

# SCOTT M. RUDES, PH.D.

EDUCATIONAL LEADER/SUPERINTENDENT CANDIDATE

## CONTACT

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## PROFESSIONAL SUMMARY

The role of a district leader and educator is one of service. This service extends to students, colleagues, and the community. I believe that to provide a student-centered educational experience, district leaders must recognize and celebrate the diversity of the students and communities that we serve. I will strive to continue to provide such experiences for students, and to lead and collaborate with school leaders to create systems and opportunities which promote student achievement and success.

## LEADERSHIP TRAITS

**Proven leader** at the local, state and national level

**Collaborative visionary** dedicated to student outcomes through innovative teaching

**29 year veteran** in education with increasing leadership experience as a teacher and administrator.

## DETAILED PROFESSIONAL EXPERIENCE

### **Ector County Independent School District, Odessa, TX**

*Ector County ISD is the largest school district in the Permian Basin region of West Texas. serving approximately 35,000 students in 43 schools and is a recognized leader in talent development throughout the state and nation.*

#### **Executive Director of Talent Development**

2024 - present

- Serve as the sub-cabinet member responsible for providing oversight and leadership for the strategic staffing initiatives within the Human Resources, Operations, Athletics, and Talent Development division.
- Manage the Opportunity Culture staffing model with the dual aim of enhancing learning outcomes and establishing pathways and compensation structures for teachers.
- Institute data-driven practices and candidate application procedures for Opportunity Culture, guiding decisions on the placement of multi-classroom leaders and master team reach teachers to support teacher retention and compensating highly effective teachers.
- Supervise the National Board Certification program for Teachers (NBCT): The ECISD program has earned recognition from the Texas National Board Coalition for Teaching, designating it as a district champion.
- Supervise the Odessa Pathway to Teaching (OPT) program, the district's exclusive Education Preparation Program (EPP); We are one of only three districts in Texas to have our own EPP.
- Oversee the first Registered Principal Apprenticeship Program in Texas.
- Supervise the Principal Fellow Program, a Texas Education Agency (TEA) grant that enables teachers to participate in a year-long residency with a successful principal while pursuing a master's degree at no cost.
- Maintain and expand the Registered Teacher Apprenticeship Program in collaboration with the US Department of Labor.
- Engage and deliver presentations to the District Continuous Improvement Team (DCIT) committee for collaboration and feedback on initiatives.

## EDUCATION

### **Doctor of Philosophy in Educational Leadership and Research**

University of Southern Mississippi, Hattiesburg, MS, 2006.

### **Specialist in Educational Leadership and Research**

University of Southern Mississippi, Hattiesburg, MS, 2004.

### **Master of Music Education**

University of Southern Mississippi, Hattiesburg, MS, 2001.

### **Bachelor of Music Education**

The Florida State University, Tallahassee, FL, 1996.

## RECOGNITIONS AND AWARDS

### **Finis E. Engelman Award and Scholarship for Aspiring Superintendents, 2004**

American Association of School Administrators (AASA)

*AASA's Educational Administration Scholarships were created in 1949 to provide incentive, honor and financial assistance to outstanding graduate students in school administration who intend to make the school superintendency a career.*

### **Arts Administrator of the Year, 2012, Florida Alliance of Arts Education (FAAE)**

### **Dr. Denise Davis-Cotton Emerging Leader Award, 2012, Arts Schools Network (ASN)**

### **Innovative Project Award, 2013, Florida Music Educators Association (FMEA)**

### **Jeffrey Lawrence Award, 2019, Arts Schools Network (ASN)**

*This award is granted to the head of an Arts Schools Network school who exemplifies an uncompromising commitment to excellence in arts education and arts training. Named in honor of the long-time head of the Professional Children's School in New York, this is the most coveted award presented by ASN to an arts administrator.*

## **Dallas Independent School District, Dallas, TX**

*Dallas ISD is the 15<sup>th</sup> largest school district in the U.S. serving approximately 154,000 culturally, linguistically, and economically diverse students in 222 schools, with over 20,000 employees and a budget in excess of \$1.4 billion.*

### **Executive Director of Academic Enrichment and Support**

2023 - 2024

- Oversaw a 6.2 million dollar budget supporting student learning and experiences.
- Reorganized the Academic Enrichment and Support Division. Extensive vision, mission and core values work centered on student learning and experiences.
- Led the CARAC committee for the school district. Responsibilities included vetting potential new courses and integrating course changes prescribed by the state.
- Developed and designed a Learning Experience guide for potential vendors for the school district.
- Initiated the development of a side-by-side Teacher Excellence Initiative (TEI) guide for primary evaluators to assist in evaluating teachers in content areas other than Reading and Math.

### **Principal**

### **Booker T. Washington High School for the Performing and Visual Arts**

2013 – 2023

*Booker T. Washington HSPVA is a magnet school in Dallas ISD serving over 1000 students in grades 9-12 in the areas of visual arts, theater, music and dance. The school has been ranked in the top five arts magnet schools in the United States.*

- Instituted the "Closing the Opportunity Gap" program, targeting Dallas ISD middle schools in underrepresented areas of the district. The program resulted in a dramatic increase in access to and diversity for the school.
- Oversaw a 1.7 million dollar capital expansion project for a new recording/production studio in partnership with the Booker T. Washington Advisory Board.
- Supervised over 85 professional and support staff.
- Instituted new curriculum pathways in the areas of musical theater, film and audio production.
- Expanded the yearly "College Showcase" to include over 100 colleges, universities and conservatories. Senior scholarship offers rose from 21 million dollars in 2013 to over 55 million dollars in 2021.
- Received the Texas Medal of Art from Governor Greg Abbott in 2015, the first public school to earn this distinction.

## **Hillsborough County Public Schools, Tampa, FL**

*Hillsborough County Public Schools is the 8<sup>th</sup> largest school district in the U.S. serving approximately 214,000 students in 342 schools, with over 25,000 employees and a budget in excess of \$3.3 billion.*

### **Principal, Orange Grove Middle Magnet School of the Arts, Tampa, FL, 2010 – 2013**

- Inner-City Magnet School, Title 1, Grades 6 -8, 550 students.
- Piloted the *Literacy by Design* collaborative, creating a new curriculum for Language Arts.
- Paired academic and fine arts departments to develop collaborative, arts integrated lessons.

### **Assistant Principal for Magnet Curriculum/Head of Fine Arts Program, Howard W. Blake High School of the Arts, Tampa, FL, 2008-2010**

- Inner-City Comprehensive/Magnet School. Title 1, Grades 9-12, 1850 students.

## LEADERSHIP

**President, Arts Schools Network**  
(ASN), 2019-2021

**Executive Committee (Secretary, Treasurer, 1<sup>st</sup> Vice President), Arts Schools Network** (ASN), 2013-2019

**President, Florida Network of Arts Administrators** (FNAA), 2011-2013

**President, Florida Orchestra Association** (FOA), 2007-2009

## COMMUNITY INVOLVEMENT

■ **Music Director, St. Philip's Episcopal Church**, Frisco, TX

**Crew Advisor, BSA Crew 261**, Plano, TX

**Eagle Scout Advisor and Troop Committee Member, BSA Troop 261**, Plano, TX.

**Executive Board Member, The Dallas Arts District**, Dallas, TX

**Board Member, Creative Arts Center of Dallas**, Dallas, TX

**Board Member, SPARK!**, Dallas, TX

**Board Member, Junior Achievement of the Permian Basin**, Midland, TX

**Assistant Principal for Curriculum, East Bay High School, Gibsonton, FL**, 2006-2008

- Rural Comprehensive High School, Title 1, Grades 9-12, 1800 – 2900 students.

**Assistant Principal for Student Affairs, Bloomingdale High School, Valrico, FL**, 2004-2006

- Suburban Comprehensive High School, Grades 9-12, 2600 students.

**Director of Orchestral Studies/Associate Director of Bands, Bloomingdale High School, Valrico, FL**, 1996 – 2004

- Symphony, Chamber and Concert Orchestras – 150 students.
- Concert and Jazz Ensembles, Advanced Placement Music Theory, Keyboard and Guitar Classes.

## GRADUATE TEACHING EXPERIENCE

**Public School Finance**

2013-2014, 2014-2015

University of Southern Mississippi

**The Principalship**

**Theories of Educational Leadership**

**Administration of Special Populations**

2024-2025, 2025-2026

University of Texas of the Permian Basin

## PROFESSIONAL DEVELOPMENT AND TRAINING

■ **Aspiring Superintendent's Academy**, TASA Midwinter Conference, Austin, TX 2025

**AASA Aspiring Superintendent Academy**, 2024-25

**The Forum For Educational Leadership**, 2024

**Arts School Network Summer Leadership Cadre**, Singapore, 2019

**Professional Learning Communities Conference**, San Antonio, TX, 2017

**Jack Kent Cooke Foundation**, Washington, DC, 2015

**Aspen Institute**, Urban Literacy Leadership Network, 2012-2013

**Arts Schools Network Annual Conferences**, 2009 - 2023

**Charlotte Danielson's Framework for Effective Teaching**, 2010

**AVID Conference**, Dallas, TX, 2008

**Model Schools Conference**, Washington, DC, 2007

## CERTIFICATIONS

**Superintendent, EC - 12; Principal, EC - 12**

2025-2031