

James Fraley

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EDUCATION

University of Wyoming, Laramie, WY; Doctoral Program, EdS May 2021.

University of Wyoming, Laramie, WY; Administrative Endorsement, May 2003.

Whitworth College, Spokane, WA; Master of Arts in Teaching, August 1998.

Whitworth College, Spokane, WA; Teacher Certification, August 1995.

Rocky Mountain College, Billings MT; Bachelor of Arts in Business Admin/Economics, May 1991.

Northwest Community College, Powell, WY; Associate of Arts in Business Management, May 1989.

PROFESSIONAL EXPERIENCE

Assistant Superintendent of Instruction, LCSD #1, Cheyenne, WY, 2021-Present

Serving as a senior level administrator for LCSD #1 encompassing approximately 14,000 students, in Wyoming's largest school district. Oversees multi-million dollar budget and operations in the district's curricular, instruction, and assessment office, as well as special education, Title programs, activities and athletics, and professional development in the district.

Principal, Meadowlark Elementary, Cheyenne, WY, LCSD #1, 2016-2021

Served as the first principal of the newest school in LCSD #1 with 550 students and 55 staff members, including an assistant principal. This is a charter 5th and 6th grade elementary concept brought forth for the first time in the district. Facilitated the staff to initiate a strong Professional Learning Community within the school to create a dynamic learning environment for students leading to exceeding expectations on state assessments. Initiated work within the leadership team to begin High Reliability School framing. Mentored aspiring head principals through the assistant principal position.

Principal, Anderson Elementary, Cheyenne, WY, LCSD #1, 2003-2016.

Served as a K-6 head principal of an underperforming school and brought about change initiatives to raise student achievement levels. Collaborated with staff to begin a Professional Learning Community. Implemented progress monitoring tools, a robust intervention program, positive behavioral supports, and the Public Education & Business Coalition initiative to improve literacy rates through instructional improvements.

Summer School Principal, Cheyenne, WY, LCSD #1, 2006-2021.

Served as a principal for at-risk Pre-K through 6th grade students for all Triads throughout the district. Assisted in the new design of the summer school program to meet specific needs of students with deficits in language arts, mathematics, and behaviors supporting learning.

Teacher, Hobbs Elementary School, Cheyenne, WY, LCSD #1 Sixth Grade, 1997-2003.

Pioneer Park Elementary School, Cheyenne, WY, LCSD #1, Third Grade, 1996-97.

PROFESSIONAL ORGANIZATIONS AND DEVELOPMENT

NATIONAL & STATE

American Association of School Administrators, School Superintendents Association: Member of national organization which provides guidance and development of district leaders.

National Association of Elementary School Principals (NAESP) Certified Principal Mentor: Presently and throughout the years providing mentorship to multiple head principals as well as aspiring principals throughout LCSD#1.

Wyoming Association of Elementary and Middle School Principals: WAEMSP State Representative
Responsible for communicating national issues with the state organization. Lobbied for positions to the improvement of No Child Left Behind law, Pre-K programming, rural education funding, as well as advocating for elementary principal issues to State of Wyoming Senators and Representative in Washington D.C. for three consecutive years.

Wyoming Department of Education, School Improvement Plan Pilot Panel: Served as a principal voice on this 20-member statewide panel to provide input into the new school improvement process. Act as a State Department to District liaison for administrators to become familiar with the new school improvement process.

DISTRICT

Cabinet: Serving as a member of the LCSD #1 Cabinet to manage issues related to the effective and efficient operations of the district. Preparation of board meetings, updating on instructional goals and issues, as well as input for district level decision making process.

Senior Leadership Team: Facilitating human resources, instruction, support operation, special education, and technology departments across the district to implement, improve, and communicate goals and operations.

Behavior Committee: Led principals and district leaders to improve positive engagement in students across the district. Examine policy and regulations to determine the effectiveness of process when managing student behaviors in all schools.

Triad Chair: Coordinated and facilitated staffing, registration, boundary waivers, forced out of home boundary school students, transportation, and district level input such as superintendent and principal interviews. Supported systems thinking through Professional Learning Community meetings with triad principals and district triad chairs on pertinent topics for district improvement.

Cultural Diversity Advisory Panel: Assisting in the work around the education, professional development, programming, policy, and values as they pertain to cultural diversity, equity, and inclusion in our district and community.

McRel Power Walkthrough Observation Trainer: Served in a role to implement a program and train district administrators and coordinators how to effectively apply a research-based observation program, through McRel, in classrooms throughout our district.

Formative Assessment Institute, Wyoming Consortium of Educators: Led a team of coaches and teachers through the development of formative assessment practices with Dr. James Popham to improve practices in assessment.

Facility Advisory Committee, LCSD #1: As an elementary representative for the development of criteria for establishing school boundaries and changes to boundaries throughout the district, as well as establishing a process for new and existing schools to be placed in a triad system of feeder schools.

Middle Level Executive Team: Assisted in the planning and designing of a middle level 5th and 6th grade elementary school's architecture, instructional, and conceptual processes. Participated in the charrette process for the architectural concept of new elementary schools in Cheyenne.

District Negotiations Team: Provided input as the elementary principal representative in the interest-based negotiations process with teachers and paraprofessional associations. 2010-2015, 2021

District Summer School Design Team: Constructed summer school programming to meet specific needs of students in language arts and math standards for Pre K-6 grades throughout the district.

Athletics and Activities Council: An elementary principal representative to provide input on district 4th – 12th grade athletics and activities.

District Steering Committee: Elementary principal representative in the creation of staff development days added to certified teacher contracts for upcoming negotiated agreements in the school district.

SPECIALIZED SKILLS & TRAINING

Marzano Research, High Reliability Schools: Facilitation of the 5 levels of operation in order to become a High Reliability School.

ATIXA Decision Maker: Trained as a district level administrator for Title IX issues.

Professional Learning Communities, Solution Tree: Widespread training and implementation and improvement efforts in leading staff at the building and district levels.

Balanced Leadership, McRel: Extensive training, implementation and mentoring in strategies of leadership.

COMMUNITY SUPPORT

Wyoming Children's Society, Support of local adoption agency through participation and volunteerism in multiple fundraising and family events throughout the community.

S.T.R.I.D.E. Learning Center, Volunteer in assisting in a variety of fundraising and support programming to benefit the special education students in the Laramie County Child Develop Center.

Wyoming Flight Basketball Club, Founder & Director: Began a non-profit 501(c) (3) organization consisting of 15 teams and multiple coaches for competitive youth basketball competition across the nation.

B.E.A.S.T. (Bringing Enrichment and Sports Together) - Consultant and Coach: Acted as a volunteer consultant and coach for new programming to Cheyenne in the area of student educational enrichment and remediation activities and athletics.

Athletics Coach: Volunteered as a youth coach for Cheyenne Soccer Association, Cheyenne Parks & Recreation, Cheyenne Junior League baseball, and the YMCA in multiple sports.

Basketball Official: Active member of the Wyoming High School Athletics Association and the Southeast Wyoming Officials Association. Certified basketball official for state and regional competitions.

REFERENCES

Dr. Margaret Crespo, Superintendent of Schools, LCSD #1 Margaret.crespo@laramie1.org	2810 House Ave. Cheyenne, WY 82001	307-630-4347 (c) 307-771-2121 (w)
Vicki Thompson Assistant Superintendent of Human Resources, LCSD #1 Vicki.Thompson@laramie1.org	2810 House Ave. Cheyenne, WY 82001	307-630-1756 (c) 307-771-2316 (w)
Brook Yearsley, Principal Alta Vista Elementary, LCSD #1 Brook.yearsley@laramie1.org	1514 East 16 th St. Cheyenne, WY 82001	307-214-5826 (c) 307-771-2310
Holly Burningham, Principal Pioneer Park Elementary, LCSD #1 Holly.burningham@laramie1.org	1407 Cosgriff Ct. Cheyenne, WY 82001	307-630-8762 (c) 307-771-2316 (w)
Mary Beth Emmons, Principal Davis Elementary, LCSD #1 Marybeth.emmons@laramie1.org	6309 Yellowstone Rd. Cheyenne, WY 82009	307-631-9114 (c) 307-771-2600 (w)
John Weigel, Assistant Superintendent of Human Resources, (former) LCSD #1 John.weigel@laramie1.org	Jessi Dr. Cheyenne, WY 82009	307-351-3713 (c)
Dr. Mike Klopfenstein, (Retired) Assistant Superintendent of Instruction, LCSD #1 Klopfenstein@bresnan.net	Cheyenne, WY 82009	307-275-0307 (c)
Kirsten Rief, Teacher Meadowlark Elementary, LCSD #1 Kirsten.rief@laramie1.org	6325 Chief Washakie Rd. Cheyenne, WY 82009	307-287-2153 (c) 307-771-2260 (w)