DUSTIN MICA SEEMANN, Ed.D.

9018 Norma Place, West Hollywood, CA 90069
312-730-4758 | seemanndm@gmail.com

Dear Members of the Search Committee,

I am excited to submit my application for the Superintendent position at Monroe County School District. With a deep commitment to academic excellence, accountability, and rigor, I bring extensive experience in leading transformative educational initiatives that align with the district's strategic priorities. Throughout my career, I have worked to improve student achievement, enhance career and technical education programs, and strengthen community engagement—all of which I believe would contribute positively to Monroe County Schools.

As the Assistant Superintendent of Education Services at Beverly Hills Unified School District (BHUSD), I have spearheaded several impactful initiatives that have strengthened student achievement and post-secondary readiness. A cornerstone of my leadership has been the expansion of Pathways to Success, ensuring a seamless and equitable TK-12 educational experience that prepares students for college and career opportunities. Through strategic collaboration with post-secondary partners, we have expanded dual enrollment and Career Technical Education (CTE) programs, providing students with real-world learning experiences and industry-aligned skills. Additionally, I led the development of an Early College Credit Program in partnership with West Los Angeles College, allowing students to earn up to 15 college credits while still in high school.

To further support academic excellence, I spearheaded the implementation of a comprehensive assessment system, integrating iReady, NWEA MAP Growth, and the SAT Suite of Assessments to monitor student growth, inform instruction, and ensure data-driven decision-making. Recognizing the critical role of instructional leadership, I also designed, trained, and implemented a district-wide teacher evaluation system based on the Danielson Framework for Teaching, fostering professional growth, accountability, and

instructional excellence. These initiatives, combined with a strong emphasis on rigor, equity, and continuous improvement, have led to measurable gains in student performance in math and reading across the district.

Beyond programmatic achievements, I have been recognized for my leadership and dedication to education. In 2024, I was honored as the Association of California School Administrators (ACSA) Region 14 Curriculum & Instruction Administrator of the Year, highlighting my efforts to advance instructional excellence. I am committed to fostering a culture of continuous improvement by working closely with educators, families, and community partners to create equitable learning opportunities for all students.

Monroe County School District's strategic vision for student achievement and community engagement strongly resonates with my philosophy as an educational leader. I am eager to bring my experience, passion, and collaborative leadership style to serve the students and families of Monroe County. I welcome the opportunity to discuss how my skills and experience can support the district's mission and future success.

Thank you for your time and consideration. I look forward to the possibility of contributing to Monroe County Schools and would welcome the opportunity to further discuss my qualifications.

Sincerely,

Dr. Dustin M. Seemann

DUSTIN MICA SEEMANN, Ed.D.

9018 Norma Place, West Hollywood, CA 90069
312-730-4758 | seemanndm@gmail.com

LEADERSHIP EXPERIENCE

Beverly Hills Unified School District | 08/17–Present
Assistant Superintendent of Education Services

- Led district-wide strategic initiatives to elevate educational programs, ensuring alignment of curriculum, instruction, and assessment with state standards and district goals to drive student achievement.
- Supervised and mentored school principals across elementary, middle, and high school levels, cultivating a culture of continuous improvement, instructional leadership, and student-centered learning.
- Designed and implemented comprehensive Pathways to Success, aligning TK-12 programs with college and career readiness standards. Collaborated with post-secondary partners to ensure students graduate with essential skills for higher education and the workforce.
- Spearheaded the implementation of a full TK-12 assessment system, integrating iReady, NWEA MAP Growth, and the SAT Suite of Assessments to track student progress, inform instruction, and support data-driven decision-making.
- Developed and executed a district-wide teacher evaluation system based on the Danielson Framework for Teaching, strengthening instructional quality, fostering professional growth, and promoting accountability.
- Led the creation and expansion of college and career readiness initiatives, including dual enrollment opportunities, Career Technical Education (CTE) pathways, and early college credit programs, providing students with meaningful post-secondary pathways.
- Established data-driven professional learning communities (PLCs), enabling educators to analyze student performance trends, refine instructional strategies, and implement targeted interventions to enhance learning outcomes.
- Provided oversight for federal and state compliance programs, ensuring adherence to policies, guidelines, and funding requirements that support equitable access to high-quality education.

- Partnered with the Board of Education and key stakeholders to develop, revise, and implement district policies focused on curriculum, instruction, and student performance.
- Fostered strategic partnerships with universities, local businesses, and community organizations to enhance educational opportunities, real-world learning experiences, and workforce preparation for students.

Moreno Continuation High School | 2017–Present
High School Principal

- Led all aspects of school operations for a continuation high school, serving at-risk students with diverse academic, social, and emotional needs.
- Developed and implemented alternative education pathways that emphasized credit recovery, career and technical education (CTE), and social-emotional learning (SEL).
- Cultivated partnerships with local organizations, businesses, and higher education institutions to provide students with work-based learning opportunities and post-secondary pathways.
- Increased student retention and graduation rates through personalized learning plans, small group instruction, and targeted interventions for students in need.
- Created a school culture that fosters a supportive, inclusive environment where students feel safe, valued, and motivated to succeed.

High School District 214, Forest View Educational Center | 07/14–08/17
District Director of Professional Learning & Student Services

- Directed district-wide professional development programs for over 500 certified and classified staff, promoting innovative teaching practices and technology integration.
- Designed and delivered professional learning communities (PLCs) focused on curriculum development, differentiated instruction, and student-centered learning.
- Provided leadership in post-secondary planning, overseeing college counseling, career readiness programs, and dual enrollment initiatives in partnership with local colleges.
- Led the district's efforts in social-emotional learning (SEL), suicide prevention, and violence prevention, coordinating counseling and student support services.

- Administered and coordinated the district's Internal University program, offering in-house professional development for instructional staff. Secured grants and external funding to support district programs, including bullying prevention, dropout prevention, and AVID implementation.

BOARD & ADVISORY ROLES

GATES Scholarship Interviewer | 2019–2022

- Conducted interviews and evaluations for the prestigious GATES Scholarship program, helping to identify high-potential students from diverse backgrounds for full-ride scholarships.

California Association of School Counselors (CASC) | 2019–2023
Board of Directors

- Provided strategic direction and governance oversight for CASC, advocating for policies and programs that support school counselors and the counseling profession in California.

Association of California School Administrators (ACSA)

- **CTE Advisory Council** | 2019–2022
- **Westside Charter President** | 2020–2021
- **Region 14 President** | 2022–2023
- **State Board of Directors** | 2023–2027

LVUSD Center of Educational Excellence | Advisory Board

- Serve as a mentor to new administrators, providing guidance and support as they clear their administrative credentials through the induction process.
- Developed and taught master classes on educational leadership, data-driven decision-making, and instructional practices for new and aspiring administrators.

COUNSELING & TEACHING EXPERIENCE

DePaul University | 08/12–08/17
Part-time Faculty Member, College of Education

- Teach graduate-level counseling courses, including courses on school counseling theory, ethics, and best practices.
- Mentored school counseling candidates in fieldwork.
- Participate in curriculum development efforts for graduate programs, ensuring alignment with professional standards and current research in school counseling.
- Lead workshops and presentations on counseling practices, professional development, and leadership for graduate students pursuing careers in education.

High School District 214, Prospect High School | 08/08–06/14
Professional School Counselor, Volleyball Coach, Club Advisor

- Managed a caseload of over 300 students, providing comprehensive academic, career, and social-emotional counseling services.
- Led the school's effort to achieve ASCA Ramp certification, demonstrating excellence in school counseling program implementation.
- Advised extracurricular activities, including the Freshman Transition Program and Gay-Straight Alliance (GSA), promoting student leadership and school engagement.
- Developed and co-facilitated student support groups, providing targeted interventions for students struggling with mental health and social-emotional challenges.

Chicago Public Schools, Mozart Elementary School | 08/05–06/07
Physical Education Teacher, Safety Supervisor, Coach

- Taught physical education to 3rd through 6th-grade students, focusing on physical fitness, teamwork, and healthy lifestyles.
- Supervised student safety patrol and coordinated after-school sports programs, contributing to a safe and active school environment.

Antioch Community High School District #117 | 08/03–06/05
Physical Education and Health Teacher, Coach

- Taught physical education and health to high school students, focusing on physical fitness, health education, and wellness.

- Coached varsity boys' volleyball and freshmen girls' volleyball, leading teams to competitive success.

EDUCATION

Vanderbilt University | Nashville, TN

- Doctoral Degree in Leadership and Learning in Organizations | May 2024

University of Southern California (USC)

- AASA Urban Superintendent Academy
  - Certificate of Completion

Northwestern University

- Jim Knight Interactive Training for Instructional Coaching
  - Certificate of Completion

DePaul University | Chicago, IL

- Master's in Human Services and Counseling (School Counseling)
- Master's in Educational Leadership (Principal Preparation)

Northern Illinois University | DeKalb, IL

- Bachelor of Science in Education: Physical Education
  - Minor: Health Education

AWARDS & HONORS

- ACSA Region 14, Curriculum & Instruction Administrator of the Year - 2024
- Apple Award for BHUSD Administrator of the Year - 2019
- Semi-Finalist, American School Counselor of the Year - 2014 & 2015
- Illinois School Counselor of the Year - 2012
- Outstanding Contribution to Education Award, High School District 214 - 2011
- Phi Kappa Phi Honor Society Scholarship Review Committee - 2014–Present
- Presented at ASCA National Convention - 2010 & 2014
- RAMP Application Reviewer for ASCA - 2011

- Chi Sigma Iota National Honor Society for Counseling - 2006
- Golden Key International Honour Society - 2006
- Northern Illinois University Senior Leadership Award - 2001
- Selected Delta Chi of the Year - 1998 & 1999

PROFESSIONAL AFFILIATIONS

- American School Counseling Association (ASCA)
- Association for Career and Technical Education (ACTE)
- California School Counselor Association (CASC)
- Association of California School Administrators (ACSA)
- Northern Illinois University Alumni Association
- DePaul University Alumni Association
- Vanderbilt University Alumni Association

BEVERLY HILLS
UNIFIED SCHOOL DISTRICT

255 SOUTH LASKY DRIVE
BEVERLY HILLS, CA 90212

BHUSD.ORG
310-551-5100

Thursday, March 13, 2025

To Whom It May Concern,

I am honored to provide this letter of recommendation for Dr. Dustin Seemann, a dedicated and highly accomplished educational leader. I have had the privilege of knowing and working with Dr. Seemann for several years, and I can confidently attest to his unwavering commitment to student success, his innovative leadership, and his ability to foster a culture of excellence in education.

Dr. Seemann's extensive experience across multiple levels of education, from his role as Assistant Superintendent of Educational Services in Beverly Hills Unified School District to his impactful tenure as a High School Principal at Moreno Continuation High School, showcases his exceptional ability to lead, inspire, and implement meaningful change. He has a rare combination of visionary leadership and practical execution, ensuring that educational policies, instructional strategies, and student support systems are aligned to produce real, measurable success.

Beyond his administrative acumen, Dr. Seemann's ability to mentor and develop educators is unparalleled. His leadership in professional development, mentoring new administrators, and fostering a data-driven, student-centered approach have had a profound impact on the schools and districts he has served. His work with various educational boards, including the California Association of School Counselors and the Association of California School Administrators, further demonstrates his dedication to advancing the field of education at both the local and state levels.

What truly sets Dr. Seemann apart is his genuine passion for education and student well-being. He has successfully increased student retention and graduation rates, built strong community and industry partnerships, and championed alternative education pathways for at-risk students. His advocacy for equity in education, commitment to social-emotional learning, and ability to inspire both students and staff make him an invaluable leader in any educational setting.

I have no doubt that Dr. Seemann will continue to make a profound impact in any role he takes on. His dedication, expertise, and leadership make him an asset to any educational institution or organization. I strongly recommend him without hesitation.

If you require any further information, please do not hesitate to contact me at (310) 947-4749.

Sincerely,

Matthew Horvath

LAS VIRGENES UNIFIED SCHOOL DISTRICT
4111 LAS VIRGENES ROAD
CALABASAS, CALIFORNIA 91302
Telephone: (818) 880-4000
Fax: (818) 880-4200
www.lvusd.org

LasVirgenes Schools

BOARD OF EDUCATION
ANGELA CUTBILL
ALAN LAZAR
DALLAS LAWRENCE
LINDA MENGES
LESLI STEIN
DANIEL STEPENOSKY, Ed. D.
SUPERINTENDENT

March 2025

To Whom It May Concern,

It is my privilege to write this letter of recommendation on behalf of Dr. Dustin Seemann. I have had the pleasure of knowing Dustin for the past four years, beginning when I was appointed Principal of Beverly Vista Middle School in July of 2021. From the very start, Dustin welcomed me into the district's leadership team and served as a mentor, guiding me through my first year as a principal. His leadership and support were invaluable, particularly as we navigated the return to full-time instruction following COVID-19. Throughout that time, Dustin took on the critical role of overseeing all district COVID-related protocols, including testing, Short-Term Independent Study, and parent communication—ensuring that our schools remained safe and operational. This is just one example of his unwavering dedication and ability to go above and beyond his defined responsibilities to serve students, staff, and the broader community.

Dustin was instrumental in the creation of Beverly Vista Middle School as a dedicated middle school within BHUSD. He spearheaded the development of a comprehensive academic program that is unmatched, offering students over 40 elective choices. Under his leadership, BHUSD strengthened its commitment to student success by implementing true MTSS at the site level. With his guidance, we launched several key initiatives at BVMS, including the Bulldog Aide Wellness Center—a dedicated space with a full-time counselor focused on student mental health—the Alternative to Suspension (ATS) program, the implementation of AVID, and the development of Professional Learning Communities (PLCs). His ability to drive meaningful change while fostering a culture of collaboration and student-centered leadership is remarkable.

Beyond his direct work in BHUSD, Dustin has continued to elevate educational leadership by creating and leading the South Bay Chief Instructional Officers Group, of which he included me to join when I became Director of Secondary Education in Las Virgenes Unified School District. This network of Assistant Superintendents and Directors of Educational Services meets monthly under his facilitation, engaging in critical discussions that keep instructional leaders at the forefront of emerging trends and best practices in education. His ability to organize, guide, and challenge leaders in meaningful conversations has had a profound impact on the educational landscape beyond his own district.

Dustin is an exceptional educational leader—one who is deeply committed to student achievement, passionate about continuous learning, and dedicated to developing those around him. His mentorship played a pivotal role in my own leadership journey, ultimately preparing me to step into my current role. Any district would be incredibly fortunate to have Dustin as part of its leadership team. I would be happy to answer any questions you have.

Kelly Skon

Kelly Skon, Ph.D
Director of Secondary Education
Las Virgenes Unified School District
949-280-8258 (cell phone)

To Whom It May Concern,

It is with great enthusiasm that I recommend Dr. Dustin Seemann, a distinguished educational leader whose expertise in curriculum development and instructional leadership has made a profound impact on the districts he has served. His ability to drive academic excellence through data-driven decision-making, multi-tiered systems of support (MTSS), and stakeholder collaboration aligns seamlessly with the priorities of this role.

As Assistant Superintendent of Educational Services for Beverly Hills Unified School District, Dr. Seemann has led district-wide instructional initiatives and professional development programs designed to enhance curriculum alignment, improve instructional quality, and support educator growth. He has overseen the implementation of evidence-based teaching strategies, data-driven decision-making processes, and innovative educational programs that have directly contributed to student achievement and school improvement. Additionally, Dr. Seemann has designed and facilitated professional learning opportunities for teachers, administrators, and support staff, ensuring that all educators are equipped with the latest research-based instructional practices to meet the diverse needs of students. His leadership has fostered a culture of continuous learning, collaboration, and instructional excellence across the district.

One of Dr. Seemann's most significant contributions to BHUSD was his instrumental role in the district's major structural reconfiguration—the transition from four K-8 schools to two elementary schools and a consolidated middle school. This transformation required strategic vision, masterful planning, and a deep understanding of systemic change management. Dr. Seemann played a critical role in designing and implementing the master schedule, reallocating resources, and facilitating negotiations with both staff and the community. His ability to build consensus, communicate effectively, and navigate the complexities of change ensured that this necessary shift was executed with precision, thoughtfulness, and a student-centered focus.

Beyond his administrative expertise, Dr. Seemann's leadership extends beyond the district level to state and national platforms. He serves on the Association of California School Administrators (ACSA) State Board of Directors, where he contributes to shaping statewide policies and initiatives that support school administrators across California. Additionally, his role on the California Association of School Counselors (CASC) Board of Directors underscores his commitment to student well-being, college and career readiness, and the advancement of the counseling profession. His service in these capacities reflects his dedication to fostering excellence in education at all levels.

Dr. Seemann is highly respected and deeply valued within the BHUSD community, known for his approachable leadership style, unwavering commitment to student success, and ability to unite diverse voices toward a common goal. His departure will undoubtedly be a significant loss to our district, as he has been a trusted leader, mentor, and advocate for students, staff, and families alike.

I strongly endorse Dr. Seemann and am confident that his passion for equity, innovation, and student success will make him an invaluable asset to any organization. Please do not hesitate to contact me should you require further information.

Laura Collins-Williams

Laura Collins-Williams
Assistant Superintendent, Student Services
Beverly Hills Unified School District

OFFICE OF THE UNIVERSITY REGISTRAR
NASHVILLE, TENNESSEE 37240

VANDERBILT UNIVERSITY

Name : Dustin Mica Seemann

[redacted]

Information contained in this document is confidential and should not be released to a third party without the written permission of the student. A black and white document is not official.

Date: 06/25/2024

Degree(s) Awarded

Degree: Doctor of Education
Confer Date: 2024-05-10
Major: Leadership and Learning in Organizations

Academic Program(s)

Peabody Doctorate
Leadership and Learning in Organizations Major

Transfer Credit from DePaul University
Applied Toward Peabody Doctorate, Distance Program

				2008 SPR
UNIV	6000	Prior Degree Advanced Standing	30.00	
		TOTAL:	30.00	

Academic Record (4.0 Grade System)

					2021 Summer
LLO	8110	Leadership Theory and Practice	3.00	A-	11.10
LLO	8140	Strategy and Analytics	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	23.10	3.850
CUMULATIVE:	36.00	6.00	23.10	3.850

					2021 Fall
LLO	8130	Organizational Theory&Behavior	3.00	A	12.00
LLO	9110	Economics of Human Resources	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	24.00	4.000
CUMULATIVE:	42.00	12.00	47.10	3.925

					2022 Spring
LLO	8150	Research Design	3.00	A	12.00
LLO	8160	Psych Perspectives on Learning	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	24.00	4.000
CUMULATIVE:	48.00	18.00	71.10	3.950

					2022 Summer
LLO	8170	Learning and Design in Context	3.00	A	12.00
LLO	8180	Applied Statistics	3.00	A-	11.10

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	23.10	3.850
CUMULATIVE:	54.00	24.00	94.20	3.925

					2022 Fall
LLO	8200	Introduction to Data Science	3.00	A-	11.10
LLO	8210	Dsgn for Lrning in Communities	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	23.10	3.850
CUMULATIVE:	60.00	30.00	117.30	3.910

					2023 Spring
LLO	8190	Qualitative Modes of Inquiry	3.00	A	12.00
LLO	9120	Leading Inclusive Organizatns	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	24.00	4.000
CUMULATIVE:	66.00	36.00	141.30	3.925

					2023 Summer
LLO	8230	Program Evaluation	3.00	A	12.00
LLO	8250	Design Inquiry & Lead Imprvmnt	3.00	A	12.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	6.00	24.00	4.000
CUMULATIVE:	72.00	42.00	165.30	3.935

Seemann

Beverly Hills Unified School District

SIGNATURE IS WHITE WITH A GOLD BACKGROUND.
A RAISED SEAL IS NOT REQUIRED.

BART P. QUINET
ASSISTANT PROVOST
AND UNIVERSITY REGISTRAR

OFFICE OF THE UNIVERSITY REGISTRAR
NASHVILLE, TENNESSEE 37240

VANDERBILT UNIVERSITY

Name : Dustin Mica Seemann

[redacted]

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A black and white document is not official.

Date: 06/25/2024

					2023 Fall
LLO	8240	**Public Policy & Administration**	3.00	A	12.00
LLO	8900	**Capstone Seminar I**	3.00	P	0.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	3.00	12.00	4.000
CUMULATIVE:	78.00	45.00	177.30	3.940

					2024 Spring
LLO	8220	**Res Ldshp: Ethics Dem Context**	3.00	A	12.00
LLO	8910	**Capstone Seminar II**	3.00	P	0.00

	EHRS	QHRS	QPTS	GPA
SEMESTER:	6.00	3.00	12.00	4.000
CUMULATIVE:	84.00	48.00	189.30	3.943

--------- NO ENTRIES BELOW THIS LINE ---------

Seemann

Beverly Hills Unified School District

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A RAISED SEAL IS NOT REQUIRED.

BART P. QUINET
ASSISTANT PROVOST
AND UNIVERSITY REGISTRAR

Vanderbilt University
Office of the University Registrar
PMB 407701
110 21st Avenue South, Suite 110
Nashville, TN 37240-7701
615-322-7701
university.registrar@vanderbilt.edu
registrar.vanderbilt.edu

Academic Calendar: The academic year consists of fall and spring semesters and a summer term. The Doctor of Medicine program is offered on a year term.

Academic Units: Credit hours are semester hours except in the Doctor of Medicine program. Credits in the Doctor of Medicine program are course- or rotation-based.

Accreditation: Vanderbilt University is accredited by the Southern Association of Colleges and Schools.

Release of Information: This document is released at the request of the student and in accordance with the Family Educational Rights and Privacy Act of 1974. It cannot be released to a third party without the written consent of the student.

Course Numbers (effective Fall 2015):

0000-0799 Non-credit, non-degree courses; do not apply to degree program
0800-0999 Courses that will eventually be given credit (e.g., study abroad)
1000-2999 Lower-level undergraduate courses
3000-4999 Upper-level undergraduate courses
5000-5999 Introductory-level graduate and professional courses (including those co-enrolled with undergraduates)
6000-7999 Intermediate-level graduate and professional courses
8000-9999 Advanced-level graduate and professional courses

Additional information on course numbering is available at registrar.vanderbilt.edu/faculty-staff/course-renumbering/.

Course Numbers (prior to Fall 2015):

100- and 1000-level courses are primarily for freshmen and sophomores. May not be taken for graduate credit.

200- and 2000-level courses are normally for juniors and seniors. Selected courses may be taken for graduate credit.

300-, 3000-, and above-level courses are for graduate and professional credit only - unless special permission is granted.

Grading Systems:

For information about grading systems in place prior to the dates listed, visit registrar.vanderbilt.edu/transcripts/transcript-key/.

College of Arts and Science (A&S), effective Fall 1982;
Blair School of Music (BLR), effective Fall 1986;
Divinity School (DIV), effective Fall 1983;
Division of Unclassified Studies (DUS), effective Fall 1982;
School of Engineering (ENG), effective Fall 1991;
Graduate School (GS), effective Fall 1992;
Law School (LAW), effective Fall 1988;
School of Medicine (MED), Medical Masters and other Doctoral Programs, effective Fall 2010;
School of Nursing (NURS), effective Fall 2007;
Peabody College (PC) undergraduate, effective Fall 1990;
Peabody College (PC) professional, effective Fall 1992.

A+	4.3	LAW only
A+	4.0	Not in A&S, DIV (or BLR, PC as of Fall 2012)
A	4.0	
A-	3.7	
B+	3.3	
B	3.0	
B-	2.7	
C+	2.3	
C	2.0	
C-	1.7	
D+	1.3	Not in PC professional, NURS (or GS, MED as of Fall 2011)
D	1.0	Not in PC professional, NURS (or GS, MED as of Fall 2011)
D-	0.7	Not in PC professional, MED, NURS (or GS as of Fall 2011)
F	0.0	

Owen Graduate School of Management (OGSM)

Master of Accountancy, effective Fall 2011.		**All Management Programs,** effective Fall 2007.		
A	4.0	SP	Superior Pass	4.0
A-	3.5	HP	High Pass	3.5
B	3.0	PA	Pass	3.0
B-	2.5	LP	Low Pass	2.5
F	0.0	F	Fail	0.0

School of Medicine (MED) Doctor of Medicine Program, effective 2003.

H	Honors	Superior or outstanding work in all aspects.
HP	High Pass	Completely satisfactory work with some elements of superior work.
P	Pass	Completely satisfactory work in all aspects.
P*	Marginal Pass	Serious deficiencies requiring additional work (temporary grade).
F	Fail	Unsatisfactory work.

Current and Cumulative Statistics:

EHRS	Earned Hours
QHRS	Quality Hours
QPTS	Quality Points
GPA	Grade Point Average (calculated as GPA = QPTS/QHRS)

Other Symbols:

AB	Absent from final examination (temporary grade)**
AU/AD	Audit**
AW	Audit Withdrawal**
CE	Credit by Examination
CR	Credit only (no grade due)
E	Condition, with permission to retake exam (temporary grade)**
H	Incomplete in Arts and Science Honors course (temporary grade)**
	Honors in Divinity School**
I	Incomplete (temporary grade)**
IP	In Progress (temporary grade)**
LP	Low Pass (DIV, GS)**
M	Absent from final examination (temporary grade)**
MI	Absent from final examination and incomplete (temporary grade)**
NC	No credit toward current degree**
NO EQ	Transfer or study abroad coursework with no Vanderbilt equivalent
P	Pass**
PI	Permanent Incomplete (DIV, GS, LAW, MED)**
PM	Pass-Medical (GS only)
R	Repeat of previous course
RC	Previous trial of repeated course**
S	Satisfactory**
U	Unsatisfactory**
W	Withdrawal**
WF	Withdrawal while failing**
WP	Withdrawal while passing**
X	Grade unknown, hours earned awarded**

** Does not affect grade point average. (Prior to Fall 2008, the AB, I, M, and MI grades were calculated as an F in A&S and PC.)

UNIV: Courses offered in the UNIV subject are University Courses. The University Course initiative was developed to promote new and creative trans-institutional learning. For more information, please see vu.edu/university-courses.

For changes to this key since the last revision, please visit registrar.vanderbilt.edu/transcripts/transcript-key/.

Revised 5/1/2022

The Master of Science in Education Program at

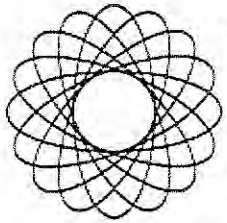
Northwestern University

grants this
Certificate of Completion to

Dustin Seemann

For participating in the Jim Knight Interactive Training
for Instructional Coaching
2016-2017

Director
MS in Education Program



Northwestern University
EDUCATIONAL
COACHING
NETWORK

Coordinator
Educational Coaching Network

AASA
THE SCHOOL SUPERINTENDENTS ASSOCIATION

USC Rossier
School of Education

Dustin M. Seemann

has successfully completed and mastered the skills and requirements necessary to meet the standards set forth by the AASA – USC Rossier Urban Superintendents Academy Certification Program

In recognition of your commitment to the course of study you are hereby awarded this certificate

On the 30th day in the month of June 2020.

Daniel A. Domenech
Executive Director
AASA, The School Superintendents Association

Karen Symms-Gallagher
Dean
USC Rossier School of Education

Mort Sherman
Associate Executive Director, Leadership Services
AASA, The School Superintendents Association

Maria Ott
Professor of Clinical Education
USC Rossier School of Education