

# Robert G. (Bob) Poffenbarger

McGrath Training Systems  
631 N. Milpas Street  
Santa Barbara, CA 93103

(805) 882-1212  
bob@mcgrathinc.com

## Professional Background

- **Superintendent of Schools**
  - Rochester Community School Corporation, Rochester, IN Feb 1985 – June, 2005
  - Northwestern School Corporation (Shenandoah), Middletown, IN 1980 – 1985
  - Union School Corporation, Modoc, IN 1977 – 1980
- **Jr. - Sr. High School Principal**
  - Blue River Valley School Corporation, Mount Summit, IN 1973-1977
  - Asst. Principal/Athletic Director, Blue River Valley School Corporation, Mount Summit, IN, 1968-1973
- **Teacher**, Union School Corporation, Modoc, IN 1965 – 1968

## Honors and Awards

**District I Superintendent of the Year Award, 2004** - Indiana Association of Public School Superintendents

## Personal Achievements

- Served public education for 40 years; the last 28 years as a Superintendent in three school districts in Indiana.
- Implemented programs and techniques that created excellence in instruction as well as in personnel practices in last school district served. To facilitate the latter, the McGrath SUCCEED with Communication, Supervision, Evaluation and Leadership was implemented throughout the district.
- Certified Instructor for McGrath Training Systems;
- Senior Associate of From LtoJ Consulting Group, Inc.;
- Senior Associate and trainer/interviewer for Ventures for Excellence.

## Professional Activities

**McGrath Training Systems, Inc., Santa Barbara, CA**

- Certified McGrath Trainer: SUCCEED with Supervision, Evaluation & Leadership

## **Ventures for Excellence, Lincoln, NE - Senior Associate**

- Certified Trainer and Interviewer
- Teacher, Administrator, and Support Staff Selection

## **From LtoJ Consulting Group, Inc. Scottsdale, AZ - Senior Associate Rochester Community School Corporation, June 2005 - present**

- Screen and Interview Employee Applicants, From LtoJ Continuous Improvement-monitor of student progress “real-time”, McGrath SUCCEED Coach – Trainer

### **Presentations 2001-Present**

- Co-Facilitator, Ventures for Excellence Teacher Selection Workshops
- Certified Trainer, McGrath SUCCEED Workshops
- Opening Day Speaker, “Accountability or Doing the Impossible for the Ungrateful,” Lordsburg Municipal Schools, Lordsburg, NM
- Presenter - “Accountability or Doing the Impossible for the Ungrateful”, 2005 National Quality Education Conference, Miami
- Co-Presenter with Dr. Lee Jenkins - LtoJ Methodology, Indiana Public School Superintendents
- “Improving Student Learning: Applying Deming’s Principles in the Classroom”, Mississinewa, INAASA
- Co-Presenter: “Does Training Plus Commitment Equal Change? Bringing Continuous Improvement to the Classroom” – San Francisco
- “Theory + Decisions Made on Data + Human Development = Excellence”, American Association of School Personnel Administrators, Baltimore; Allen County, IN, Hoagland Elementary In-Service; IAPSS Professional Development Seminar – Syracuse, Logansport, Noblesville; High School Improvement Institute Columbus;
- RESA 5: “High Standards – High Stakes Specifications for a K – 12 Improvement Program: The Rochester, Indiana Story” – Parkersburg, West Virginia
- “Specification for a Total Quality Learning Plan”, Data, Information and the Future of Learning Conference – Memphis
- “A Road Map to Implementation of a K – 12 Total Quality Learning Plan” Data, Not Guesswork II Users Conference – Bozeman, Montana

## **Specialty Training – Professional Development**

- LtoJ Software Training, Scottsdale, AZ, July 2005
- Certification: Ventures for Excellence (Senior Associate status) and McGrath SUCCEED (Certified Trainer status) – several locations around the country during 2000 to 2005
- Ventures: Growth and Development, 4–day session for teachers – 2002 – 2003 – 2004
- McGrath Systems: “SUCCEED with Supervision,, Evaluation & Leadership”, Train the Trainer certification – March 2004
- McGrath Systems: SUCCEED with Supervision, Evaluation & Leadership” – February 2004
- “Data Not Guesswork, Train the Trainer:” Dr. Susan Leddick – Phoenix, Arizona, February, 2003
- “Data, Not Guesswork:” Dr. Susan Leddick and Dr. Lee Jenkins – July 2000
- Quality Learning 4-day seminar with David Langford (for Rochester Schools Staff) – June 2000 & June 1999
- Dr. Deming’s 4-day seminar – W. Edwards Deming Institute – October 1999
- “Baldrige in Education Criteria,” Mary All Brennan, Association of Quality and Participation (AQP) – August 1999
- Quality Learning 4-day seminar with David Langford – April 1998
- Total Quality Transformation (TQT) – July 1996
- Advanced Consensus Workshop for Practitioners: “Beyond Conflict and Consensus” – December 1995
- Essential Facilitation: “Core Skills for Guiding Groups,” Interaction Associates – November 1995
- Consensus Building: “Skills Training for Moving Groups from Conflict to Consensus,” Bob Chadwick – August 1994 and July 1993

## **Education**

Ed. S. Ball State University, Muncie, Indiana 1973

M.S. Ball State University, Muncie, Indiana 1969

B.S. Ball State University, Muncie, Indiana 1965

## **Community Service**

Past President of the Lake Manitou Chamber of Commerce, Rochester, IN

Member of the Fulton Count Board of Health, 1985-present

Past officer of Fulton County Indiana Leadership Academy

Past member of the Emergency Management Advisory Council