



Listen. Learn. Lead.

Tammy Campbell, Ed.D.
Superintendent

The Board of Directors appointed Dr. Tammy Campbell as Superintendent of Federal Way Public Schools at its June 23, 2015, board meeting.



A passionate, transformational leader who builds a shared vision and strong collaborative relationships, Superintendent Dr. Tammy Campbell's upbringing as young girl in the Louisiana Delta convinced her schools are "game changers" for students and communities. That awareness led her to accomplish many firsts in her family including high school valedictorian, first college graduate, and first doctoral student. At every milestone, she would reflect on her journey and the key people who lifted her toward her dreams. She came to realize those who shared her journey without fail were teachers.

Dr. Tammy Campbell brings over 21 years of experience as a classroom teacher, principal, executive director of teaching and learning, and executive director of instructional programs. Her experience includes a leadership role at University of Washington Center for Educational Leadership, and most recently, assistant superintendent for learning and teaching.

In her most recent role as superintendent in Federal Way Public Schools (FWPS), Dr. Campbell leads multiple efforts to improve achievement for ALL scholars at every school. Core to these efforts is ensuring every scholar has a highly skilled, culturally responsive teacher, a caring and supportive environment and the best standards-aligned curriculum.

First and foremost an educator, Dr. Campbell is well known by many for her relentless focus and commitment to increasing student achievement and rigor for each and every student. She is skilled in developing systems of support that ensure teachers and principals can do the important work on behalf of students. Modeling a learner's stance and incorporating principal and teacher voice in the implementation of all major initiatives are essential to the successful implementation of these support systems.

Over the course of her educational career, she has framed her leadership approach so that student results are the focus, staff voice and empowerment are essential, authentic community and family partnerships support efforts, and data coupled with research-based practices are the guide to building systems of support and accountability.

Receiving her doctoral degree and superintendent's certification from Washington State University, Dr. Campbell also holds a Masters in Curriculum and Instruction, a principal certification from Eastern Washington University, and a Bachelor of Science in Elementary

Education from Minot State University in Minot, North Dakota. Additionally, she attended the Harvard Institute for Superintendents. She has served as an adjunct professor in the principal and teacher certification programs at University of Washington, Washington State University, Seattle University and Gonzaga University demonstrating her commitment to growing future teacher and principal leaders.

Dr. Campbell has received multiple awards and professional recognitions as an educational leader over the years.

In the spring of 2018, Dr. Campbell received the Phi Beta Sigma Community Service Award. This particular award demonstrates her commitment to community outreach and in support of pillar 2: Schools Can't Do It Alone.

In 2017, she received the "Communicator of the Year" award from the Western Washington National Speech and Debate Association. In 2010, she was the recipient of the WSASCD Educating the Whole Child Award. This particular award demonstrates a lifelong commitment to the whole child, which is also aligned with Goal 2: The Whole Child in the FWPS strategic plan.

In the 2016 school year, the College Access Now Foundation recognized Campbell's leadership by honoring FWPS with the Education partner of the Year award. One of the foundation's focuses is its college completion program that empowers students from low-income families to access, enroll and graduate from college at rates equal to their more advantaged peers.

In 2010, Campbell received the Educating the Whole Child Award from Washington State Association for Supervision and Curriculum Development (ASCD). As a principal in Central Valley School District, she received the Principal Instructional Leadership Award in 2008.

Superintendent Campbell's presentations and other recognitions are as follows:

- 2019 Award of Appreciation from The Korean School of Federal Way for visionary leadership and ongoing commitment to the partnership.
- June 2018 presentation on Principal Supervision & Support at AWSP/WASA Summer Conference.
- 2018 Guest speaker at WE Day Seattle.
- 2017 and 2018: speaker at the WSU Superintendent Certification Program regarding how to lead as a highly effective equity driven superintendent.
- July 2018 presentation on entry planning and strategic planning at WASA Incoming Superintendents Conference.
- Aug. 2017 Ed Surge article titled "In Washington's Most Diverse District, STEM Opportunities Provide New Paths to Success" (<https://www.edsurge.com/news/2017-08-02-in-washington-s-most-diverse-district-stem-opportunities-provide-new-paths-to-success>).
- 2017 keynote speaker at the University of Washington Center for Educational Leadership Summer Leadership Institute regarding systems work focused on the improvement of student learning.
- 2017 panel discussion on entry plans at the JG Consulting Career Summit.



- 2017 presentation on policy governance at the AWSP/WASA/WSSDA Equity Conference.
- 2016 and 2017 presentations on entry plans and organizational strategic plans at the WASA Women in Leadership Conference.
- 2016 presentation on effective board/superintendent teams and superintendent entry plans for the WSSDA Annual Conference.
- 2015 presentation on Learning-Focused Partnerships: Principals and Principal Supervisors for ASCD.
- 2014 presentation on practices of highly effective principal supervisors at AASA Conference.
- 2012 state keynote speaker for ASCD.
- 2010 presentation at WERA on the Keys to Implementing Standards Based Grading.