

CALEB STARR

EDUCATION LEADERSHIP | SYSTEMS IMPLEMENTATION | PROFESSIONAL LEARNING

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EXECUTIVE PROFILE

Education leader and systems builder with 23 years of experience helping schools and organizations turn complex priorities into clear, sustainable practice. Brings principal and assistant principal leadership across comprehensive high school, middle school, freshman academy, and virtual-learning settings, along with consulting, higher-education, and classroom experience. Known for building trust, developing educators, coordinating cross-functional work, and translating strategy, policy, and technology into routines people can use. Applies practical generative AI to improve research, planning, communication, resource development, and workflow design while preserving human judgment and accountability.

SELECTED LEADERSHIP IMPACT

5,000

Led the rapid launch and operation of Broken Arrow Virtual Academy during COVID-era disruption, creating instructional, grading, technology, communication, and support systems without an established playbook.

400+

Led systems for a rapidly growing English Learner program, scaling services from approximately 115 students while strengthening scheduling, ELAPs, monitoring, inclusion, assessment, and staff capacity.

47% to 72%

Improved graduation outcomes at Nathan Hale High School through coordinated academic supports, intervention systems, professional learning, progress monitoring, and organizational improvement.

\$3 million

Directed a federal School Improvement Grant, aligning funded initiatives, staffing, professional learning, compliance, timelines, and measurable improvement goals.

PROFESSIONAL EXPERIENCE

CareerTech Multimedia Teacher | 2026-Present

Broken Arrow Public Schools - Sequoyah Middle School

- Design project-based multimedia and AV communications instruction for grades 6-8, including a yearlong student news program that produces weekly schoolwide announcements.
- Create presentations, project guides, assessments, production workflows, and exemplars using Canvas, Canva, multimedia platforms, and AI-assisted tools to improve clarity, iteration, and student ownership.

Assistant Principal - Systems, Programs & Student Support | 2021-2026

Broken Arrow Public Schools - Broken Arrow High School

- Led cross-functional systems spanning RTI/MTSS, intervention, English Learner services, special education, assessment, attendance, behavior, scheduling, graduation requirements, and student support in a large comprehensive high school.
- Coordinated a rapidly growing English Learner program serving 400+ students and annual ACCESS testing for approximately 380 students, aligning staffing, scheduling, compliance, technology, communication, and makeups.
- Designed and facilitated professional learning for teachers, administrators, counselors, and support staff on instructional practices, student data systems, Ellevation workflows, new programs, and technology adoption.
- Built monitoring routines, process guides, communication plans, and accountability systems that improved implementation consistency across departments and stakeholder groups.

Principal - Virtual Learning & Systems Implementation | 2020-2021

Broken Arrow Public Schools - Broken Arrow Virtual Academy

- Owned the rapid launch of a virtual academy serving approximately 5,000 students, coordinating instruction, technology, enrollment, grading, student services, communication, and district leadership.
- Established instructional expectations, staff responsibilities, grading procedures, progress-monitoring routines, handbooks, family communications, and digital-learning workflows.
- Designed onboarding and ongoing professional learning while using educator, student, and family feedback to refine systems and support sustainable adoption.

PROFESSIONAL EXPERIENCE - CONTINUED

Assistant Principal - Instructional Leadership | 2019-2020

Broken Arrow Public Schools - Broken Arrow Freshman Academy

- Led professional learning teams, data reviews, formative-assessment work, intervention planning, instructional support, and freshman-transition initiatives.
- Supported educators through new instructional expectations and program changes using walkthroughs, feedback, collaborative planning, and follow-through.

Assistant Principal - Staff Development & School Improvement | 2018-2019

Broken Arrow Public Schools - Centennial Middle School

- Facilitated professional learning, instructional rounds, coaching, and data-informed reflection while supporting MTSS, digital-tool adoption, and schoolwide improvement.

Education Consultant | 2016-2018

Independent Education Consulting

- Led development of a school charter, translating an emerging instructional, governance, and organizational model into a formal application and implementation plan.
- Presented the model to stakeholders, recruited prospective board members, and designed governance onboarding and training.

Principal - School Improvement Leadership | 2011-2016

Tulsa Public Schools - Nathan Hale High School

- Led approximately 65 educators through multi-year improvement initiatives, adult learning, intervention systems, data cycles, and organizational change.
- Improved graduation outcomes from 47% to 72% through coordinated academic supports, progress monitoring, staff development, and cross-functional execution.
- Directed a \$3 million School Improvement Grant, aligning funded programs, staffing, timelines, compliance requirements, and measurable improvement goals.
- Developed leadership capacity among assistant principals, department leaders, and teacher teams while strengthening a collaborative culture focused on continuous improvement.

ADDITIONAL LEADERSHIP & TEACHING

Earlier roles: Principal, Wilson Middle School (2010-2011); Adjunct Biology Instructor, Tulsa Community College (2009-2010); Assistant Principal, Will Rogers High School; Science Teacher, Will Rogers and McLain High Schools.

CORE CAPABILITIES & TECHNOLOGY

Leadership: School & District Improvement | Professional Learning | Adult Learning | RTI/MTSS | English Learner Programs | Special Education | Change Management | Strategic Planning | Stakeholder Communication | Team Development

Implementation: Program Launches | Cross-Functional Program Management | Workflow Design | Training & Facilitation | Process Documentation | Technology Adoption | Feedback Synthesis | Data-Informed Improvement | Post-Launch Support

Technology: ChatGPT & Generative AI Tools | Canvas LMS | Ellevation | Infinite Campus/SIS | Panorama | Google Workspace | Microsoft 365 | Canva | IXL | Rosetta Stone | TalkingPoints | Webinar & Virtual-Learning Platforms

EDUCATION & CERTIFICATION

Education: Doctoral Studies, Educational Leadership - University of Oklahoma | M.S., Educational Leadership - Oklahoma State University | B.S., Education - Northeastern State University

Oklahoma certifications: Superintendent | Secondary Principal | Teaching