

**Aaron D. Shinn, Ed. Sp.**  
Lifelong Learner and Devoted Leader

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## Education and Certification

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### *Degrees Earned*

**Specialist in Educational Leadership:** Eastern Michigan University. MI 2021

**Masters in K-12 Administration:** Michigan State University. MI May 2010

**Bachelor of Arts:** Michigan State University. MI 2006

### *Certifications*

**K-12 School Administrator Certificate (ES) with Central Office Endorsement**

**Michigan Secondary Professional Certificate:** 6-12 History (CC) and Math (EX)

## Professional Experience

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**High School Principal-** Milan High School. Milan, MI 2016-Present

**Graduate-level Teaching-** Concordia University. Ann Arbor, MI 2022-Present

**Middle School Principal-** Zemmer Campus 8/9 Building. Lapeer, MI 2014-2016

**Principal and Chief Operations Officer-** Zemmer 8/9 and Rolland-Warner 6/7 Campuses.  
Lapeer, MI 2014-2015

**Assistant Principal and Athletic Director-** Lapeer West High School. Lapeer, MI 2012-2014

**Math and History Teacher-** Milan High School. Milan, MI, 2009-2012

**Math and History Teacher-** Waverly High School. Lansing, MI 2008-2009

**Math and History Teacher-** Ring Lardner Middle School. Niles, MI, 2007-2008

## Core Values and Beliefs

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As a school leader and educator at heart, I am guided and informed by several core beliefs and values:

- All students can learn when given a strong, innovative, research-based curriculum and fully vested and supported staff
- Leadership requires a commitment to each student and all community members
- Clear and constructive communication is essential to a successful leader
- A quality education relies on committed, caring, and continuously improving school leaders and staff members who work together with the community to create the best environment for learning

## Professional Contributions and Accomplishments

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### Human Resources

- Directly involved in recruiting, interviewing, and hiring both teaching and support staff
- Thrun Law Bargaining and Negotiating training and update sessions
- Led initiative for creative hiring and retention practices
- Led investigations of staff from various bargaining units
- Mentored administrators working with underperforming staff members
- Serve as a member of the MASAA and LSDAA negotiation team
- Thrun Law Title IX Sexual Harassment Comprehensive Training and Title IX Investigator Training

- Worked with MAS superintendent to take part in MAS negotiations across multiple bargaining units

#### Finance and Budgeting

- Managed the building budget, district athletic budgets, and I have been part of district negotiations
- Serve as a member of the MASAA and LSDAA negotiation team
- Actively participate in the design and fundraising for the creation and completion of a multi-million-dollar athletic complex
- Mentored by district superintendent and assistant superintendent in district finances and operations
- Involved in beginning stages of sinking fund planning and athletic facilities improvement
- Worked closely with CTE additional funding and grant-based funding

#### Leadership Development

- Superintendents Academy- Michigan Leadership Institute 2022-2023
- Attended various MASSP, MEMSPA, AdvancED, and other professional development seminars
- Taught graduate-level leadership courses to future educational leaders
- Work with county principals, local ISD, and local Universities to increase the pipeline of certified administrators and teachers
- Washtenaw County High School Principals Network co-facilitator
- Social Justice Leadership Network Beginner and Advance Course Trained

#### Flexibility, Creativity, and Dedication

- Given lead of districtwide AI early adopter task force
- Drive innovative and creative programs such as the Milan Center for Innovative Studies, Work Study programming and CTE programs
- Led the consolidation of two class A high school athletic programs as athletic director while also challenged with leading a new 8<sup>th</sup>/9<sup>th</sup> grade building.
- Successful consolidation as a building principal of two middle schools and a high school program into a cohesive 6/7 and 8/9 program
- Principal of a multiple levels of schools from 6/7 and 8/9 building in an urban area to my current role in a comprehensive 9-12<sup>th</sup> grade building in a semi-rural area
- Created and implemented professional development sessions
- START Project Training approved for students with ASD

#### Collaborative Culture

- K-12 Curriculum and Instruction Facilitator
- Worked directly with community colleges to increase access and programming for students
- Shifted school leadership, building PD, and school improvement team to a staff led model
- Coordinate parent communication and community involvement
- Invite school board members to building meetings and discussions
- Met with local officials to help with overall community engagement and growth within the schools
- Incorporated monthly coffee with the principal sessions
- Organized community wide learning surveys
- Led a revamped MTSS program at the secondary level (6-12)
- Led initiative for building-wide special education tier three intervention program
- Participated in curriculum review and application to ensure at-risk students have access to NCAA sports
- Implemented changes in classroom which focused on curriculum design, data usage, and best practices

## Supervision and Evaluation

- Successfully supervised, coached, and evaluated a wide range of staff
- Trained Facilitator of the Charlotte Danielson Framework
- Mentored and evaluated staff on IDP's as well as helped other administrators working with certified staff on IDP's
- Worked with district level staff on incorporating district level evaluation tools and procedures

## Professional Skills

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- Understand importance of clear communication with all members of the educational community.
- Provide long range planning and strategic initiative strategies
- Possess ability to work efficiently and effectively with others in difficult situations and creates and adapts when working in difficult situations
- Perform well under strict timelines and with specific budget constraints
- Provide customized professional learning for staff members
- Continually search for professional development and educational opportunities
- Ability to communicate with and motivate students

## Social Media and Technology

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Google Suite - Microsoft Suite - Frontline Suite -PowerSchool - School Messenger - PC/Apple Proficient - Google Classroom - Instagram - Facebook

## Professional Memberships

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- District Administration, National Staff Development Council, Association for Supervision and Curriculum Development, NASSP, MASSP, Michigan Leadership Institute

References

Ryan McMahon  
Assistant Superintendent  
Milan Area Schools



Julie Mossburg  
Teacher and MEA Building Rep.  
Milan High School



Michael Kapolka  
Superintendent  
Chelsea School District



Dr. Ryan Rowe  
WISD CTE Director  
WISD



Dr. Holly Heaviland  
Executive Director of Achievement  
Washtenaw Intermediate School District



Lon Smith  
Student Services Director  
Milan Area Schools



Bryan Girbach  
Superintendent  
Milan Area Schools



Kim Jasper  
Principal  
Saline Area Schools



Sean Desarbo  
Principal  
Paddock Elementary School



Tom Faro  
Milan School Board Treasurer



More references available upon request.