Name:　　　　Kris Hagel
Organization: Peninsula School District
Title:　　　　Executive Director of Digital Learning

Briefly describe your professional background and experience in education technology
After studying computer science at Washington State University, I worked in the construction industry for two years. Knowing that would never be for me, I subsequently left that position, and an opportunity arose to work as a computer operator supporting the VAX Mainframe system at my local school district. I quickly moved up to the position of Webmaster, where I could use the computer science skills I had gained in college.

Following my time as a webmaster, I began my first management position as the Manager of Web Applications and Data Warehouse Development and then quickly became the Manager of Integrated Information Systems.

From there, I changed districts and moved into the role of Technology Support Supervisor, where I oversaw all district technology operations for seven years. During my seven years in this role, I also took on a second job as CTO of a small startup that developed tools to provide OER content to third-world countries without adequate internet or other technology resources.

In the spring of 2015, I took over for the retiring Director of Technology. Over the last seven years, I have overseen instructional and operational technology with many titles. In 2019, I helped merge the Technology, Teaching and Learning, Assessment, PD, and CTE departments into the Department of Learning & Innovation. I co-lead that department to this day.

What are the two most important priorities for CoSN to focus on in the next three years?
I feel that COSN should have two main imperatives over the next three years. The first is to expand the effective use of technology by students and staff across the country and the world, and the second is to advocate for additional support and funding to keep students digitally safe.

So much of the technology usage we still see in schools is passive consumption of content and not effective, active digital learning. As technology leaders, we have many opportunities to integrate ourselves into conversations about effective instructional practices with technology. I feel COSN can and should be a leader in this area.

In our district and our region, there is a big push for inclusive practices for all students that primarily look at the implementation of Universal Design for Learning. Technology leaders have many opportunities to weave themselves into this work. Technology leaders are also at the front lines of emerging trends. We must foster the safe and effective use of up-and-coming technologies such as AR/VR/MR, Artificial Intelligence, and the Metaverse/Web3. We are starting a think tank in our district to discuss and plan for these things, and COSN needs to be at the forefront of this effort globally.

We must also stay at the forefront of advocating for additional resources and funding locally, at the state level, and nationally to better protect our students in the areas of Cybersecurity, Data Privacy, and Digital Wellness.

Please explain how your diverse background, personal and professional, will help impact the CoSN Board.
I do not come from a culturally diverse background, however, I was born in North Dakota and moved to Suburban Washington state when I was young. As a white man of privilege, I have not experienced the challenges that many of my peers have faced.

That said, I have gone a somewhat unconventional route to get to where I am and have faced many challenges. While I did attend college, I am not a college graduate. Also, without a college degree, I have, of course, never been a teacher in the classroom. These two things have caused significant challenges for advancing in my career. I work in a district now that has had considerable superintendent churn (four in seven years). Each time a new leader comes in, being the one without the degree or the teaching certificate on cabinet often leads to distrust from new leaders and a much longer time before I am considered a trusted advisor.

Self-doubt and insecurities commonly go along with constant learning, especially on the instructional side of the job. I have never been worried about leading technology initiatives and helping architect new systems and processes. Still, working in the education environment rooted in instructional initiatives, I'm constantly learning and growing personally and professionally.

Earning my CETL certification five years ago and growing into a seasoned professional has helped position me as a valuable resource for our district's elected officials, leadership, staff, students, and families. As new leaders come on board, I am now confident in my abilities to serve them.

Describe your relevant experience in providing leadership to nonprofit organizations (e.g. service on boards, events, fundraising), with particular emphasis on any experience working with state or national education and/or ed tech associations.

My experiences in nonprofits have been in two areas; the first has been as an active member of my local Kiwanis organization. The second is with our district political action group Standup For Peninsula Schools. This area is one where I feel that I have room for growth and is one of the reasons I am running for the COSN board.

Throughout my years with Kiwanis, we have primarily been working on philanthropic ways we can support kids and families in our community. We do that through many events and functions to share our work. Also, to be successful in our mission of supporting the community takes a considerable fundraising effort, so I have participated in many smaller fundraising events and actions at that level.

Standup For Peninsula Schools is our political advocacy group not associated with the district but whose sole mission is to encourage the voters of our community to support ballot measures the school district needs for stable funding.. My work with SUP has accounted for hundreds of hours volunteering anywhere from door-belling at homes in our community to data analysis to analyze voter rolls and likely voters who are supportive of the school district.

There is much more I feel I am capable of at this point in my career. I see COSN as a perfect outlet for that time and energy as its mission aligns with my personal and professional passions.

CoSN has identified diversity as a priority for both the CTO profession and the CoSN organization. As a CoSN Board nominee, how would you help to broaden diversity and/or what experience have you had in evaluating or managing organizational diversity?

Our district, like many others, is struggling with the politics of embracing more progressive diversity initiatives. Parents have come to strategic planning community meetings and say, "We are a white community, and we should only be teaching white history." Unfortunately, we are a community that also has the distinction of being the home of Christopher Rufo, the self-prescribed leader of the Anti-CRT movement nationally.

The rest of our district leadership and I are working on ways to integrate diverse experiences and opinions in everything we do.

For years, I have been working to recruit and hire a more diverse staff. A lot of our district work and equity work has been done under the umbrella of socio-economic diversity and ensuring we have equitable experiences for all levels of the socio-economic spectrum. We have made a push to ensure digital equity amongst our low-income students. We dedicate specific resources to ensure they have the same digital experiences as our more affluent students.

I understand that this is not the optimal work to be done, but we have to be able to institute positive change. We must work around our constraints and push for the positive changes we want to see. Sometimes our work has to be couched in more politically palatable ways in order to bring about the positive and diverse change we need.

Describe your past involvement in CoSN and/or our state chapters

I've had the pleasure of volunteering on the Driving K-12 Innovation Advisory Board for the past four years. I have also been a member of the CTO Council for the last three years. I am in my first year as a member of the Emerging Tech Committee and I'm also in my second year as a part of AASA's Transformational Leadership Consortium, where I strongly advocate for COSN.

Over the years, I have been a presenter or panelist at the COSN conference and our local ACPE chapter of COSN. I have also presented at other EdTech Conferences such as NCCE and ISTE.

For over six years, I have led the Puget Sound Tech Director's group, a local group of technology leaders in the western part of Washington State who work in public education. We meet monthly to facilitate discussions of the challenges and needs we face. We also function as a professional learning community for our local K-12 technology leaders.