



Executive Director

Dr. Linda E. Estep, Ed. D.



Dr. Linda E. Estep, Ed. D., works collaboratively with the board, staff, students, volunteers and community to support and promote CROW's mission. Her duties include supervising staff, overseeing the overall operation of the organization, working with the Board of Directors and board executive committees to promote best practices for the Visitor Education Center and Clinic, continuing to review and implementing the strategic plan that was adopted in 2013, and building communication and teamwork throughout the organization.

Linda brings vast experience in organizational management as well as a strong commitment to CROW extending back 15 years when she started volunteering while on vacations on Sanibel. She earned her Doctor of Education Educational Administration degree from Pennsylvania State University and had a successful career in the Central York School District. She retired as Superintendent in December of 2008 after serving 10 years in that position. She utilizes her leadership, organizational, and management skills to assist CROW in building a better world through care, collaboration, and education as outlined in CROW's mission statement. In summarizing her role and that of CROW, she quotes Harriet Beecher Stowe: "We should remember in our dealings with animals that they are a sacred trust to us. [They] cannot speak for themselves."