



# EB

## ERIK BENTZEL

Ph.D. Educational Leadership

### CONTACT

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### PROFILE

An innovative administrator with a 20-year record of achievement in education leadership who leverages a firm grasp of individual learning methods to foster development, performance, and motivation of all students and personnel. Possesses the unique ability to draw on data analysis experience which drives the development of relevant and practical solutions for organizations.

Career experience ranges from enlisted military to high school mathematics and science teacher, high school dean of students, elementary assistant principal and elementary principal prior to transitioning to central office positions including director of technology, assistant superintendent and superintendent. Experience in urban, suburban, and rural school districts.

### WORK EXPERIENCE

#### Superintendent

2017 - PRESENT

Northern Lebanon School District

Oversee all district operations including budget, hiring, buildings & grounds, technology, curriculum, assessment, instruction, and professional development. Provide instructional leadership for cabinet members.

- Implemented standards-based report cards in grades K-5.
- Developed a multi-tiered system of support program in grades K-8 which resulted in less special education referrals.
- Introduced common assessments in grades 2-12.
- Negotiated latest teacher contract.

#### Assistant Superintendent

2013 - 2017

Conrad Weiser Area School District

Oversaw curriculum, instruction, assessment, professional development, and Federal Programs. Developed additional experience in educational research, innovative practices, and with comprehensive long-term planning. Oversight of educational affairs and collaboration with administration, staff, students, parents and the community.

- Researched and implemented hybrid learning in grades 5-12 resulting in increased satisfaction for both students and teachers.
- Developed district level PDE Comprehensive Plan.
- Implemented differentiated professional development for staff members.

#### Director – Data, Assessment, Alternative Education, and Technology

2005 - 2013

York City School District

Led development and continuous improvement of district information systems and technology. Oversight of CDT, Keystone exams, PIMS (Pennsylvania Information Management System), data, and assessment via Performance Plus software suite. Supervised desktop support staff, network coordinators, and building coordinators. Supervised the districts AEDY program.

Supervisor of Data Management (2010 – 2011): Organized and updated all state-required data reports via Pennsylvania Information Management System (PIMS). Managed district technical instructional specialists.

Principal – McKinley Elementary School (2006 – 2010): Provided instructional leadership to a staff of 35. Observed and evaluated professional staff. Focus areas included scheduling, testing, curriculum, data analysis, and awards programs. Designed and implemented building level PDE Comprehensive Plan.

Assistant Principal – Devers Elementary School (2005 – 2006): Managed discipline for 560 students. Observed and evaluated professional staff. Focus areas included scheduling, testing, curriculum, data analysis, and awards programs.

#### Dean of Students - West York Area High School

2003 - 2005

West York Area School District

Coordinated discipline for 950 students. Scheduled and led 75 professional staff members. Generated strategies for enhanced curriculum development extended learning opportunities, student assistance, and professional development.

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## ERIK BENTZEL

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### EDUCATION

<b>Ph.D. in Educational Leadership</b>	<b>2012</b>
Capella University	
<b>M. Ed. in Educational Leadership</b>	<b>2005</b>
York College of Pennsylvania	
<b>M. Ed. in Curriculum and Instruction</b>	<b>2002</b>
Penn State University	
<b>BS in Secondary Education</b>	<b>1998</b>
York College of Pennsylvania	
<b>B.S. in Electrical Engineering</b>	<b>1991</b>
Penn State University	
<b>PA Inspired Leadership Program</b>	<b>2008</b>
Pennsylvania Department of Education	
<b>PA Inspired Leadership Coaching</b>	<b>2016</b>
Pennsylvania Department of Education	

### CERTIFICATIONS

- Superintendent - Pennsylvania
- Principal K-12 - Pennsylvania
- Mathematics 7-12 - Pennsylvania
- General Science - Pennsylvania
- ALICE Certified Trainer

### PROFESSIONAL SKILLS

- Organizational Development
- Business Needs Assessment
- Staff Training & Development
- Instructional Leadership
- Budgeting & Cost Accounting
- Data Collection & Analysis
- Curriculum & Instruction
- Hybrid Learning
- Technology
- Comprehensive Planning
- Negotiations
- Personalized Learning

### ADDITIONAL WORK EXPERIENCE

<b>Teacher</b>	<b>1998 - 2003</b>
York City School District	
Taught various mathematics and science courses for grades 9 -12. Selected as the team leader for the ninth grade transition initiative.	
<b>T.O.W. Thermal Night-sight Technician</b>	<b>1983 - 1986</b>
U.S. Army	
Obtained rank of E-4/P with an honorable discharge.	
<b>Adjunct Professor - Calculus &amp; Differential Equations</b>	<b>2002 - 2013</b>
York College of Pennsylvania	
<b>Adjunct Professor - Statistics</b>	<b>2014 - 2016</b>
Albright College	

### REFERENCES

**Michael S. Snell, Ed.D.** **717-846-6789**  
Superintendent of Central York School District

"Mr. Bentzel is a dedicated educator who holds student-learning paramount in all decisions and actions. He possesses numerous skills that are critical to successful instructional leadership. During our time at West York, Mr. Bentzel was trained in the Dimensions of Learning instructional model, student engagement, and was active in the curriculum revision process. He demonstrated excellent problem solving skills and was able to make quality decisions by examining relevant data, and is able to effectively communication with a variety of audiences."

**Dr. Peter J. Aiken** **717-664-8540**  
Superintendent of Manheim Central School District

"Dr. Bentzel introduced me to the book Fierce Conversations. Of all the many accolades that I can bestow on him, I believe his greatest, strongest attribute is the ability to have productive, meaningful, fierce conversations. Dr. Bentzel did not shy away from having these types of conversations, even though they can be tough to have. Simply put, he is a straight shooter who wants to see the schools he leads be the best. His fierce conversations challenge you to look inside and be introspective. In turn, the level of growth I have had being under his leadership was top notch. "

**Glen Gray** **717-865-2117**  
Past President of the Northern Lebanon School District

"Dr. Bentzel has looked at ways to improve our school district's academic rigor even when it was not popular. He has stayed focused on the goal of academic improvement and presented innovative ideas. His overriding concern has always been putting the students interest and success first. On the financial side, he helped steer our school district from financial disaster when our business manager abruptly left. He put together a team to oversee our finances and strengthened our financial structure to insure we were compliant with all state regulations.