

GARY KINZER

kinzerg@masonk12.net

EDUCATION & CERTIFICATION

DOCTOR OF EDUCATION 2018
K-12 Educational Leadership
Michigan State University

MASTER OF ARTS 2001
K-12 Educational Administration
Michigan State University

BACHELOR OF ARTS 1993
English / Secondary Education
The University of Michigan-Flint

State of Michigan Administrator Certificate
with Central Office Endorsement
SA0000000978048

State of Michigan Teacher Certificate
CC-022440317896

PROFESSIONAL DEVELOPMENT

Michigan Leadership Institute SUPES
Academy

Michigan State University Certified Human
Resources Specialist Workshop

HUMANeX Ventures

Harvard University Art of Leadership
Program

Michigan Negotiators Association Academy

MEMSPA Leadership Immersion

Cognitive Coaching

Leverage Leadership

Instructional Rounds

Visible Learning

Pastorale Justice

Response to Intervention

PROFESSIONAL EXPERIENCE

Superintendent

Mason Public Schools 2022 – Present

- Led a comprehensive process to develop and implement a new district Strategic Plan
- Modeled and supported equity minded decision making to promote inclusion for all students
- Supervised Series 3 of bond approved by the Mason community in 2017
- Developed strong collaborative relationships with administrators, teachers, staff, students, and community
- Implemented strategies to provide timely, relevant, and effective communication to all stakeholders, both in routine as well as in challenging circumstances
- Collaborated with an expert consultant to implement a district safety and security improvement plan
- Established a visible presence in buildings and departments throughout the district through monthly scheduled visits
- Initiated a collaborative process to plan for a 2025 ballot proposal

Assistant Superintendent of Human Resources

Novi Community School District 2017 – 2022

- Four plus years as a district leader responsible for over 900 employees
- Responsible for district staff evaluation system
- Lead negotiator for successful collective bargaining with the Novi Education Association, Novi Educational Support Personnel Association, Novi Transportation Association, and International Union of Operating Engineers Local 324
- Maintained strong relationships with district administrators, teachers, secretaries, bus drivers, and operations staff
- Directed the hiring process resulting in the addition of eight administrators, over 70 teachers, and numerous support employees
- Collaborated with district leaders in the Office of Academics and Department of Business and Operations to promote best instructional practices as well as equity of opportunity for all students in the district
- Conducted investigations of employee misconduct that resulted in equitable outcomes that allowed staff to maintain dignity
- Fostered positive relationships with members of the board of education to promote student success
- Served as district representative to committee that oversaw the successful passage of \$185 million bond proposal
- District leader responsible for partnering with the construction team to design and execute bond projects

Hiawatha Elementary School Principal

Okemos Public Schools 2006 – 2017

- Served 11 years as an elementary school principal responsible for the implementation of effective instructional systems as well as preserving a positive and safe school environment
- Significant experience facilitating curriculum development and alignment throughout all grades and academic areas
- Directly responsible for the evaluation and supervision of professional and support staff
- Encouraged communication with students, staff, and parents
- Maintained a leadership role in the development and implementation of Individualized Educational Plans
- Upheld a leadership role in administering Multi-Tiered Systems of Support in literacy and math

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CORE COMPETENCIES

Board Governance

Instructional Leadership

Curriculum Development

Development and Implementation of
Assessment and Evaluation

Coaching and Mentoring

Organizational Culture Building

Establishment of Relational Trust

Development and Implementation of
Equitable and Inclusive Policy and
Practice

Collaborative Collective Bargaining

Collective Bargaining Agreement
Management

Bond Project Visioning, Development,
and Implementation

Listening

Highly Effective Oral and Written
Communication

Kinawa Middle School Assistant Principal & Athletic Director

Okemos Public Schools 1999 – 2006

- Served seven years as a middle level administrator responsible for ensuring a positive building climate through the effective behavior management of students with and without disabilities
- Successful leadership of middle level athletic program; Responsibilities included the hiring and guidance of coaches, budget management, and the planning and supervision of events
- Co-chairperson of the district Homeland Security Planning Team that secured federal grant money to develop programs that enhanced the safety of children in the Okemos Public Schools

Okemos High School English Teacher

Okemos Public Schools 1994 – 1999

Inlay City High School English Teacher

Inlay City Community Schools 1993 – 1994