



# INDIANA UNIVERSITY

## SCHOOL OF EDUCATION

Department of Educational Leadership  
and Policy Studies

### Work Experience

July 1, 2021 -present    Indiana University    Bloomington, Indiana

#### *Clinical Assistant Professor*

- Teach graduate courses in the School of Education
- Current courses include The Principalship, School Finance, Building Level Practicum
- Other courses taught: School Personnel, School Facilities, District Instructional Frameworks

July, 2019 -July, 2021    Hoosier School Services LLC    Mooresville, Indiana

#### *Owner*

- Provide consulting services to school districts in the areas of: school finance, budgeting, process reviews, school board training, superintendent & CFO mentoring/coaching/training, and how to manage declining enrollment.
- Current client list includes eight districts working in various capacities
- Provide contract reviews for IEERB
- Held interim superintendency at Shelby Eastern (July - December 2019)

January 2020 -June 2021    Indiana University    Bloomington, Indiana

#### *Adjunct Faculty Member*

- Teach courses in the School of Education for graduate students
- Courses scheduled include School Personnel Management, School Facilities, School Finance

May, 2014-June, 2019    MSD of Martinsville    Martinsville, Indiana

#### *Superintendent*

- Major facility upgrades at buildings including closing elementary school due to enrollment declines, moving five other offices and selling three buildings, consolidating middle schools into one building, two bond issues and one leasehold issue to upgrade 40- and 50-year-old buildings, most with original HVAC systems, major high school upgrade including complete remodel of science classrooms, new HS siding project, track and pool upgrades, and roofing project.
- Upgraded district wide technology including bandwidth, access points, and server to go 1:1, K-12 during 16-17 school year. During 17-18, the district focused on e-learning for students.

- Responsible for entire district budget of \$30.2 million, used line item budgeting to build budgets for general fund, transportation, and bus replacement, cut over \$3 million from budget during four years to eliminate deficit financing and build cash balance to over 20% of general fund balance.
- Oversee human resources function at district including implementing PPACA healthcare rules, time clocks, job descriptions, RISE evaluation system, and district recognition programs like Teacher of the Year and Walk the Talk Awards
- Started STEM Academy at one elementary school; secured Dual Language Immersion Grant and in third year of program, worked with special education staff to implement, ESSA and reduce overall time students are pulled out; worked with Eleven Fifty Academy to bring coding to every school in district, supported start of an agriculture magnet elementary school and an elementary fine arts academy
- Several RFPs were conducted to get improved pricing for district, including a change to an insurance trust to save over \$81,000
- Partnered with several organizations in Central Indiana to increase programming in district, active member of local community attending over 100 evening and weekend events throughout each school year
- Updated all policies, district was over 2 years behind in updates
- Bargained reopener on long term eight- year contract including transitioning contract to new compensation model and new evaluation system.
- Member of South Central Indiana School Insurance Trust, Build Your Future Indiana, Martinsville Chamber, I69 Stakeholder Committee, State Special Education Advisory Committee

October 2013- June 30, 2014      Central Indiana Educational Service Center      Indianapolis, Indiana  
*Executive Director*

- Responsible for entire service center operations and management

Divisions include: Absence Management, Indiana Online Academy, Driver Education, 21 Century After School Programs at Pike Middle and Elementary Schools, Cooperative Purchasing, PATINS Assistive Technology Program, and Challenger Center of Indianapolis

- Oversee the following programs for State of Indiana  
 Indiana Visiting Teacher Program (30 teachers placed throughout the state)  
 ISESC Worker's Compensation Insurance Trust- Chairman of the Board
- Board member for Hoosier School Benefit Health Insurance Trust
- Work with 23- member school districts throughout the Central Indiana Area including coordinating and developing programs to benefit the schools and create greater economic efficiency.
- Conduct On Site Curriculum Program Reviews for member schools including a team member of over 100 classroom observations. Authored comprehensive program review for local school district including historical data review, classroom observation, and focus groups.

2012-October 2013                      Central Indiana Educational Service Center                      Indianapolis, Indiana  
*Chief Financial Officer*

- Responsible for \$9 million budget
- Perform all of the human resource management functions
- Instituted a series of cost cutting measures including renegotiating of vendor contracts, changing processes, and implementing economic efficiencies to trim expenses.
- Work with business officials at 23 school districts represented by CIESC
- Created internal control procedures to ensure compliance with IRS and State Board of Accounts regulations

January – May 2012                      Eminence School Corporation                      Eminence, Indiana  
*Superintendent Internship*

- Interned with Superintendent Murray Pride
- Develop Classified Staff Policy Manual
- Worked with other policy documents as needed by Superintendent Pride

1998-2012                                      Monroe-Gregg School District  
Monrovia, Indiana

*Monrovia High School Business & Computer Teacher*

- Instructor of computer applications, business law, personal finance, advanced computer applications, and student publications
- Yearbook sponsor                      2001-present
- Newspaper sponsor                      1999-2004

1995-1999, 2007-present                      Moore Accounting                      Mooresville, Indiana  
*Owner*

- Owned and operated a local public accounting firm
- Specialized in accounting for individuals, not-for-profits and small businesses
- Experienced in personal financial consulting and stock portfolio management

1991-1995                                      Indiana State Board of Accounts                      Indianapolis, Indiana  
*Field Examiner*

- Audited financial records of schools, counties, cities, towns, and other local governmental units in Central Indiana
- Participated in audits of eight schools both small and large in Bartholomew, Johnson, Monroe, Hendricks, and Morgan counties

Education

2006 – 2011                                      Indiana University                      Bloomington, Indiana

- Educational Doctorate Degree
- GPA: 3.98/4.0
- Major: Educational Leadership                      Minor: Curriculum Studies
- Dissertation Topic: *Succeeding at Failure: The Educational Experiences of Marginalized, Rural, White Males*

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| 2006 – 2010   | Indiana University   | Bloomington, Indiana  |
|               | <ul style="list-style-type: none"> <li>● Educational Specialists' Degree</li> <li>● GPA: 3.98/4.0</li> <li>● Major: Educational Leadership                      Minor: Curriculum Studies</li> </ul> |                       |
| 1998- 2003    | University of Indianapolis   | Indianapolis, Indiana |
|               | <ul style="list-style-type: none"> <li>● Master of Arts Degree in Education</li> <li>● Area of concentration: Curriculum and Instruction, emphasis on Educational Technology</li> </ul>              |                       |
| 1995- present | Certified Public Accountant  | Indianapolis, Indiana |
|               | <ul style="list-style-type: none"> <li>● Passed CPA Exam on first attempt, April 1993</li> </ul>   |                       |
| 1988-1991     | Indiana University, Kelley School of Business  | Indianapolis, Indiana |
|               | <ul style="list-style-type: none"> <li>● Bachelor of Science Degree with high distinction</li> <li>● Area of concentration: Finance</li> <li>● Minor: Economics</li> </ul>                           |                       |

*Publications & Presentations*

- Moore, M. (2022) Presenter at Indiana School Nutrition Conference. Topic: “Planning for the Next Crisis”
- Moore, M. (2022) Presenter at Indiana Coalition for Public Education Panel: “Public School Funding and Taxation”.
- Moore, M. (2022). Presenter at Indiana School Nutrition Conference. Topic: “Program Management and Accountability”
- Moore, M. (2021). Presenter at Indiana School Nutrition Conference. Topic: “Visionary Leadership”
- Moore, M. (2021). Presenter at Indiana School Nutrition Conference. Topic: “Program Accountability and Ethics”
- Moore, M. (2021). Presenter at Indiana School Nutrition Conference. Topic: “Planning for the Next Crisis”
- Moore, M. (2021). Presenter at Indiana School Nutrition Conference. Topic: “Facilities Planning and Management”
- Moore, M. (2020). Indiana School Nutrition Association Certified Course Writer: Course: “Program Management and Accountability”
- Moore, M. (2020). Indiana School Nutrition Association Certified Course Writer: Course: “Planning for the Next Crisis”
- Moore, M. (2020). Indiana School Nutrition Association Certified Course Writer: Course: “School Policy and Procedures”
- Moore, M. (2020). Indiana School Nutrition Association Certified Course Writer. Course Update: “Human Resource Management”

- Moore, M. (2019). Presenter at IAPSS/ISBA Joint Conference. Topic: “Growing Cash with Declining Enrollment”
- Moore (2019) Panelist at IASBO Annual Conference. Topic: “Connected Learning”
- Moore, M. & Niedemeyer, B. (2019) Presenters at IASBO Annual Conference. Topic: “Safety, SEL, & the Return to a New Normal”
- Moore, M. (2019). Presenter at Indiana School Nutrition Conference. Topic: “Human Resource Management”
- Moore, M. (2019). Presenter at Indiana School Nutrition Conference. Topic: School Safety and Crisis Management Planning.
- Moore, M. (2019). Indiana School Nutrition Association Certified Course Writer. Course: “Program Planning and Accountability”
- Moore, M. (2019). Indiana School Nutrition Association Certified Course Writer: Course: “Visionary Leadership”
- Moore, M. (2019). Indiana School Nutrition Association Certified Course Writer: Course: “Human Resources Management”
- Moore (2018). *The Journal: The Magazine of the Indiana School Boards Association*, “Making Sense of Cents”
- Moore, M. (2017) Presenter at Martha McCarthy Law Institute, Indiana University. Topic: Hot Topics 2016-2017
- Moore, M. (2016). Presenter at Martha McCarthy Law Institute, Indiana University. Topic: “Panel on the Fourth Amendment, Student/Employee Privacy and Technology and Ethics”
- Moore, M. (2015). IAPSS Aspiring Superintendents’ Academy, Panelist: “Advice from Practicing Superintendents”
- Peer Reviewer for *International Journal of Education (2011-2014)*
- Moore, M. & Denton, L. (2007) Indiana Business and Marketing Education Conference Presenter, Topic: “Smalls Schools and Business Programs”

### Memberships

- Indiana Association of School Business Officials (IASBO)
  - Chief School Business Official Designation
    - Committee member: Finance Committee (2012-2014)
- Phi Lambda Theta Education Honor Society
- Beta Gamma Sigma Business Honor Society
- Monrovia High School Alumni Association
- Indiana University Alumni Association
- Indiana Construction Roundtable Foundation (2014-2020)
- Central Indiana Educational Service Center (2014-2019), Board President (2017-2019)
- State Textbooks Adoption Committee Member (2005) Business Textbook Adoption

### Awards & Honors

- Dean F. Berkley Emerging Leader Award from Indiana University School of Education (2014)
- Outstanding Business Professional of the Year—Martinsville Chamber of Commerce (2016)
- Author of Blog, *School Cents (2019-2020)*, for school treasurers and business managers