

Doug Hazen, EdD

Dr. Doug Hazen is an experienced educational leader with almost two decades of service in Wyoming and Montana's public schools. He has served as a high school mathematics teacher, coach, middle level principal, curriculum director, special education director, transportation director, and district superintendent. His experience at virtually all levels of a school system provides him with a unique perspective, unlike most other educators.

Doug specializes in training educators and leaders in McGrath's TRUE-SPEAK Communication System, a framework designed to foster effective and legally-defensible methods of communication, supervision, and evaluation of staff. Doug provides leaders with the practical tools and skills they need to confidently lead with their heart, while thinking with their head.

Most recently, Doug served as superintendent of Big Horn County School District #2 in Lovell, Wyoming. During his tenure, he championed practices that strengthened staff trust, deepened professional collaboration, and elevated transparent communication. The district prioritized effective instruction and collective efficacy by implementing staff-led professional learning that empowered educators to improve their practices and improve student outcomes. Doug also introduced training on the ethical and effective integration of artificial intelligence tools, helping educators align instruction with emerging technologies while maintaining strong relationships and instructional integrity. As a special education director, he supported the development of strong co-teaching models and enhanced collaboration between special education and general education staff. As a principal, Doug guided Lovell Middle School to earn a rating of "Exceeding Expectations" on the Wyoming School Performance Report. Earlier in his career, he was honored as the district's Teacher of the Year and was part of the Lovell High School team recognized with a National Blue Ribbon School award.

Doug earned his BA in Mathematics from Carroll University, an MA in Teaching and Learning from Northern State University, and an EdD in Educational Leadership from the University of Wyoming. He is a devoted husband and proud father who values collaboration, honesty, and the power of relationships to transform schools. When not engaged in educational work, Doug enjoys time outdoors, music, food, and supporting his kids' many activities.