

Robert Lukens

Superintendent

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Harvey, ND 58341

Accomplished Superintendent with a robust history of fostering academic excellence and spearheading infrastructural modernization within diverse educational settings. Skilled in building and leveraging strong relationships with legislative bodies and senate leadership, effectively aligning initiatives with funding opportunities and academic goals. Proven adeptness in cultivating strong community relations and ensuring stakeholder engagement with a sharp focus on aligning achievements with long-term district goals. Skilled in fostering inclusive environments and achieving success in engaging in underserved minority groups, promoting diversity and support within communities. Armed with a visionary yet practical approach to leadership, adept at navigating the complexities of diverse educational environments and posing to translate these skills to a superintendent role in an urban context.

Areas of Expertise

- ◆ Curriculum Development
- ◆ Educational Leadership
- ◆ Budget Management
- ◆ Stakeholder Engagement
- ◆ Grant Writing
- ◆ Fund Acquisition
- ◆ Teacher Professional
- ◆ Community Relations
- ◆ Data-Informed Decision Making
- ◆ Inclusive & Culturally Responsive
- ◆ Teaching
- ◆ Program Development & Management
- ◆ Strategic Planning & Implementation

Professional Experience

Harvey Public Schools, Harvey, ND Superintendent

07/2023 – 06/2025

Modernize infrastructure through strategic grant acquisition for sustainable transport advancements and improved facilities. Cultivate strong community relations through effective transparency initiatives to ensure stakeholder engagement. Drive teacher professional development and recruitment by advancing pioneering workforce programs in collaboration with renowned educators. Maintain rigorous fiscal oversight, aligning budget practices with strategic district objectives and implementing regular financial reviews. Conduct a comprehensive policy review to ensure compliance and operational consistency following the rescindment of previous policies. Build partnerships with local organizations to support district initiatives and host community events. Analyze and align district-wide assessment practices to reduce inaccuracies and improve instructional strategies.

- Achieved the first ACT score increase in five years through targeted academic strategies and evidence-based grading practices.
- Established first-ever district academic goals through the Be Legendary Program, focused on measurable improvements in student achievement and instructional excellence.
- Led Harvey Public School District, serving 400 students, with a focus on academic excellence and long-term sustainability.
- Designed a comprehensive cybersecurity curriculum integration plan to meet the state-mandated deadline by 2027.
- Navigated a 7% ESSER funding cliff, preserving staff positions and services through strategic planning.
- Secured additional funding streams, including Title I, Title V, and energy grants, to support district priorities.
- Celebrated staff and student accomplishments, including leading the football team to its first home playoff appearance since 2014.
- Introduced cabinet-based leadership structure, fostering collaboration and strategic alignment across departments.
- Successfully secured \$1.2 million in grants to transition to an electric vehicle bus fleet, demonstrating commitment to sustainability.
- Pioneered district's first bond referendum in over five decades, addressing comprehensive long-term facility needs.
- Championed the NEXT Education Workforce initiative, substantially enhancing teacher professional growth and recruitment efforts.

Kadoka Area Public School, Kadoka, SD MS/HS Principal

08/2021 – 06/2023

Developed and executed equity-focused initiatives and data-informed instruction to close achievement gaps within a Native American majority district. Collaborated on significant capital improvement projects for creating a state-of-the-art educational facility for enhanced student and staff experience. Led facility enhancements to provide a conducive learning atmosphere by advocating for resources that support pedagogical and extracurricular activities.

- Elevated Kadoka Middle School to a 2nd place ranking out of 147 with a notable 5-star rating, showcasing leadership in educational excellence.
- Achieved substantial 86.66% 11th-grade English proficiency rate, outperforming the state average of 65.15%.
- Narrowed achievement gaps through strategic equity initiatives, enhancing educational outcomes for students in a majority Native American district.
- Drove school enhancements by contributing to the planning and execution of a new middle/high school addition, improving the physical learning environment.
- Expanded STEM and extracurricular offerings, bolstering student engagement and readiness for post-secondary education and careers.
- Boosted community engagement, resulting in significantly higher participation rates in school activities.

Fargo Public Schools, Fargo, ND

Administrative Intern

09/2020 - 07/2021

Collaborated closely with key educational leaders to develop a comprehensive Superintendent portfolio, taking guidance from both Dr. Rupak Gandhi and Dr. Aimee Copas.

- Strengthened relationships between school leadership and educational staff by effective communication strategies.
- Led development of administrative documents, contributing to establishment of district-wide standards & practices.
- Guided by prominent educational mentors, effectively navigated the complexities of policy implementation in a diverse school district.

Northwood Public School, Northwood, ND

Teacher

08/2014 – 05/2020

Managed daily instructional activities for diverse elementary grade levels, incorporating interdisciplinary teaching methods to enhance student engagement. Collaborated effectively with a team of educators on special projects and events for the enrichment of school programs and extracurricular activities.

- Elevated student STAR score performance to the highest schoolwide levels for both reading and math, reflecting exceptional instructional proficiency and student outcome-focused teaching.
- Played a key role in the completion of grants and special projects, strengthening the school's educational offerings and community events.
- Implemented technology-infused lesson plans for K-6 Technology classes, preparing students for success in a digital-first world.

South Border Co-Op., Wishek/Ashley, ND

Head: Varsity Basketball Coach

08/2011 – 05/2014

Developed talent, producing two All-State Basketball players and five All-District players within four years. Collaborated with athletic leadership to assess team structures and implement strategic game plans for optimal performance.

- Achieved the highest coaching success rate in South Border Co-op basketball history.

Additional Experience

Teacher, Wishek Public School, Wishek, ND

Teacher, Grafton Public School, Grafton, ND

Special Education Paraprofessional, Grand Forks Public Schools, Grand Forks, ND

AASA National Aspiring Superintendent Academy, American Association of Superintendents, Washington DC, District of Columbia

Education

Doctor of Education: Educational Leadership, University of Mary, Bismarck, ND, 2023

Dissertation: An Analysis of the Relationship between Hourly Wages of Immigrant Workers and K-12 Public School State Funding Payments in Selected States in the United States

Master of Science: Science Education, Montana State University, Bozeman, MT, 2017

Thesis: The effect of Corn pruning on yields and profits

BA: Elementary Education (Music and Science Instruction), University of Jamestown, Jamestown, ND, 2009