

# **ANGELA M. McLEAN, Ed.D.**

Director of American Indian and Minority Achievement and K-12 Partnerships



## **EDUCATIONAL BACKGROUND**

Ed.D. Educational Leadership- Montana State University, October 2021.

Dissertation Title: *Addressing Educator Recruitment and Retention in Montana-Creating a K-12 School Culture that Encourages Students to Choose Education as a Career.*

National Board Certification- Adolescent and Young Adulthood Social Studies, 2005.

MA, Ed. Curriculum and Instruction, University of Montana, 2000.

BS, Social Science & Secondary Education, Western Montana of the University of Montana, 1994.

## **LEADERSHIP & MANAGEMENT**

### **Director, American Indian and Minority Achievement and K-12 Partnerships Montana University System Office of the Commissioner of Higher Education- (2016-Present)**

I serve as the system lead for American Indian and Minority Achievement as well as K-12 partnerships for the Montana University System (MUS) with executive responsibilities on behalf of the Deputy Commissioner of Higher Education and the Montana University System Board of Regents (BOR).

### **Interim Director, University of Montana Bitterroot College- (2022-2023)**

I served as the campus CEO, managing the day-to-day operations of the college. This role included oversight of the college team including all faculty and staff as well as direct oversight of the budgets for general programming and non-credit workforce programs of the College.

### ***Effective System and Campus-Level Leadership***

- Leader of System-wide American Indian Student Success Efforts. Chair of the American Indian and Minority Achievement Council with responsibility for growing American Indian student enrollment, retention and completion. Explicit responsibility to lead American Indian student success efforts in coordination with campus based Chief Academic Officers, Student Affairs Officers as well as Tribal College and K-12 executives. Responsible for successful leadership of systemwide recommendations aimed at growing American Indian student achievement. Responsible for leadership of

systemwide efforts around the Governor's Tribal Relations Report as well as annual systemwide collection and dissemination of AIMA Action Plans.

- Leader of System-wide K-12 partnerships. Responsible for connecting MUS initiatives including: , Education Design Labs Micro-pathways, Apply Montana, College Application Week, FAFSA Completion Month, ACT, Pre ACT, Gaining Early Access and Readiness for Undergraduate Programs (GEAR UP), Montana Educational Talent Search (METS), 1-2-Free (dual enrollment), Grow Your Own Educator, Montana's Future at Work, iGraduate Montana and MUS BOR policies with the Montana K-12 community including School Administrators of Montana (SAM), Montana Federation of Public Employees (MFPE), Montana School Boards Association (MTSBA) and Montana Rural Education Association (MREA) as well as individual school leaders and districts. Directly connect the Commissioner of Higher Education (OCHE) with the Montana Council of Deans of Education (MCDE).
- Management of the Montana Educational Talent Search (METS), Educational Opportunity Center (EOC) and Montana GEAR UP Directors. Management of 19 on-site and remote employees. Responsible for direct engagement in the recruitment and retention of staff as well as all procurement efforts. Former and current service as Interim Director of Montana GEAR UP from Fall 2018-Summer 2019. The EOC grant is housed at the MUS office for the first time ever.
- Education Design Labs State Lead. Responsible for connecting all of Montana's two year campuses (including three Community Colleges) in the development of micro-pathways.
- Ex-Officio Representative to Montana Board of Public Education. Primary connection for the MUS and OCHE to the Montana Board of Public Education (BPE) and represent OCHE at BPE meetings.
- Project Director Montana Tribal College HiSET program. I lead the delivery of the Montana HiSET completion program in partnership with each of Montana's seven Tribal Colleges.
- Team Leader MUS College Access Team. Oversight of the system-wide efforts of College Application Week, FAFSA completion and Decision Day events across the state.
- Montana's Future at Work Project Director. Responsible for management of \$1 million grant from the Dennis and Phyllis Washington Foundation to train high school students in high-paying, high-demand careers in communities where they live.
- Education Design Labs Project Director. Responsible to lead all 12 Montana two-year colleges and community colleges in working with employers and community partners to develop micro-pathways.

- iGraduate Montana System-wide Program Executive. Responsible for delivering the statewide iGraduate Montana initiative designed to connect Montana K-12 schools to MUS system-wide priorities including CTE, College Application Week, FAFSA completion and work force readiness.

***Academic, Research and Student Affairs Wide Breadth of Knowledge and Collaborative Decision Making***

- Breadth of Knowledge about Academic, Research and Student Affairs (ARSA) Division of the OCHE. Responsible for advising the Deputy Commissioner of Higher Education on all ARSA related topics, including the MUS Success Agenda and collaboration and with ARSA and other OCHE team members on innovation in education in the areas of Montana 10, Research, Dual Enrollment-1-2-Free, Prior Learning Assessment, Quottly, Gen Ed transfer, a seamless MUS, Apply Montana, the College Access Portal, Career and Technical Education (CTE) efforts, Perkins, METS (Montana Educational Talent Search), EOC (Education Opportunities Center) and GEAR UP. Responsible for review and advice on agenda setting, campus proposed planning and review documents and participation in MUS Chief Academic Officers meetings.
  - Team oriented, strategic engagement with ARSA Directors:
    - Director of Academic Policy and Research:
      - Collaboration on policies related to ACT and MUS admissions; Common Course Numbering and Montana’s Tribal Colleges; WICHE Passport and Montana’s Tribal Colleges; Education Design Lab; Seamless System Course/Program Sharing; and Two-Year Education.
    - Director of Student Affairs and Student Engagement:
      - Collaboration on connecting the MUS to the Reach Higher college access portal; Diversity, Equity and Inclusion with NASH partners; student access and success efforts; and collaboration on MUS Teaching Scholars.
    - Director Strategic Enrollment and Admissions:
      - Collaboration to create awareness of the Apply Montana College Access portal by traveling to and visiting with Montana Association of School Superintendents; coordinating annual College Application Week outreach mailing to 200 plus high school site coordinators; attending monthly leadership meetings of MUS Registrars and Admissions Directors; use ACT directory information to communicate with high school seniors about Apply MT and FAFSA completion.
    - Director of Dual Enrollment and Career and Technical Education:
      - Collaboration on delivery of first ever Montana’s Future at Work Summit 2022; iGraduate Montana Summit workforce development

panel 2021; engaging Perkins team members in Diversity, Equity and Inclusion conversations; Two-Year Education.

- OCHE Operations and Special Programs Coordinator:
  - Collaboration on Grow Your Own Educator initiative planning; Montana's Future at Work communication with two-year college awardees; FAFSA completion efforts; ARSA and Two-Year Committee agenda planning.

***Promoting Student Access and Success/Leading Innovation and Online Opportunities***

- Bitterroot College Quottly. Introduced Bitterroot College faculty and staff to the online learning platform Quottly and engagement with OCHE through the Director of Academic Policy and Research.
- College Application Week and FAFSA Completion Month. Led Bitterroot College visits to Bitterroot high schools to promote FAFSA completion and college application through Apply Montana.
- Early College. Responsible for promoting Early College opportunities through Bitterroot College to Bitterroot Valley high school students using the Start Here, Stay Here slogan. Leveraging the MUS 1-2 Free initiative to bolster participation.
- American Indian Student Access and Success. Through mission driven efforts, in 2020, Montana American Indian student data grew in every data point tracked by the MUS (enrollment, retention, graduation, and completion). American Indian student retention reached historic highs and enrollment grew by nearly 16% since 2016. Led AIMA Council establishment of Mission Statement and Recommendations to grow student access and success.
- College Application Week to Grow Resident Student Access. Responsible for increasing student applications to the Apply Montana portal during College Application Week and growing student and stakeholder awareness of the Apply Montana College Access Portal through visits with Montana Association of School Superintendents (MASS) meetings in collaboration with the MUS Director of Enrollment and Admissions.
- MUS ACT and Pre ACT. Increase Montana student access to post-secondary opportunities by partnering with Montana GEAR UP to provide 10,000 Montana high school students free access to the ACT each academic year. Chair of the Montana ACT Council (2019-2021), current Past Chair. A primary contact between MUS, the Montana Office of Public Instruction and ACT.

### ***Fiscal Accountability***

- Budget Responsibility. Direct responsibility for the legislative allocations related to Montana Tribal College HiSET (\$350,000), Montana Grow Your Own (\$500,000) as well as the privately funded iGraduate Montana and Montana's Future at Work (\$1million) in addition to the AIMA budget (approx. \$2,500). Share in collective oversight of the GEAR UP (\$24.5 million), METS and EOC budgets (\$4.73 million).

### ***Two-Year and Community College Relations, Mission and Issues, Dual Enrollment and Workforce Development***

- Bitterroot College Interim Director. Responsible for all academic programming and planning and developing programming and non-credit rapid workforce training opportunities for Bitterroot Valley residents. Providing leadership in outreach to students and community (state) stakeholders as well as to the broader Montana University community as an important part of this role.
- Bitterroot College Partnership AccelerateMT. Responsible for establishing high demand workforce training opportunities in the Bitterroot Valley and connecting them with Montana industry employers. Innovative and new Fall 2022 programming included Film Site Ready; Spring 2023 innovative program included Assistant Laboratory Animal Tech (ALAT) certificate training.
- Statewide Leader of Montana University System Education Design Labs (EDL) Effort. Led the first ever statewide EDL effort to create micro-pathways (Year to Career) with all of Montana's Two-Year Colleges (including all three Community Colleges) and two MUS four-year campuses.
- Bitterroot College-Montana Future at Work Awardee. Partnered with Bitterroot Health and the Hamilton Public Schools to grow the number of Certified Nurses Assistants by focusing on raising awareness of this high-demand career.
- Montana Future at Work Systemwide Program Executive. Responsible for delivering the statewide initiative designed to grow a locally based workforce and market it to students in communities where they live. Direct coordination with Perkins Director and Perkins team members to organize the first ever Montana's Future at Work CTE Summit which brought industry partners together with two-year campus leaders and K-12 partners around workforce development strategies.
- Systemwide Project Director for Montana Grow Your Own Program. Responsibility to develop educator prep programs for Montana citizens where they live. Legislative advocacy for funding of this initiative in 2019 and 2021.
- Co-Chair of the MUS Educator Recruitment and Retention Steering Committee and Chair of the Montana University System Rural Educator Recruitment and Retention Task

Force from 2016-2019. Responsible for coordinating with the MUS Educator Prep Program (EPP) Deans to address statewide educator recruitment challenges.

- Montana Chapter 57 Educator Licensure Review Committee. MUS Representative for the MUS engaged in revisions to the Montana Class 8 and Class 4 Educator Licenses leading to most seamless licensure for post-secondary dual enrollment instructors.

### ***Engagement in National Public Policy Issues and Trends***

- National and Regional Engagement. Complete College America Future Ready 2023, WICHE Alliance Conference 2023, Complete College America (2017-2018), SHEEO Attainment Academy (2021-Present), SHEEO Annual Convening 2023, SHEEO Equity Diversity & Inclusion (DEI) Working Group (2021-Present), WICHE (Western Interstate Commission on Higher Education) DEI (2019-2020), NASH Leadership Academy (2021), WWAMI AIMA Post Baccalaureate Advisory Committee (2021-Present), NASH Equity Action Collaborative (2021-22), SHEEO FAFSA Completion Action Lab ((2022), NASH Power of Systems Convenings (2021-22)

### ***Diversity, Equity, and Inclusion***

- Lumina Racial Justice and Equity Grant. Led successful application for MUS grant to fund the first ever American Indian Student Success Summit (2019) and support campus-based American Indian Student Scholars programs.
- Tribal College Partnerships. Primary MUS contact to each of Montana's seven Tribal College President's. Collaborate with ARSA team members to support more Tribal Colleges than ever before in Common Course Numbering and General Education Transfer. Primary contact for WICHE Interstate Passport project convening at Salish Kootenai College. MUS Montana Advisory Council on Indian Education (MACIE) Representative.
- American Indian Student Success Dashboard. Led collaboration with OCHE team members to create the nationally recognized American Indian Student Success dashboard. Recipient of the 2020 WICHE Bernice Joseph Award.
- Indian Education for All for One MUS. Led the creation of the online course for all MUS employees which has been completed by thousands of MUS faculty and staff.
- WWAMI-AIMA Post Baccalaureate. Led MUS system-wide effort to collaborate with the Montana WWAMI Director to establish a post-baccalaureate program designed to grow American Indian student participation in medical school. Current WWAMI-AIMA Post Baccalaureate Advisory Council member.

- Bitterroot College Indian Education for All. Arranged for faculty and staff professional development in Indian Education for All through the Montana Office of Public Instruction.

### ***Research, Policy, Graduate Education and Program Development***

- Montana Research Roadshow. Led MUS researchers and presenters in Eastern Montana MUS Research Roadshow to highlight the impacts of MUS research on rural Montana communities.
- OCHE Research Fellows. Facilitator for several OCHE Research fellows to drive research in MUS campuses in collaboration with ARSA team members.

### **Lieutenant Governor, State of Montana 2014-2015**

#### ***Two-Year and Community College Mission and Issues, Dual Enrollment and Workforce Development***

- Credit For Credit Roll Out and Promotion. Worked alongside the Governor and Commissioner of Higher Education to roll out and promote the Credit for Credit Coupon for Dual Enrollment Instructors to incentivize growth in dual enrollment.
- Main Street Montana. Led Indian Country economic development and educational attainment through the Main Street Montana Project. This led to a very successful Indian Country legislative agenda in 2015.

#### ***Innovations***

- SMART Schools. Created the SMART schools project designed to encourage energy efficiency and recycling. In 2015, because of this work I was awarded the General Electric Lieutenant Governor's Award for Energy and Environmental Stewardship, 2015.
- Women in STEM. Established Women in STEM mentors and worked to get Montana women to pledge mentorship to young Montana women in STEM.

#### ***Engagement in National Public Policy Issues and Trends***

- Hunt-Kean Leadership Institute. Inaugural member of the Hunt Kean-Leadership Fellows in 2014. Continued engagement with the Hunt-Kean Institute to present.

#### ***Collaborative Decision Making***

- Montana Labor Management Advisory Committee (LMAC). Chaired the LMAC, 2014-2015.

- Governor’s Drought Advisory Committee. Chaired the Governor’s Drought Advisory Committee, 2014-2015.

**Chair, Montana Board of Regents 2012-2014 (Member, 2010-2014)**

I served as Chair of the Montana BOR which has authority and responsibility to manage all aspects of the MUS including Academic and Student Affairs, Two-Year Education, Administrative Budget and Audit Oversight and Faculty and Staff Compensation. Oversight of establishment and review of Montana University System Strategic Plan and MUS Success Agenda.

***Academic, Research and Student Affairs Wide Breadth of Knowledge***

- Oversight of Academic Programming Review. Assigned committee members to Academic, Research and Student Affairs Committee and worked closely with the Chair on agenda setting.

***Governance, Fiscal Accountability and Faculty and Staff Compensation***

- MUS BOR Administrative Budget and Audit Oversight Chair. Oversight of Montana’s 16 public universities and colleges with an enrollment of over 45,000 students (2014) with an annual budget of over \$1.6 billion. Oversight of Long-Range Building Program (LRBP).
- Tuition Freeze. Froze tuition at all of Montana’s campuses as part of College Affordability Plan (CAP) and cut tuition and fees in half for all dual enrollment courses.
- Chair of the Administrative Budget and Audit Oversight Committee and Member of Staff and Compensation Committee. Oversaw contracts of 25 collective bargaining units across the Montana University System and led approval of integration of the pre-session gubernatorially negotiated and legislatively approved pay plan into MUS faculty and staff agreements.

***Two-Year and Community College Mission and Issues, Dual Enrollment and Workforce Development***

- Dual Enrollment. Cut tuition and fees for dual enrollment and early college across the MUS.
- College Now Initiative. Led implementation of MUS Strategic Plan as well as a rebranding effort of Montana’s two-year campuses.

***Engagement in National Public Policy Issues and Trends***



- Complete College America. Partnered with Montana Legislature and Governor to reach first ever agreement with Complete College America with a goal of 60% of Montana's with a college credential by 2020.

### ***Research, Policy, Graduate Education and Program Development***

- Chair, MUS BOR. Led the MUS research enterprise and prepared for first ever research allocation from Montana Legislature in 2015. Oversight of National Science Foundation-EPSCoR funding. First collaborative Ph.D. offering at Montana Tech in Materials Science.

### **Vice Chair, Montana BPE 2007-2010, Member 2006-2010**

#### ***Governance, Leadership and Management***

- Executive Committee. Worked directly with the Chair to hire and evaluate the Board's Executive Director as well as the Superintendent of the Montana School for the Deaf and Blind. Engaged directly with Montana. University Educator Preparatory Programs (PEPP) in the areas of licensure and EPP standards.
- Accreditation oversight. The BPE exercises oversight of all Montana Educator Preparatory Program accreditation at the state and Council for Accreditation of Education Programs (CAEP) (where applicable) level.

#### ***Dual Enrollment and Workforce Development***

- Educator Licensure Committee. Worked with the MUS and K-12 partners to adopt the Class 8 Educator license allowing post-secondary faculty to teach concurrent high school dual enrollment.

### **Teacher, Anaconda High School 1997-2014**

#### ***Academic Achievement and Innovations in Teaching***

- Classroom Teacher. Subjects Taught- Honors American History, American Government, Sociology, Psychology and Economics.
- Member MEA-MFT. Member of merged Montana Education Association-Montana Federation of Teachers. Member of the Anaconda Local. Actively engaged in legislative advocacy and local legislative endorsements.
- Montana Milken Award Recipient. 2007, Montana award recipient of the Milken award which recognizes excellence and innovation in the classroom.

- We the People. Engaged in innovative practices that were recognized at the state and national level. Coached several We the People National Finals teams and my high school government classes were hubs for community engagement in local, state and national policy conversations.

### ***Engagement in National Public Policy Issues and Trends***

- American Federation of Teachers (AFT) Program and Policy Council. Served at national level on American Federation of Teacher Program and Policy Council to guide education policy as well as state and federal legislative actions in relation to the AFT.
- National Board Certification (NBC). Earned National Board Certification in 2005. Served as a Montana NBC facilitator at the local and state level to support educators in their efforts to earn National Board Certification.

### ***Two-Year and Community College Mission and Issues, Dual Enrollment and Workforce Development***

- Dual Enrollment Teacher, Montana Tech-Highlands College 2000-2014. The Anaconda-Montana Tech-Highlands College was one of the earliest dual enrollment/early college programs in Montana. Subjects Taught- Psychology, Sociology, American History and American Government
- Graduation Matters Anaconda. Secured and led each of the Graduation Matters grants at Anaconda High School. Led district K-12 efforts at post-secondary college and career planning which led to a 92% cohort graduation rate.

### **Teacher, Arlee Public Schools 1994-1997**

#### ***Academic Achievement and Innovations in Teaching***

- Classroom Teacher. Subjects Taught-American History, Montana History, American Government, Geography, Current Events.
- Member of MEA. A member of Montana Education Association and a member of the Arlee affiliate of MEA. Worked under the Arlee Public Schools Faculty collective bargaining unit.

#### ***Diversity, Equity, and Inclusion***

- *From the Indian Reservation to the Inner City: The Legacy of Dr. Martin Luther King.* Arlee High School Senior Government students participated in the nationally televised program which featured Maya Angelou and Poet Laureate Rita Dove.

## **PROFESSIONAL ASSOCIATIONS & COMMUNITY ENGAGEMENT**

- Montana ACT Council (2019-Present)
- Montana Federation of Public Employees Retired (Present)
- Blue Cross Blue Shield Caring Foundation Board (2016-2022)
- Montana Healthy Mothers Healthy Babies Board of Directors (2017-2022)
- AWARE Montana Board of Directors (Past)
- National Lieutenant Governors Association (Past)
- Montana Educators Association-Montana Federation of Teachers (Past)
- National Association of State Boards of Education (Past)
- Montana Council of the Social Studies (Past)
- National Council of the Social Studies (Past)
- Delta Kappa Gamma (Past)

## **SELECTED CONFERENCES, AWARDS, HONORS and SERVICE**

- Complete College America AIMA Podcast, (2024)
- WICHE Conference, Tacoma, Washington, (2023)
- Complete College America National Conference, (2023)
- SHEEO National Conference, (2023)
- University of Montana Bitterroot College Champion Award, 2023
- University of Montana Pi Alpha Alpha (UMPAA) Panelist, November 2022
- School Administrators of Montana Educator Recruitment and Retention Panel Organizer and Facilitator, 2022
- Montana's Future at Work CTE Summit, Organizer, October 2022, 2023
- Panelist, Healthcare Financial Management Association, Women's Event, December 2021
- Montana Office of Public Instruction Chapter 57 (Educator Licensure) Committee, 2021
- Western Interstate Commission for Higher Education (WICHE) Bernice Joseph Award for the AIMA Student Success Dashboard, 2020
- Montana State University Hilleman Scholars Program Advisory Board (2020-Present)
- Chair, Montana ACT Council (2019-21), Past Chair (2021-Present)
- Lumina Racial Justice and Equity Grant Recipient, 2018
- Community Service Award Recipient, University of Montana, 2018
- Honorary Alumni, Montana State University, 2017
- Dual Enrollment Service Honor-Montana Tech, 2014
- Commencement Speaker- Montana State University Billings, 2015
- Convocation Speaker- Montana State University, 2014
- Commencement Speaker-Hellgate High School, 2014
- Commencement Speaker-Great Falls College-MSU, 2014
- Distinguished Alumni, University of Montana Western, 2009
- Milken Festival for Youth Grant Recipient-Project: *Operation Read to Me*, 2008
- Target Field Trip Grant Recipient, 2008
- Montana Milken Award Winner, 2007

- Teaching Tolerance Grant Recipient, 2006
- Facilitator-Montana National Board Certification Candidates, 2007-2014
- Montana Board of Public Education- Governor Schweitzer Appointee, March,2006
- National Board Certification, 2005
- MEA-MFT Legislative Committee, 2005, 2007 & 2009
- Stand Up for Education Rally Organizer, 2003 & 2005
- *We the People*- State Champion Team Coach, 2005, 2006 & 2008
- Coordinating Teacher- Community Forum: Milltown Dam, 2005
- Guest Presenter-Inaugural *Working Waters* Conference, 2005
- Montana Standard Best High School Teacher Award, 2003
- U. S. Department of Education Teaching American History Grant Team Member, 2002
- *Hands on History* local workshop coordinator, 2003
- Coordinator-Montana Supreme Court visit to Anaconda's Washoe Theatre, 2003
- Michael Jordan Innovations in Education Grant, 2002
- Presenter-MEA-MFT Convention, 1997, 1998, 2000,2002, 2005, 2008, 2009, 2010, 2013, 2014 and 2015
- Disney Teacher Award Nominee, 2002
- Organizer and Coordinator, School District Technology Camp, 2002 & 2003
- Michael Jordan Innovations in Education Grant, 2002