



**Name:**

**Dr. Jackie Kapushion, Superintendent**

**Current School District and Location:**

**St. Vrain Valley School District**

**INTRODUCTION**

Dr. Jackie Kapushion, Superintendent of St. Vrain Valley School District in Longmont, Colorado. The school district is nationally recognized for innovation, workforce pathways and technology integration across its 60 schools. St. Vrain is the home of 33,000 students across 411 square miles, and our mission is to provide current and future generations with a strong competitive advantage so that all students can achieve success in a globalized world. St. Vrain's unwavering commitment to excellence drives everything they do, from record-high graduation rates and rigorous academic programs to prioritizing safety, well-being, and future-ready learning. With an exceptional school board, visionary leadership, outstanding educators, and strong family and community partnerships, St. Vrain continues to elevate what's possible for every student and embodies the public school advantage.

**Education:**

BA, Elementary Education, University of Wyoming, 1988

MA, Administration, Supervision & Curriculum Development, University of Colorado, 1993

Ed.D., Leadership & Educational Equity, University of Colorado, 2019

**Experience:**

Dr. Jackie Kapushion began her teaching career in a one-room schoolhouse in Colorado in 1988. She served as an elementary teacher for 8 years before assuming a role as an Elementary Principal in 1996 in Westminster Public Schools (Colorado). Later, she would serve in the roles of Director of Professional Development, Executive Director of Learning Services, Assistant Superintendent of Learning Services (Mapleton Public Schools, Colorado), and Deputy Superintendent in St Vrain for 9 years before becoming the Superintendent in St. Vrain Valley Schools in 2025. She has also served as an adjunct instructor for the University of Colorado Denver, preparing the next generation of principals and school leaders.

**Outstanding Achievement(s)**

Jackie's leadership has garnered several district-wide recognitions, as well as individual recognitions during her tenure in St. Vrain (10 years). Most recently, the District has been

recognized by *Forbes* Magazine as a “Best-In-State Employer” for Colorado. St. Vrain has also achieved the highest graduation rate in the Denver-metro area at 96.8% for all students and nearly 93% for Hispanic students. St. Vrain has also demonstrated the lowest teacher turnover rate in the state, has been named as one of 300 Best Communities for Music Education for the past five years, and was recently named a District of Distinction by both College Board and DALI (District Administration Leadership Institute). Dr. Kapushion was recently recognized with the 2025 Education Champion Award by the St. Vrain Valley Education Foundation, as well as receiving a Distinguished Alumni Award in 2026 from the University of Colorado Denver for her work in ensuring leadership and equity across the state in public education. She received the *Service Before Self* Award by the Erie Rotary in 2022, and the Longmont Times-Call Newspaper *Top 100 People to Know*.

## **AN INTERVIEW**

### **Tell us about how you see today’s superintendent.**

It is both an exciting and challenging time to be a public-school superintendent. Our current globalized context and rapid rate of change, present numerous opportunities to reshape public education to ensure that our institution remains relevant and impactful for our society. With the emergence of AI and other advanced technologies, students today will be able to explore content and career pathways that are beyond the imagination of previous generations. This rapid pace of change also presents challenges for superintendents who must help staff, parents and community members see a new vision for our work and bridge the differing generational perspectives. Superintendents must also understand the latest research and business trends, and communicate these new realities, while offering assurances that students are resilient and have the capacity to successfully navigate this highly technical and complex internationalized environment.

### **What new understandings did you acquire after two or three years on the job?**

My new understanding is that a traditional education preparation career track and college degree do not begin to prepare one for the complexity of the superintendent role. To be successful in all aspects of the superintendency, especially while managing a very large organization, one must be incredibly astute in business practices (finances, operations, facilities, Human Resource practices, partnerships, etc.), while navigating an increasingly polarized political environment, utilizing strong communication skills, and cultivating productive boardmanship practices. Fortunately, I was exposed to all aspects of the work and received incredible mentor support in the nine years prior to assuming the role, and this level of succession planning has helped me experience success as a new superintendent. I am now carrying that forward in my own leadership, providing deep mentorship to members of my leadership team, developing upward pathways for teachers and assistant principals to move into school leadership and central leadership positions, and modeling the leadership balance of focused and strategic business practices with empathy and care for others. I believe this is how

you build a culture of excellence across your leadership team and ensure continuity and success beyond your tenure as superintendent.

**Share an idea to use or something you've learned with your colleagues.**

I've connected with and observed numerous superintendents from across the country through various networking groups. The superintendents who approach their work with honesty and authenticity seem to enjoy their work more and are highly trusted leaders in their communities. I think in this role in which we experience a lot of public scrutiny and criticism, it becomes easy to be less visible, more guarded and less vulnerable. I've learned from others that being accessible and showing that human side goes a very long way in building trust, credibility and deep relationships with key stakeholders within the organization and throughout the community.

**Submitted by:**

*Jackie Kapushion*

March 30, 2026

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**Name/Signature**

**Date**