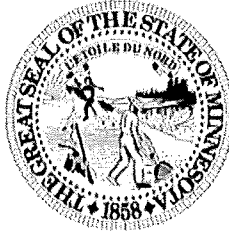


STATE OF MINNESOTA
Executive Department



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MAR 29 2021

Governor Tim Walz

President of the Senate

NOTICE OF APPOINTMENT

Heather Mueller

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed you to the office of:

Commissioner

Minnesota Department of Education

Effective: April 1, 2021

Expires: January 2, 2023

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

Signed and sealed March 16, 2021.



Handwritten signature of Tim Walz in black ink.

Tim Walz

Governor

Handwritten signature of Steve Simon in black ink.

Steve Simon

Secretary of State

Replacing: Mary Cathryn Ricker

Filed on March 16, 2021
Office of the Minnesota
Secretary of State,
Steve Simon

Dr. Heather Mueller

Leadership Philosophy

As a leader:

- I believe that I must be respectful of others, serve others, show justice, manifest honesty, and build community.
- I believe that the principles of ethics, my moral compass, and a student-centered focus must guide my actions.
- I believe a culture must be developed to meet the three basic human needs: to be valued, to belong, and to feel competent.
- I believe that communication must be clear, accurate, consistent, and two-way.
- I believe that the stories that are created by the behavior of the people who work within, and lead, the organization must be congruent with the values and beliefs espoused by the organization.
- I believe it is vital to be clear in setting standards of performance while attending to the personal and professional needs of the people with whom I work.

Educational Philosophy

As an educator:

- I believe that education is a fundamental human right. It is the passport to human development that opens doors and expands opportunities and freedoms (Declaration of Human Rights).
- I believe that our moral purpose is to ensure that our students, each and every one, has access, participates, is represented, and is valued, seen and heard every single day.
- I believe there is a difference between the notion that all children *can* learn and that all children *will* learn. I consistently work to ensure that all students will learn.
- I believe that authentic relationships founded upon mutual respect and trust, for my colleagues and our students and their families, is paramount to the success of all children.

Professional Experience

Minnesota Department of Education

2019-present

Commissioner of Education

April, 2021

- Leads the Department of Education -- an agency with more than 400 employees that serves almost 900,000 public school students as well as 562 public school districts and charter schools.
- Serves as a member of Governor Walz and Lt. Governor Flanagan's cabinet and top advisor on education policy, including developing and executing their Due North Education Plan to make Minnesota the Education State.

Deputy Commissioner

January, 2020-March, 2021

- Led and supervised all members of the Commissioner of Education's Executive Team including the Assistant Commissioner of the Office of Teaching and Learning, Assistant Commissioner for the Office of Student Health and Well-being, Chief Financial Officer, Director of American Indian Education, Director of Communications, Director of Government Relations, Director of Human Resources and Agency Services.
- Served as a senior member of the Commissioner of Education's cabinet, leading the agency's efforts on high profile issues including COVID response and recovery, legislative outreach, budget negotiations, education reform and community engagement.
- Directed Governor Walz's Education and Child Care Workgroup, an enterprise-wide group that was developed during the pandemic to bring together experts from the Minnesota Departments of Education; Health; Human Resources; and the Children's Cabinet to lead the COVID response for Minnesota's education and child care sectors, which included developing the *Safe Learning Plan*, Minnesota's localized, data-driven approach that kept our students and staff during the 2020-21 school year while prioritizing as much in-person learning as possible, and rolling out the vaccine to the roughly 236,000 workers in the education and child care workforce.
- Served as the public face for Minnesota's education COVID response, participating in high-level press conferences with Governor Walz and Lt. Governor Flanagan as well as testifying in front of the state legislature and leading engagement with education partners and community groups.
- Led the development of the Minnesota Department of Education's Strategic Plan, which is aligned to Governor Walz and Lt. Governor Flanagan's Due North Education Plan and resulted in four objectives: Every student deserves a world-class education; Every student deserves to attend a safe nurturing learning environment; Every student deserves to learn in a classroom with caring, qualified teachers; Minnesota Department of Education will provide leadership, support, and partnership to every public school district across the state.

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- Served as a senior member of the Commissioner of Education's cabinet leading the agency's efforts on high profile issues legislative outreach, budget negotiations, education reform and community engagement.
- Led, supervised, and provided vision for all Divisions of the Office of Teaching and Learning including Academic Standards, Assessment, Career and College Success, Early Learning, Equity and Opportunity, School Support, as well as oversaw the Office of Teaching and Learning budget and staffing.

Mankato Area Public Schools, Mankato, MN

Director of Teaching and Learning

2013-2019

- Served on the Superintendent Cabinet leading the district's work in Teaching and Learning, Community Education, Student Support Services, Human Resources, Budget and Operations, and the Strategic Roadmap and Measures.
- Supervised, evaluated, and supported District Principals and Directors based on leadership competencies including: strategic leadership, instructional leadership, managerial leadership, cultural leadership, communications leadership, district community leadership, and ethical leadership and provided professional learning for the District Leadership Team.
- Created, led, and implemented a district-wide Family Engagement model that included age-specific content, translation services, meals, and childcare.
- Oversaw the department of Teaching and Learning's multi-million dollar budget which was utilized to support the learning and engagement of over 9,000 students and 2,500 staff.
- Provided vision, leadership, and supervision for the 33 member team of the Teaching and Learning department including:
 - Assessment
 - The Assessment Department assists schools and the school district by collecting, interpreting, and communicating data. They also assist staff to integrate data into the district improvement process and encourages data-based decisions.
 - Career and College Readiness/STEAM
 - The Career & College Readiness department's work begins as early as elementary school to help students understand, explore, plan, and prepare for a world beyond high school. STEAM education experiences are provided for students from kindergarten through grade 12 using innovative, cooperative methods and interdisciplinary curriculum that embraces creativity as expressed through multiple intelligences with the goal of students becoming scientifically, technologically, and mathematically literate.
 - Curriculum and Instruction
 - The Curriculum and Instruction department ensures a comprehensive curriculum with differentiated programming options for all levels of learners. A results-based continuous improvement process is utilized to monitor curriculum content and instructional design to ensure that our students' learning meets all required Minnesota Academic Standards.
 - Education Technology and Informational Services
 - The Educational Technology and Informational Services department provides access to online communication and collaboration tools and maintains a robust and reliable network. They also provide technology solutions to support teachers, engage students, and assist in effective business operations.
 - Mentors
 - The Mentor team collaborates with new staff as well as our higher education partners to support aspiring teachers.
 - Professional Development
 - The Professional Development department provides teachers, administrators, and support services staff with comprehensive professional development offerings around standards-based practices in curriculum and instruction through an on-going, collaborative process that is systematic in nature and integrated into each individual building.
 - Student Support Services (Title and EL)
 - The Student Support Services department oversees the use of Federal funding to support meeting students educational needs. They also work to ensure English Learners are competent in the listening comprehension, speaking, reading, and writing of the English language in all content areas by supporting academic language development and achievement through quality and research-based curriculum, instruction, professional development, and parent involvement.
 - Talent Development
 - The Talent Development department believes that all students have gifts and talents, and that education should help students develop and discover these gifts and talents. Talent Development goals include: meeting students where they are at in order to bring out students' potential; nurturing students' passions and strengths to engage students in learning; challenging students in order to provide them with a purposeful and motivating education.

Mankato Area Public Schools, Mankato, MN

Professional Development Coordinator

2008-2013

Advancement Via Individual Determination (AVID) District Director

2011-2013

Positive Behavior Interventions and Supports (PBIS) District Coordinator

2011-2013

- Developed, communicated, and implemented Direction A (Developing Structures, Systems and Practice for Excellence in Leadership and Learning) of District Strategic Roadmap
- Assessed, monitored, and adjusted Direction A of District Strategic Roadmap
- Developed, communicated, and implemented the District-wide Professional Development Plan
- Led in the development of a Response to Intervention (RtI) framework (Multi-tiered System of Support) and problem-solving process
- Collaboratively developed and/or identified academic and behavioral interventions for Tiers 1, 2, and 3 of a Multi-tiered System of Support
- Developed processes for systematically training all administrators and staff in RtI and problem-solving
- Supported 15 schools in the implementation of Positive Behavior Intervention Supports (PBIS)
- Supported administrators, site coordinators, and site teams in the implementation of AVID
- Observed and evaluated AVID teachers
- Established and led the development and implementation of a Continuous Improvement Coach Model
- Provided direction, trained, oversaw, and organized Continuous Improvement Coaches
- Developed, directed, and supported administrators and their staff in organizational change and vision development
- Developed, communicated, and implemented District-wide Leadership Team training
- Lead district-wide Professional Development Advisory Committee
- Identified, consolidated, and distributed best-practice research concerning instruction and professional development
- Developed processes and provided training in instructional best-practices
- Developed processes and provided professional development opportunities for principals to support their staff both building-level and district-level initiatives
- Collaborated with all principals, leadership teams, and departments/grade levels to enhance professional development
- Evaluated Collaborative Team Action Plans
- Developed a process and provided training for all school district staff in understanding and implementing Minnesota Academic Standards
- Developed processes and provided training in developing Common Formative and Summative Assessments
- Served as Building Principal as needed
- Oversaw Professional Development Budget

Mankato Area Public Schools, Mankato, MN

Social Studies Teacher, Mankato West High School

1997-2008

Continuous Improvement Coach

2006-2008

- Instructed and facilitated five classes throughout a seven period day, including 9th Grade American Studies, 10th Grade American History, and 12th Grade Government
- Maintained a classroom environment completely focused on learning that established clear academic and behavioral expectations and promoted mutual respect
- Served as Site Leadership Team Chair and on the District Professional Development Advisory Committee
- Developed and implemented curriculum based on Minnesota Social Studies standards
- Supported Professional Development and Continuous Improvement
 - Provided support for the building principal and leadership team
 - Provided support for Professional Learning Communities (PLC) including data collection and analysis
 - Provided support for district-level professional development

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Professional Speaking Engagements and Awards/Recognition

- National Association for Gifted Children (NAGC) National Administrator Award Winner; 2018
 - Honors a school administrator outside the field of gifted education who has advanced gifted education in his/her school district.
- National Association for Gifted Children (NAGC) Presenter; 2015, 2016, 2017, 2018
- Professional Learning Community Seminar Keynote, South Central MN Learning Consortium; *Leading through Change: When All Means All*; June, 2013
- St. Peter Public Schools Opening Day Speaker; St. Peter, MN, August, 2012
- Professional Learning Community Seminar Keynote, South Central MN Learning Consortium; *PLC: Focusing on the Why*; June, 2012, June 2011, August 2011
- Montgomery-Lonsdale Public Schools Opening Day Speaker; Montgomery, MN, August, 2011
- Blue Earth Area Public Schools Opening Day Speaker; Blue Earth, MN; August, 2011

Professional Learning

- Systems Thinking and Development; Dennis Cheesebrow, Teamworks International, 2008-2019
- Mankato Area Public Schools Life Journey, 2017-2019
- It's Time to Talk: Forums on Race; YWCA, Fall, 2015-2019
- Advancement Via Individual Determination; 2011-2019
- National Association for Gifted Children, 2015-2018
- Beyond Diversity Training; MSU, Mankato 2016 and 2017
- Courageous Conversations about Race; MSU, Mankato 2016
- Greater Mankato Growth Leadership Institute; 2016-2017
- Standards-based Grading; Thomas Guskey, Fall, 2012
- Response to Intervention (RtI); SCRED; Summer, 2012
- Positive Behavior Interventions and Supports (PBIS); E E Associates; Summer, 2011
- Cognitive Coaching; Minnesota State University; 2011-2012
- Charlotte Danielson Framework for Teaching; MSU, Mankato; Spring, 2009
- Developing Common Formative Assessments; Solution Tree; Fall, 2009
- Pyramid of Interventions; Solution Tree; Fall, 2007
- Assessment Institute; Solution Tree; Summer, 2007
- Classroom Assessment; Stiggins; Spring, 2007
- Professional Learning Community Summit; Solution Tree; Spring, 2006 and 2009
- Linking Authentic Instruction to Students' Achievement Using Peer Coaching, 2000-2001

Education

<i>K-12 Administrative License</i>		2011
2010-2011, Minnesota State University, Mankato K-12 Administrative Licensure		
<i>Doctor of Education: Leadership</i>		2006
2001-2006, St. Mary's University of Minnesota Leadership: Organizational Analysis and Change		
<i>Master of Science</i>		2001
2000-2001, Minnesota State University, Mankato Educational Leadership		
<i>Bachelor of Arts</i>		1997
1995-1997, Minnesota State University, Mankato Secondary Social Studies Education		
<i>Up With People</i>		1995
1993-1995; International Service-learning Organization: Diversity Emphasis		
<i>Associate of Arts</i>		1993
1989-1993, Arizona Western College		

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