



RENEE CALDWELL

PRINCIPAL

Veteran principal with 14 years of building leadership across elementary and high school. Turned around two state-identified schools, scaled instructional coaching models district-wide, and oversaw budgets up to \$9.4M. MN K-12 Principal License and Ed.S. in Educational Leadership.

CONTACT INFORMATION



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KEY SKILLS

- School turnaround and continuous improvement planning
- Multi-million dollar budget management and Title I allocation
- Master schedule design for secondary and elementary settings
- Instructional coaching and PLC implementation
- Teacher hiring, evaluation, and retention strategy
- MTSS and Tier 2/3 intervention systems
- Data analysis using MCA, NWEA MAP, and local assessments
- Family and community engagement in diverse communities
- Restorative practices and PBIS framework rollout
- Collective bargaining and union relations
- Strategic planning and school board reporting
- Teacher residency and university partnership development

PROFESSIONAL EXPERIENCE

Principal | Lakemont High School, Minneapolis, MN | 2019 – Present

- Lead a 1,280-student comprehensive high school with 94 certified staff and a \$9.4M operating budget.
- Moved school off the state's Comprehensive Support list in three years by rebuilding the master schedule around literacy and advisory blocks.
- Grew on-time graduation rate from 71% to 86%, with the largest gains among multilingual learners and students with IEPs.
- Restructured department chair model into 5 instructional leadership teams, freeing 11 hours per week of admin time for classroom coaching.
- Partner with University of Minnesota on a teacher residency that has hired 17 residents into vacancies since 2021.

Principal | Hawthorne Elementary, St. Paul, MN | 2014 – 2019

- Led K-5 building of 520 students; inherited school after two years of declining proficiency and a school board audit.
- Brought math proficiency from 39% to 67% over four years by adopting a coached PLC model and Tier 2 number sense blocks.
- Hired and onboarded 22 new teachers, with 19 still in the building or district at end of tenure.
- Reorganized Title I spending of about \$640K toward early literacy specialists and family literacy nights.
- Recognized by MN Department of Education as a Reward School in 2018.

Assistant Principal | Northgate Middle School, Bloomington, MN | 2011 – 2014

- Co-led 680-student middle school; owned discipline, attendance, 504 plans, and 7th grade instruction.
- Built positive behavior framework that cut office referrals by roughly a third year over year.
- Coordinated state testing for three years with no chain-of-custody or accommodation findings.
- Coached 15 teachers through formal evaluation cycle and supported two through PIP to retention.

Instructional Coach, Secondary Math | Bloomington Public Schools, Bloomington, MN | 2009 – 2011

- Coached 27 middle and high school math teachers across four buildings on standards-based grading and discourse routines.
- Designed district summer institute attended by 110 teachers two years in a row.
- Co-authored district scope and sequence for grades 6-10 still in use.

EDUCATION

Ed.S. in Educational Leadership, University of Minnesota, 2013

M.Ed. in Curriculum and Instruction, St. Cloud State University, 2008

B.S. in Mathematics Education, University of Wisconsin-Madison, 2004

Minnesota K-12 Principal License (active)

Minnesota K-12 Superintendent License coursework completed, 2022

National Institute for School Leadership (NISL) Executive Development Program,
2020