

LACEY GOSCH, Ed. D

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Leader in Education

Lead with Integrity...Build Relationships...Achieve Results

High performing leader dedicated to fostering quality instructional programs, building culturally rich educational organizations, developing systems thinking practices, and ensuring equity of organizational resources to support quality and excellence within school systems. Experienced with managing daily operations and ensuring optimal flow of activities while monitoring performance and building capacity among employees to strengthen the organization. Consistently seeks opportunities for change, growth, and improvement of operations and systems to achieve the vision and mission of the district. Collaborates proficiently with all personnel to foster a cohesive environment.

- Operations Management
- Hiring & Recruiting
- Staff Development & Leadership
- Safety and Security
- Program Development
- Budget Planning
- Technology Innovation
- Accountability & Testing
- Curriculum & Instruction Development

Career Experience

Assistant Superintendent of Technology, Judson ISD, Live Oak, Texas 2021 to Present

Provides leadership and direction for district technology operations covering both technical and instructional technology programs. Supervisory and Management guidance over Network Services, Systems and Cybersecurity, Instructional Technology, Library Services, School Safety and Security, PEIMS and Student Data Services, Records Management, Instructional Materials, and Desktop Services. Serve as a member of the Superintendent Cabinet.

- Implemented Technology Integrated Model Classrooms across all campuses in collaboration with the Office of Innovation and the Systems of Great Schools Project to include the integration of Interactive Panel Technologies, Flexible Seating, Reduced Carbon Footprint Technologies, and Integrated Teaching Models.
- Developed 1:1 technology program for all grades to include PK3 through 12th Grade
- Founded the Office of Cybersecurity within the Technology Department by integrating Systems and Infrastructure under strong leadership.
- Implemented cybersecurity measures to include Unified End Point Management, Immutable Backup Systems, Single Sign-On Technologies, Phishing and Email Security, Student Monitoring Systems to support Social and Emotional Learning, and Multi-Factor Authentication.

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- Developed pricing, outlines, and projects related to Safety and Security for the 2023 Bond projects to include the expansion of the district network and two new school facilities.
- Fostered collaboration between curriculum, facilities, innovation, and operations to ensure effective and efficient programming and operations.
- Developed the Safety and Security Department for Judson ISD organizing the functionality of the department to meet compliance to maintain consistency and continuity across the district.
- Budgeted, managed, and allocated departmental and district technology budget of \$11 million annually; budgeted and managed bond allocations of \$81 million 2022-present

Chief Academic Officer/Assistant Superintendent, Navarro ISD, Seguin, Texas 2014 to 2021

Demonstrate leadership overseeing daily operations of various academic aspects (Technology/Network Services, Instructional Technology, Special Education, Curriculum and Instruction, Special Programs, Professional Development, District Advisory Committees, School Improvement, Counseling Services, Libraries, Accountability and Testing). Skillfully manages fiscal activity, equipment, and human resources functions to drive achievement of goals. Adheres to all regulatory standards to achieve budgeting, financial and continuation of funding at the state and federal levels. Demonstrates leadership in leading district wide advisory and planning committees. Serve as a member of the Superintendent Cabinet.

- Built, implemented, and managed District COVID Response Plan and Instructional Program
- Strengthened the use of technology district wide by achieving \$6M in funding through planning for improved accessibility and security, continuum of acquisition/replacement and integration of technology for students and staff.
- Developed, designed, and implemented a curricular redesign focused on student growth data to achieve an "A" Rating for the district.
- Built a curricular culture focused on student success and growth, fostering commitment of the instructional team to achieve collective goals and objectives.
- Moved the instructional culture from isolated practice to collective efficacy
- Captured successful outcomes from restructuring and implementing evaluation and monitoring systems district wide to support English as a Second Language (ESL), Response to Intervention (RTI), inclusion, Early Childhood Education, Career and Technology Education (CTE), Literacy Alignment and Instructional Technology Standards.
- Expanded Career and Technical Education programs including the development of Industrial Partners to develop employment pipelines between the district and local industry.
- Improved student instructional monitoring through instructional screening and management tools for faculty and staff to target individualized student needs for continual measurement of academic growth
- Member of District Wide Safety and Security and Emergency Response Team

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Senior Vice President, Nixon State Bank, Nixon/La Vernia, Texas 2011 to 2014

Served as the Chief Administrator governing day to day functions to ensure optimal workflow and adherence to compliance standards for bank policy, procedure, training and holding company operations. Acted as the secretary of the Holding Company of Nixon Bancshares, Inc.

- Acted as advisor to the Board of Trustees for Fair Lending Compliance and Bank Operations
- Senior Lending Officer overseeing three junior lenders.
- Managed loan portfolio of \$25 million and overall assets of \$80 million
- Established a team of high functioning frontline deposit and loan operations personnel through screening, interviewing, and evaluating performance.
- Restructured and implemented new loan procedures, systems, and operations to meet compliance with regulatory rule changes.
- Improved bank security through collaboration with Secret Service and established an intensive training program.
- IT integration, server management and technology lead.

Executive Director Technology, Southwest ISD, San Antonio, Texas

2009 to 2011

Exercised supervisory abilities overseeing various aspects to include Library Services, District Textbook Management, Records Management, and Technology and Network Services. Additional duties included managing technology budget, executing plans for the organization, and managing personnel of campus and district technology staff. Served as a member of the Superintendent Cabinet.

- Managed Campus and District hardware and software selection to support instruction and business of the district.
- Established in collaboration with Cabinet members district publications for Bond election, district programs and the re-branding of the district.
- Member of building, planning and architect committees for district/campus expansion
- Secured grants for teachers and staff through funding and implementing Technology Acquisition grants.
- Member of the District Emergency Operations and Response Team

Director of Instructional Technology, Southwest ISD, San Antonio, Texas

2006 to 2009

Exercised supervisory abilities overseeing various aspects of Instructional Technology and Media/Library Services.

- Led the development of Instructional Technology Department and Instructional Coaches

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- Led the development and implementation of District Wide Technology Competencies for all staff resulting in all district staff members certifying as technology proficient in daily uses of operational and instructional technology.

Additional Career Experience

Instructional Technology Facilitator, San Antonio ISD, San Antonio, Texas, 2003-2006
Network & Telecommunications Teacher/Cheer Coach, Judson High School, Judson ISD, Converse, Texas, 2001-2003
Multimedia Teacher/Cheer Coach, Alamo Heights High School, San Antonio, Texas, 1999-2001
College Reading and Study Skills Teacher, Baylor University, Waco, Texas 1998-1999

Education & Certifications

Doctor of Education, Learning and Organizational Change, Baylor University
Master of Arts, Educational Administration, Lamar University
Master of Science, Curriculum and Instruction; Minor Instructional Technology, Baylor University
Bachelor of Science Education, Spanish and Health, Baylor University

Certifications:

Superintendent, 2017 – 2029
Principal EC-12, 2009 – 2029
Technology Applications (EC-12), 2005 – 2029
Information Processing Technologies I, 1999 - Life
Information Processing Technologies II, 1999 - Life
Secondary Health Education (6-12), 1999 – Life

Publications/Presentations

Keynote Address: Lessons on Working with K12 Public Institutions - Barracuda SKO, 3/14/2023 San Jose, California
Leadership and Learning Symposium, Keynote Address 2/28/2023 – Leadership Priorities Now: The Next Phase of Technology
Education Service Center Region 10 – Keynote Address 10/27/2022 – Surviving Ransomware
Gosch, L. (2022). *Texas School Technology Leader Shares Ransomware Recovery Lessons*. EdTech Magazine K-12.
Gosch, L. (2022). *5 Tips to Build Community Wide Support for IT Transformation*. ESchool News.
Nicosia, M. (2022). *What Does It Take For Women in K-12 IT to Make It to the Top*. EdTech Magazine K12.

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Texas Education Technology Leaders Conference – Locked Out A Ransomware Tale –
June 2022

ESC Region 12 Superintendents Conference – Hunting for Unicorns: Surviving
Ransomware – March 2022

Texas Computer Education Association – Hunting for Unicorns: A Ransomware Tale –
February 2022

Memberships

Texas Association of School Administrators
American Association of School Administrators
Texas Computer Education Association
International Society for Technology in Education
The Consortium for School Network (COSN)
Texas Educational Technology Leaders (TETL)

Community Involvement

Navarro ISD Board of Trustees 2022-2026
Board Member Seguin Area Chamber of Commerce 2020-2022
Board Member Friends of Lake McQueeney (FOLM) 2019- current
Former Board Member of Lake McQueeney Ski Bees 2007-2020
Mid-Texas Symphony Guild Member