.

Susan is driven to make a difference in the lives of others, and so she places a priority on developing relationships, growing teachers, and mentoring leaders. She gives others space to try new things while providing support and "clear is kind" feedback. Susan is always a learner at heart with the ability to think flexibly and stay open to new ideas. She has high expectations for herself and others, and is committed to continuous improvement. Through Susan Peery's passion for making a difference and living in authenticity, others are able to broaden their influence as well.

Sincerely,



**Amy Lagueux**

**Elementary Academic Dean**



**Alamo Heights Independent School District**  
Howard Early Childhood Center

Megan Massey  
Instructional Coach AHISD  
Howard Early Childhood Center  
7800 Broadway  
San Antonio, Texas 78209  
210-832-5900

It is with great enthusiasm that I write this letter of recommendation for Susan Peery. Susan would be an asset to any team because she possesses excellent leadership skills, adept interpersonal relationship skills, and a wealth of knowledge in educational practices.

Susan Peery was instrumental in moving our campus forward in innovative practices, inspiring teacher leaders, and helping our district reach several established goals.

Our campus gained the accredited title of National School of Character under Susan Peery's leadership. Instructional practices were strengthened, and student success was evident in the data we collected. Teacher, parent, and student feedback all confirmed the positive influence she had on our school and community.

Susan was an excellent mentor and coach to all faculty on our campus. She inspired teacher leaders and established Professional Learning Communities. Teachers had opportunities to learn from each other, grow professionally, and collaborate as a team. Susan was always striving to learn and grow. She modeled this attitude and our faculty developed the same standard.

Our district is committed to educating and empowering every student to excel academically. Susan Peery has been an integral part of this vision. The investment that Susan has made on our campus, in our district, and in our community will be seen for many years to come. For these reasons, I strongly recommend Susan Peery for any position in your organization.

Sincerely,

Megan Massey