

DR. NEAL C WEAVER

TARGET ROLE: Superintendent of Schools

Santa Fe Public Schools
610 Alta Vista Street
Santa Fe, NM 87505

Dear Santa Fe Public Schools Board of Education,

Santa Fe Public Schools has been recognized as an institution that values hard work and determination, empowering its employees to succeed in their careers. With over 30 years of professional experience in business, K-12 instruction, leadership, technology integration, and instructional innovation, I am committed to advancing your mission of providing an exceptional quality learning community focused on the needs of each student in a safe environment. I am confident this note will help you see that I would be an excellent fit to be a part of your leadership team as the Superintendent of Schools.

With over 15 years of experience in K-12 education, including over five years of classroom teaching in high school Personal Finance, Taxation, and Accounting, I meet the minimum qualifications for this role and bring a strong foundation in instructional practice. My administrative leadership includes over 16 years of experience at the district level, where I've led strategic initiatives, built cross-functional teams, and driven systems-level improvements. I have worked closely with district leadership to support union negotiations and have successfully led both represented and non-represented labor groups, fostering collaborative and productive work environments. While not bilingual in Spanish, I have a deep respect for and proven ability to lead in culturally diverse settings, particularly within New Mexico. My approach blends data-driven decision-making with a strong commitment to community engagement, equity, and the holistic development of students.

My dynamic experience and years of employment has been a testament that I've been very proactive, which has fueled my desire to continue my career. As the Chief Information and Strategy Officer for SFPS, I have had the privilege of leading the district's technology strategy and overseeing the digital transformation of our educational ecosystem. I am proud to have supported the district's 1:1 connectivity initiative, which ensures that every student has access to essential technology and digital learning resources. By piloting initiatives such as the Google Rolling Study Hall and implementing a scalable, secure digital infrastructure, I have helped expand access to vital educational tools, particularly for underserved student populations.

The following are some highlights of my career:

- Earned a terminal degree in education leadership and have continuously pursued growth through rigorous professional learning, including National Board Certification, CETL credentialing, completion of the Tech Leadership Academy and Aspiring Superintendents Program, and recognition as a Top 100 Education Influencer.
- Optimized instructional effectiveness, chairing a committee that established technology-driven classroom standards.
- Boosted student engagement by delivering Technology-Integrated Curriculum, equipping educators with digital tools.
- Oversee and strategically manage a \$16M+ annual budget encompassing operational, bond, state, and federal funding sources, ensuring fiscal responsibility, compliance, and alignment with district priorities.
- Successfully led public campaigns for bond (ETN) elections, building community trust and securing ongoing support for critical educational investments.

- Improved educator proficiency in technology integration by strategically spearheading cross-district training programs in Rio Rancho Public Schools, Bernalillo Public Schools, and Jemez Valley School District.
- Provide leadership in the administration and compliance of state and federally funded grants and programs (Covid Emergency Connectivity Funding, federal funding for the Improvement of Education, and NM PED Computer Science funding).

I am most interested in a position that offers broader opportunities for professional and personal advancement, a chance to continue creating a workplace culture that cultivates teamwork and positivity through effective relationship building, and to lead cross-functional teams through a collaborative approach to achieve organizational goals and improved student outcomes.

My resume is attached for your review. I understand the value of your time and look forward to the opportunity to interview for the Superintendent of Schools position. Please feel free to reach out at your earliest convenience. You can contact me at [REDACTED] or via email at [REDACTED].

Yours sincerely,

Dr. Neal C Weaver

Enclosure: Resumé

DR. NEAL C WEAVER

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Qualifications Summary

Dynamic and visionary educational leader with over 21 years of experience in public education, driving strategic planning, instructional innovation, and digital transformation to enhance student success. Passionate about leveraging technology for equitable learning, spearheading initiatives such as AI integration in education, 1:1 connectivity, and modernizing district-wide infrastructure. Leverage expertise in budget oversight, securing multimillion-dollar funding, and fostering public-private partnerships to expand access to cutting-edge educational resources, encouraging continuous improvement and development.

Core Competencies

Vision and Strategic Planning | K-12 Education | Program Development | Curriculum Development | Financial Stewardship
Educational Leadership | Staff Development | Instructional Design | Classroom Management | Teaching | Lesson Planning
Differentiated Instruction | Literacy | Curriculum Assessment | Teacher Mentoring | Professional Learning Communities
Technology Integration | Infrastructure Modernization | K-12 Educational Technology | Collaboration | Communication |

PROFESSIONAL EXPERIENCE

Chief Information and Strategy Officer | Santa Fe Public Schools, Santa Fe, NM

July 2014 – Present

Serve as the senior executive leading technology strategy, digital transformation, and instructional integration in a diverse K-12 district of 12K+ students, ensuring scalable infrastructure while driving leadership, staff development, and strategic growth.

Leadership & Strategy

- Display excellence in leadership roles across multiple industries for 33+ years, including 21+ years in public education.
- Streamline the overall education and business technology systems supporting 13,500+ staff and students across 32+ buildings.
- Oversee and handle \$16M+ annual budget with precision spanning operational, bond, grant, state, and federal funding.
- Cultivate a culture of strategic innovation by driving staff development through leadership, succession planning, and coaching.
- Enhance school improvement and student mentorship opportunities by building sustainable partnerships with business, community, and government organizations.

Budget & Funding

- Lead a \$110M+ Education Technology Note (ETN) over 10 years, funding infrastructure, classroom technology, and digital instructional resources.
- Attain a 610% increase in voter turnout for the ETN, marking the highest educational bond participation in SFPS history.
- Leverage alternative funding sources to align with strategic goals by collaborating on district-wide budget planning.
- Secure \$4.2M+ in Emergency Connectivity Funding (ECF) and a \$50,000+ annual grant for Computer Science integration.
- Increase bandwidth 10x at one-eighth of previous costs by negotiating a Wide Area Network (WAN) contract through Conterra.
- Implement a school bus Wi-Fi initiative, expanding student access to vital learning resources.

Technology & Infrastructure

- Direct a district-wide infrastructure overhaul, transitioning from copper to Passive Optical Network, creating a scalable, secure, future-ready digital ecosystem.
- Design and execute a high-performance and standardized wireless network supporting a fully 1:1 learning environment.

DR. NEAL C WEAVER | *Continued*

- Address emerging and evolving cybersecurity challenges by establishing a dedicated Network Security Team.
- Administer and supervise external contractors for critical network support and augmented staffing services.
- Pilot operational resilience by developing comprehensive disaster recovery and risk mitigation strategies.

Instructional Technology & Support

- Support technology integration in pedagogy by developing the nationally recognized Digital Learning Coach program.
- Orchestrated the selection, development, training and branding of the district's Learning Management System (LMS), a key tool for student learning and teacher professional development.
- Spearhead a K-12 1:1 device program, comprehensively ensuring procurement, maintenance, student safety, data security, and digital resource access for 12K+ students.
- Align technology initiatives with instruction strategies by efficiently co-chairing the Technology and Instruction collaboration.
- Expand digital resource adoption seamlessly, including eTextbooks and innovative learning tools and platforms.
- Develop programs to strategically drive student engagement and increase enrollment in STEM fields, including Computer Science, Academic Gaming, Micro-Credentialing, and Robotics.

ADDITIONAL EXPERIENCE

Adjunct Professor | Eastern New Mexico University, Portales, NM

January 2018 – Present

Advance the professional growth of New Mexico's teachers and administrators through Masters level instruction in IT Project Management, AI in Education, Project-Based Teaching and Learning, and Technology Integrated Instruction.

- Strengthen student engagement and critical thinking by empowering educators with practical tools and methodologies.
- Enhance learning environments and drive meaningful outcomes by guiding K-12 professionals in leveraging technologies.
- Foster a collaborative learning culture that equips current and future education leaders with the skills to navigate evolving instructional and administrative challenges.

K-12 Teacher and Education Technologist | Rio Rancho Public Schools, Rio Rancho, NM **December 2004 – June 2014**

Enhanced teaching and learning outcomes for a 2,200+ student high school by leading the strategic integration of technology.

- 5+ years of K-12 teaching experience (Personal Finance, Taxation and Accounting)
- Led implementation by directing the technology infrastructure development for the launch of V. Sue Cleveland High School.
- Streamlined the full campus technology build, managing procurement, vendor relations, installation, and lifecycle planning.
- Optimized instructional effectiveness, chairing a committee that established technology-driven classroom standards
- Managed a \$250K+ Department of Education Funding for the Improvement of Education (FIE) grant, comprehensively driving professional learning initiatives across multiple school districts.

EDUCATION

Ph.D. Education Leadership | University of the Cumberlands

May 2019

M.E. Curriculum and Instruction | ENMU

July 2015

B.A. Business Administration | ENMU

May 1992

LICENSURE, CERTIFICATION, & RECOGNITION

New Mexico PK-12 Administrators License (Level 3B) | Certified Education Technology Leader (Consortium for School Networking) | District Administration Aspiring Superintendents Academy Cohort | District Administration Technology Leadership Academy | COSN Community Leadership Award for Digital Equity | National Board-Certified Teacher
Top 100 Education Influencer (District Administration) | AI Strategy Certification (Cornell University)