

# RANDALL D. WATSON

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## FORMAL EDUCATION

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Kansas State University: Manhattan, KS - **Doctor of Education Degree** (1990)  
Major in Secondary Administration, District Level Certification:  
Major emphasis in School Law, Curriculum Development and Instructional Leadership

Kansas State University: Manhattan, KS - **Master of Science Degree** (1984)  
Major in Secondary Administration, Building Level Certification:  
Major emphasis in Staff Supervision and Staff Development

Kansas State University: Manhattan, KS - **Bachelor of Science Degree** (1981)  
Major in History - Minor in Political Science and Coaching  
Coaching Certification: Major emphasis in Basketball, Football and Volleyball

Field Kindley Memorial High School: Coffeyville, KS Diploma (1977)

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## PROFESSIONAL WORK EXPERIENCE

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Kansas State Department of Education, Topeka, KS (2014-present)  
Commissioner of Education

USD #418, McPherson Public Schools, McPherson, KS (2005-2015)  
Superintendent of Schools

USD #418, McPherson Public Schools, McPherson, KS (1993-2005)  
Assistant Superintendent for Curriculum, Instruction  
Staff Development, Federal Programs, Technology and Personnel

Baker University, Baldwin, KS (2012)  
Adjunct Professor  
Courses taught include Leadership in Administration

Kansas State University, Manhattan, KS (2003-06)  
Assistant Professor in Educational Leadership  
Designed and implemented Leadership Academy for administrators and teachers

Wichita State University, Wichita, KS (1999-2009)  
Adjunct Professor in Curriculum and Instruction  
Taught entire masters level program in McPherson for cohort group

Kansas State University, Manhattan, KS (1992-2005)  
Adjunct Professor in Curriculum and Instruction

Courses taught include Accountability Instruction I and II, Teacher Expectations for Higher Achievement (TESA), Curriculum Development and Innovative Practices in Elementary and Secondary Schools

USD #333, Concordia High School, Concordia, KS (1990-93)  
High School Principal

USD #333, Concordia High School, Concordia, KS (1987-90)  
Assistant Principal and Activities/Athletic Director

USD #385, Andover High School, Andover, KS (1984-87)  
Social Studies Instructor, Head Boys Basketball Coach, Head Girls Volleyball Coach and Assistant Track Coach

USD #240, Tescott High School, Tescott, KS (1981-84)  
Social Studies Department Chairman, Instructor, Head Boys Basketball Coach and Head Girls Volleyball Coach

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## **DISTRICT AND BUILDING LEADERSHIP QUALITIES**

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### **Leadership as Commissioner of Education in Kansas**

Re-established vision for Kansas Education (2021-22)  
Authorized Task Force on High School Graduation Requirements (2021-22)  
Authorized Task Force on Oversight of Federal COVID Relief Money for Education (2021-24)  
Authorized Blue Ribbon Task Force on Bullying (2018)  
Authorized Blue Ribbon Task Force for Teacher Vacancy and Supply (2017)  
Developed a new vision for Kansas Education (2015)

### **Leadership in McPherson**

Led successful bond issue election (82% YES vote) for additions to three elementary schools, remodeling of three schools and the building of a new career tech building, McPherson Public Schools (2013),  
Developed the C<sup>3</sup> – Citizenship, College and Career Program which included the first federal waiver from No Child Left Behind granted to a school district (2009-2015),  
Developed Bullpup Scholars, a program for high achieving students, breaking down the barriers of gifted education and high achieving students (2011-2015),  
Assisted in developing a new teacher evaluation document based on the work of Charlotte Danielson for professional level teachers (2005),  
Developed a district staff development program incorporating the best practices in brain based learning (Quantum Learning), mathematics instruction (Sandy Atkins) and reading instruction (2002-2015),  
Assisted in developing Super Camp, a summer camp for McPherson County students in grades 5, 6 and 7 that develops leadership skills (2004-07),

Developed a unique staff development program entitled the McPherson Post Masters Project,

allowing McPherson teachers to work on advanced graduate level coursework without the cost of college tuition (2004-present),  
 Developed and brought to McPherson a Masters Degree program in curriculum and instruction through Wichita State University (1999-03),  
 Developed online and face-to-face study groups for continued learning for teaching staff and principals, McPherson Public Schools (1997-2005),  
 Pilot Quality Performance Accreditation schools, McPherson Public Schools (2004-05),  
 Standards of Excellence, with all attendance centers achieving Standard of Excellence in at least one curricular area, McPherson Public Schools (1994-2013),  
 Developed a strong Advanced Placement program which has seen an 800% increase in number of students taking Advanced Placement courses and exams since 1996 (1996-2015),  
 Successful bond issue election for new elementary school, remodeling of schools and warehouse, McPherson Public Schools (1994),  
 Successful local option budget referendum, McPherson Public Schools (1997),  
 Developed a K-5 Balanced Literacy process to help all students read at their appropriate instructional level, increasing time devoted to reading instruction, McPherson Public Schools (1999),  
 Developed a national charter school for students who were not successful in a traditional school setting, McPherson Public Schools (1998),  
 Developed for the high school, a high-tech Technology Learning Center integrating academic and vocational interest where students work on technical projects, McPherson Public Schools (1997-98),  
 Developed a comprehensive district school improvement plan, including high standards of achievement, before and after school tutoring and mandatory summer school for students not reaching mastery, McPherson Public Schools (1996-2015),  
 Developed a K-3 reading program entitled Reading Acceleration Program (RAP), modeled after Reading Recovery, McPherson Public Schools (1995),  
 Developed a new high school social studies program, changing from a traditional world history, American history and American government format to a three-year integrated, thematic social studies utilizing technology and primary sources, McPherson Public Schools (1996-2015),  
 Developed a comprehensive technology plan which included wide and local area networking, high speed internet access for all students, district wide e-mail and universal standards, McPherson Public Schools (1996-present), and  
 Developed and implemented a University Prep and Tech Prep, curriculum, including the development of five-year plans for all high school students, McPherson Public Schools (1994-2009).

### **Leadership in Concordia, Andover, Tescott and in College**

Developed and implemented a College Prep, Tech Prep, and Work Prep curriculum, including development of four-year plans for all high school students, Concordia High School (1992-1993),  
 Developed and led an Outcome Based/Quality Performance Accreditation plan through North Central and as one of the first fifty pilot districts with the Kansas State Department of Education, Concordia High School (1992-93),  
 Developed a four-year computer utilization plan including the networking of 117 computers at Concordia High School (1991),  
 Developed a Renaissance/Student Achievement and Recognition Program, Concordia High School (1991),  
 Co-Developed a Student Tutoring Program, USD #333 (1990),  
 Developed an At-Risk Student Program, USD #333 (1989),

Developed a Career Ladder Salary Concept for Negotiations, USD #333 (1989),  
Developed a Staff Development Plan for USD #333 (1989),  
Co-Developed an Effective School Program for USD #333 (1988-89),  
Developed an Effective School Five-Year Curriculum Plan for USD #333 (1988),  
Developed 7-12 Athletic Program including job descriptions and supplemental salary schedule overhaul, Concordia High School (1988),  
Developed an Inservice for Coaches, Coaches at Risk, Concordia High School (1988),  
Chairman of Principal Advisory Committee, Andover High School (1986-87),  
Chairman of Social Science Department, Tescott High School (1981-84) and  
Vice President, Historian, Athletic Director, Rush Chairman and Alumni Relations  
Director of Delta Sigma Phi Fraternity, Kansas State University (1977-81).

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## **PROFESSIONAL LEADERSHIP QUALITIES**

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Board of Directors, The Council of Chief State School Officers (2024-present)  
Member of The Council of Chief State School Officers (2015-present)  
Board of Directors, Kansas/Missouri Superintendent Forum (2014-2015)  
Member of School Research Nexus Superintendents (2014-2015)  
President of Kansas School Superintendent Association (2012-13)  
Executive Board Member of Kansas School Superintendent Association (2011-14)  
Member of the Mid-American Association of Superintendents (2005-2015)  
ETS superintendent national standards panel at Princeton (2012)  
Chairman of Council of Kansas School Superintendents (2010-11)  
Chairman of Kansas Advanced Placement Council (2007-present)  
Member of the Ewing Kauffman Kansas/Missouri Superintendent Forum (2000-2015)  
Member of Kansas QPA Advisory Council (2006-09)  
Chairman of Teacher Advisory Council, Kansas State University (2002-05)  
Member of USA KPERS Committee (2004-05)  
Chairman of Quality Performance Accreditation Teams:  
    Coffeyville Public Schools (1994-99), Hutchinson Public Schools (1994-97),  
    Maize Public Schools (2000-05), Salina Public Schools (1997-05),  
    Whitewater/Remington Public Schools (1998-03) and  
    Dodge-Edison Elementary School - Wichita, (1996-2001)  
Chairman of North Central Outcome Accreditation Teams:  
    Clay Center High School (1992-96) and Osage City High School (1992-95)  
Member of Advisory Council for Classroom Technology Course Design, Kansas State  
    University (1996-2005)  
Chairman of Staff Development Committee, Educational Services and Staff Development  
    Activities of Central Kansas (ESSDACK) (1994-96,)   
Member of Data Collection Committee for designing QPA software statewide, Kansas State  
    Board of Education (1995-99)  
Member of QPA Committee on Diverse Populations, State Board of Education (1992-94)  
Co-Chairman of Beginning Principal's Workshop, Kansas Association of Secondary School  
    Principals (1992)  
Chairman of USA Ethics Committee (1991-94)  
Member of Board of Directors, Kansas Association of Secondary School Principals (1992-94)  
North Central Evaluation Visitation Team Member, Winfield High School Evaluation (1986)  
Chairman of State Volleyball All-State Team Selection Committee (1986)  
Head Negotiator for Teachers, Tescott High School (1984)

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## PROFESSIONAL MEMBERSHIPS

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American Association of School Administrators  
Kansas School Superintendents Association  
United School Administrators  
Association for Supervision and Curriculum Development  
Kansas Association for Supervision and Curriculum Development  
National Association of Staff Development  
Phi Delta Kappa Educational Fraternity

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## HONORS

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Dan and Cheryl Yunk Award for Excellence in Educational Administration, Kansas State University (2025)  
Distinguished Alumni Award, Field Kindley High School, Coffeyville, KS (2025)  
Governor's Award, Kansas State High School Activities Association (2021)  
Outstanding Service Award, United School Administrators (2020)  
President's Award, Kansas Association of Health, Physical Education, Recreation and Dance (2018)  
Champion of Character Award, Kansas Character Council of Kansas (2018)  
Kansas Superintendent of the Year (2015)  
Superintendent of the Year, Destination Imagination Kansas (2015)  
President, Kansas Association of School Superintendents (2013)  
Meritorious Service Award, Heart of America Volleyball (2013)  
Excellence in Educational Leadership, The University Council for Educational Leadership (2003)  
Kansas State University Education Alumni Fellow (2002)  
Leadership Kansas, Class of 1999  
Kansas Principal of the Year for Technology Education, Kansas Association of Educational Communications and Technology (1994)  
Kansas Area III Principal of the Year, Kansas Association of Secondary School Principals (1993)  
Distinguished Principal of the Year for Theater, Association of Kansas Theater (1992)  
Phi Kappa Phi Honorary, Kansas State University (1984)  
Dean's Honor Roll, Kansas State University (1979-81)  
Outstanding Athlete, Delta Sigma Phi Fraternity (1979)  
Society of Distinguish American High School Students (1977)

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## PUBLICATIONS AND PROFESSIONAL PRESENTATIONS

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### **Kansans Can: Redesigning Education in Kansas**

Watson, Randy (2020) "Kansans Can: Redesigning Education in Kansas," *Educational Considerations*: Vol. 46: No. 2. <https://doi.org/10.4148/0146-9282.2243>

## **Leadership In Kansas**

Watson, Randy (2016) "Introduction to the Special Issue: Leadership in Kansas for the 21st Century," *Educational Considerations*: Vol. 43: No. 4. <https://doi.org/10.4148/0146-9282.1001>

## **McPherson C<sup>3</sup> – Citizenship, College and Career**

McPherson has hosted 22 school districts in our school district to share the process and product that our district has developed (2011- 2015)

## **Are We Losing our Minds?**

Keynote presentation to the ACT annual state conference (2014)

## **Building Success for Every Student**

Keynote presentation to the ACT annual state conference (2013)

## **McPherson's C<sup>3</sup> Program and the relationship to Career/Technical Education**

Keynote presentation to the Kansas Career and Technical Education fall conference (2012)

## **Planning for Change**

Presentation to the Kansas Association of School Board Annual Convention (2012)

## **Social Studies for the 21<sup>st</sup> Century**

Presentation given to the International Visitor Exchange sponsored by the Kansas State Department of Education (2005)

## **Designing a Standard Based Reporting System**

Work accomplished with the Francis Howell School District, St. Charles, MO (2002-03)

## **The Timeline of Your Life**

Keynote presentation to the state university and college admission directors of Kansas and Nebraska (2002)

## **Developing a Passion for Leadership**

Keynote presentation to the state Kansas Leadership Forum (2001)

## **QPA - The Basics to the Present**

Staff development program designed for the ESSDACK Service Center Hutchinson, KS (2001)

## **Making a Difference in Your Life and the Lives of Students**

Keynote presentation to the state Kansas Family, Career and Community Leaders Organization (2001)

## **21st Century Personal Leadership Development**

Year long program presented to Leadership McPherson Board of Directors, Leadership McPherson Class of 2001, United Way Board of Directors and Leadership Kansas (1999-2005)

## **Building a Successful K-12 Mathematics Program for all students**

Staff development for Denver, CO public schools, Lee's Summit, MO public schools, Milwaukee, Wisconsin Public Schools, St. Charles, Missouri public schools and Kansas City, KS public schools (1997-2004)

## **The Community Technology Center, *A Quality School to Work Environment for the Entire Community***

Educational Excellence Grant for \$202,400.00 to build a high school and community technology learning center (1997)

## **Textbooks are History at McPherson High School**

Keynote presentation to the IBM national executive conference, Las Vegas, NV (1995)

## **Integrated-Thematic High School Social Studies for the 21st Century**

Educational Excellence Grant for \$77,000.00 to integrate social studies curriculum with high end technology, Kansas State Department of Education (1994)

## **Accountability Learning and Outcome Based Education**

Year long Staff Development for McPherson USD 418 (1994-2015)  
**Teacher Expectations for Student Achievement (TESA)**  
Year long Staff Development for McPherson USD 418 (1993-2000)  
**Accountability Learning and Outcome Based Education**  
Year long Staff Development for the Smoky Hill Educational Service Center (1993-95)  
**How to Design a QPA School from the Ground Up**  
Year long Staff Development for the North Central Kansas Educational Service Center (1993)  
**Raising Standards for All Kids, A Nuts and Bolts Approach to QPA, Tech Prep, North Central and Outcome Based Education**  
Keynote presentation to the Kansas Association of Secondary School Principals, Wichita, KS (1992)  
**The Integration of Academic and Vocational Education, A Principal's Perspective**  
Presented to the Kansas State Board of Education State Conference on Curriculum Integration, Kansas City, KS (1992)  
**How to Design a School for Outcome Success**  
Presented to the Third Annual Effective Schools Conference, Wichita, KS (1992)  
**Integrating Academics with Vocational for all Kids**  
Presented to the Kansas Association of Vocational Agriculture Teachers, Salina, KS (1992)  
**Building a School Profile to meet NCA and QPA Standards**  
Keynote presentation to Kansas Association of Secondary School Principals, Wichita, KS (1991)  
**Teachers and Classroom Liability**  
Presented to the College of Education Teacher Career Day, Kansas State University (1991, 1992)  
**Accountability Learning and Outcome Based Education**  
Year long Staff Development for USD #333 teachers (1991-93)

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## COMMUNITY LEADERSHIP ACTIVITIES

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Attorney General Youth Suicide Task Force Member (2018)  
Founder and Director of the Kansas Volleyball Club for girls ages 10-18 (1997-present)  
Board of Directors, Go McPherson (2008-2015)  
YMCA Board of Directors (1998-2009)  
Co-Chairman of Capital Development Committee (2003-2015)  
Chairman of Properties (2000-02)  
Chairman of Fund Raising (2000)  
Co-Chairman of Fund Raising (1999)  
Leadership McPherson Board of Directors (1996-04)  
President (2000-02)  
McPherson Super Camp Committee (2004-06)  
Chairman of Vision 2010 for McPherson County (2002-04)  
McPherson All Schools Day Chairman 1997-98, Board member (1995-2000)  
McPherson Red Cross Executive Board and Vice-President (1996-99)  
American Heart Association Board of Directors (1996-99)  
YMCA Building and Grounds Committee (1995-99)  
McPherson Area Health Council Member (1995-98)  
Leadership McPherson, Class of 1995

United Way Team Captain and Volunteer (1995-2004)  
United Methodist Church Member

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## **HOBBIES AND PERSONAL INTERESTS**

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Leadership, sports, reading and weight conditioning.