

**District School Board of Indian River County**  
**6500 – 57th Street, Vero Beach, FL 32967**

If a person decides to appeal any decision made by the Board with respect to any matter considered at these meetings, he will need to ensure that a verbatim record is made which includes the testimony and evidence upon which the appeal is to be made.

**Date: May 10, 2019**

**Time: 9:00 a.m. – 11:30 a.m.**

**Room: Joe N. Idlette, Jr. Teacher Education Center (TEC)**

**Discussion Session Agenda**

- I. CALL DISCUSSION TO ORDER
- II. REVIEW OF INTERIM-SUPERINTENDENT RESUMES
- III. DECISION OF CANDIDATES TO INTERVIEW
- IV. ADJOURNMENT

Anyone who needs a special accommodation to participate in these meetings may contact the School District's American Disabilities Act Coordinator at 564-3175 (TTY 564-2792) at least 48-hours in before the meeting. NOTE: Changes and amendments to the agenda can occur 72-hours prior to the meeting. All business meetings will be held in the Joe N. Idlette, Jr. Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 6500 – 57th Street, Vero Beach, FL 32967, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at [www.indianriverschools.org/iretv](http://www.indianriverschools.org/iretv). The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

**This page intentionally left blank.**

1565 56<sup>th</sup> Court  
Vero Beach, FL 32966  
May 7, 2019

Ms. Andrea Messina, Executive Director  
Florida School Boards Association  
203 South Monroe Street  
Tallahassee, FL 32301

Dear Ms. Messina,

I am applying for the Interim Superintendent position for Indian River County for one major reason: I care passionately about this district's students, teachers, staff members, and entire community. I have been living in Vero Beach for almost 40 years, and 31 of those years have been a member of this school district. As you review my resume, you can see that I have served in several roles in this district and I have also taught five years in the state of Illinois. In addition to my educational career, I was also employed 5 years at the Florida High School Athletic Association serving as Assistant Executive Director for Athletics and Associate Executive Director for Administrative Services. Working with student athletes was our main focus, however, I also collaborated with teachers, coaches, Athletic Directors, Principals, and Superintendents on a regular basis.

This selection process for Interim Superintendent is crucial, as this person will play a big part in getting the district back on an even keel. Part of providing a successful foundation for the new superintendent includes creating the framework to have a new CFO and an Assistant Superintendent for Human Resources in place. Addressing these positions will ensure our next superintendent can focus on getting established and connected in our community.

I have been a change agent throughout my career and have been moved several times to assist with or lead an organization or school. I have been fortunate in all of my educational opportunities because I have enjoyed every position I have ever had. To be sure, some of these positions have presented more challenges than others, but I enjoyed going to work every day.

As we move into the end of the school year, there are some issues now facing our school district; one of them being teacher/ staff morale. I am not going to say there is an easy fix, but I will make those connections with schools, parents, teachers, and staff to the best of my ability. Knowing and demonstrating through leadership, the value of each and every person is important for every employee in our system.

I am an educator who believes in a safe and exemplary learning environment for all of our students and teachers, and I will do my best to show everyone support and guidance to make this happen. I will also create a collaborative environment among school based personnel and district staff so there is a strong and supportive team. But please know this, I will make the hard decision when it needs to be made, and correct a situation immediately, if it needs to be corrected.,

Although I have not held the position of superintendent, I believe I have demonstrated I have the skills to do this very challenging job. I know this school system and the community very

well. Education and school systems are about people; students, teachers, parents, support staff, volunteers, and district staff. Working with people to accomplish goals has always been one of my strengths.

In closing, it is the responsibility of the superintendent and school board to set the tone as the year begins, and I look forward to working with this school board to ensure our policies and practices help us create, support, and maintain a Grade A school district.

Thank you for your consideration.

Respectfully,

A handwritten signature in blue ink that reads "Margaret (Peggy) Jones". The signature is written in a cursive style with a large, prominent "J" at the end.

Margaret (Peggy) Jones, Ed.D.

**Dr. Peggy Jones**  
**1565 56<sup>th</sup> Court**  
**Vero Beach, Florida 32966**  
**(772) 766-3095**

### EDUCATION

- Illinois State University, Bachelor of Science – Junior High Education- English Major/Minor in Physical Education, June 1974
- Northern Illinois University, Master of Science – Educational Administration, June 1979
- Nova Southeastern University—Doctor of Education, 1998

### EMPLOYMENT HISTORY

- 1974-79: Teacher, Waterman School District, Waterman, Illinois
- 1979-80: Teacher, Okeechobee Schools, Okeechobee, Florida
- 1980-85: Teacher, Department Chair, and coach, Indian River County School District, Vero Beach, Florida
- 1985-2009: Administration with Indian River County School District
  - 1985-88: Dean, Vero Beach High School, Vero Beach, Florida
  - 1988-92: Assistant Principal, Vero Beach Junior High School, Vero Beach, Florida
  - 1992-95: Principal, Gifford Middle Six, Vero Beach, Florida
  - 1995-98: Principal, Gifford Middle School (6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>), Vero Beach, Florida
  - 1998-09: Principal, Sebastian River High School, Vero Beach, Florida
- 2009-2011: Assistant Executive Director for Athletic Services, Florida High School Athletic Association, Gainesville, Florida
- 2011-2014: Associate Executive Director for Administrative Services with the Florida High School Athletic Association, Gainesville, Florida
- 2015-2016: Consultant for Indian River Schools—Beginning Principals
- 2017-2018: Executive Director for Secondary Schools—Indian River School District

### SUMMARY OF ADDITIONAL TRAINING

- 1980-Present: More than 2500 hours of in-service: Curriculum and Instruction, Middle School Training, Performance Assessment, Effective Schools, Safe Schools, Cooperative Learning, Facilitative Leadership, TESA, Quality Schools, Assertive Discipline, Gang Prevention, Family Math, Schools for the 21<sup>st</sup> Century, Legal Issues with Due Process, ACE (Assisting Change in Education), Writing, and Educational Leadership and Administration, Ruby Payne Teaching.
- State Curriculum Frameworks, February 1985

- National Resource Center for Middle Grades Education, 1992-97
- Harvard Principals' Center, June 1997, October 1999, November 2006
- Member of Core Team for Strategic Planning, 1998
- Indian River School District County Budget Team, 2000-09

### **HIGHLIGHTS OF QUALIFICATIONS**

- 41 years of experience in the educational field: 30 years in administration and 11 years of teaching in the areas of language arts, reading, social studies, and physical education. The administrative work included 17 years as a principal, 4 years as an assistant principal, and 2 years as dean of students, 1 year as an administrative assistant, 5 years at the FHSAA, and one year as Executive Director for Secondary Schools.
- Assigned as first AD in state of Illinois for boys and girls sports—Jan-June 1979 (moved to Florida).
- Proven experience in the planning, programming, and renovating of a seven million dollar school facility.
- A visionary with proven capabilities to create new programs for the benefit of students and teachers in the middle grades.
- Effective problem solver, facilitator, and consensus builder.
- An accomplished change agent with an established track record in getting positive results working with community based organizations, parents, and neighborhood groups in a multi-diverse community.
- Caring, friendly, positive, and approachable, possessing strength of character and sincere sensitivity to unique needs and aspirations of all segments of the community.
- Risk taker and an explorer of new horizons and new school business partnerships in education to affect what is best for students.
- Site budget coordination for a school with a 9 million dollar budget.

### **SUMMARY OF PROFESSIONAL EXPERIENCE**

- Supervised daily operations of a sixth grade center, Gifford Middle Six, with 700 students and 55 staff members, Gifford Middle School, 6 through 8, with 1,100 students and 84 staff members, and Sebastian River High School, 9 through 12, with 1980 students and 200 staff members.
- Monitored and worked with programs such as Full Service Schools, After School Programs, Peer Mediation and Conflict Resolution, Safe School Programs, Mentoring Programs, Parenting Programs, Youth Volunteer Programs, Gang Prevention, and School Improvement Teams, Smaller Learning Communities, both district and site based.
- Hired, assigned, trained, motivated, and evaluated certified teachers and classified staff.
- Demonstrated competencies in teacher supervision, knowledge of instructional strategies, education goals, policies, curriculum, development, and in-service planning.
- Prepared, submitted, and oversaw middle school and high school budgets and procurement of supplies and materials.

- Charged with the discipline and safety of the student body: organized aspects of security procedures.
- Successful in building schools and their staff to a solid, dedicated team committed toward excellence in student achievement and quality education.
- Planned and scheduled state training for all high schools for Compliance Seminars for the Florida High School Athletic Association. ( 2012-2014)
- Liaison for C2C software for all high schools in the state---score reporting, brackets for finals, forms, district ranking.

### **COMMITTEES**

- School District Budget Committee
- School District Initial School Advisory Team
- School Professional Development Team
- Gifford Middle School—SAC, Budget, Scheduling, Teaming, Professional Development committees
- Sebastian River High School Advisory Council
- Sebastian River High School Technology Committee
- Sebastian River High School Safety Committee
- Sebastian River High School PTSA Board
- Sebastian River High School FCAT (State Testing) Committee
- Indian River Teacher Assessment Committee
- Inclusion Model for the State/Autistic Class
- Indian River Strategic Planning Core Team
- Staff Development – Indian River County
- Assessment and Grading Practices
- CASA (County Administrators & Supervisors Association) Board Member and President (2008-09)
- Professional Growth Evaluation Committee
- Gang Prevention Community Committee
- District SAC Team (16 years)
- FHSAA Officials Advisory Committee
- Initiated Internships for Directors of Athletics at FHSAA with local schools
- FHSAA Athletic Directors Advisory Committee
- FHSAA All Sports Committees
- FHSAA Sports Medicine Advisory Committee
- African American Core Achievement Team—Indian River County

### **PROFESSIONAL AWARDS, RECOGNITION, AND MEMBERSHIPS**

- Assigned as first female athletic director in the State of Illinois for boys' and girls' sports in a high school, Waterman School District, Jan-June 1979 (moved to Florida)
- Teacher of the Year, Vero Beach Junior High School, 1985

- District Finalist for Teacher of the Year, 1985
- Who's Who of American Women, 1985
- Golden Indian Award, Vero Beach High School, 1988
- Lifetime PTA Award, 1992
- Outstanding Leader Award, Vero Beach Junior High School, 1992
- Principal's Day Award, Gifford Middle, May 1997
- Outstanding Principal Award, Indian River County, May 1997
- Harvard's Principal Center—selected to attend summer 1997
- Outstanding Principal for Region 3 in State of Florida, Department of Education Award, June 1997
- Who's Who of Executive Leaders, 1998
- Harvest of Hope Recognition
- SADD (Students Against Drunk Drivers) Recognition
- NJROTC Recognition
- Sebastian River High School Shark Band Award Recognition
- American Legion Recognition
- Sebastian River High School Athletic Recognition
- Sebastian River High School Staff Recognition
- Distinguished Service Recognition from FHSAA—September 2014

#### **MEMBERSHIPS**

- CASA (County Administrators and Supervisors Association) – 1992-2009
- FASA (Florida Administrators and Supervisors Association) – 2000-2009, 2012-2014
- Harvard Principals' Center – 1998-2009
- Phi Delta Kappa, 1980-90

#### **PRESENTATIONS**

- Transitioning Students to Middle School, 1994-98
- Classroom Management, Administrative Pool, November 1996
- TESA, Administrative Academy, June 1996
- Performance Assessment, Gifford Middle, October 1996
- Integrating the Middle School Curriculum, January 1997
- Middle School Activities, EdVenture, August 1994
- Seven Habits of Highly Effective People, Gifford Middle Six, December 1994
- Teaming, Gifford Middle Six, August 1994
- The First Day of School, Vero Beach Junior High, August 1990
- Writing in the Curriculum, Vero Beach Junior High, 1984
- Monthly Faculty Meetings, Educational Research Information, 1992-2009

- Presentation for Athletic Services at state seminars for Athletic Directors in Florida 2009-2014
- Presentation at Official Conference—2009-2011
- Presentations for C2C--FIAAA
- FHSAA In-services/Compliance Seminars---2009-2014
- FHSAA Presentation for new schools in the Association 2009-2014
- Storm Grove Middle School---plus/ delta for the school year—2016
- School District Workshops--Plus/Delta—Data and Department Chairs—Reading in the Curriculum, Assistant Principal Meetings/Workshops and Principal Meetings/workshops.

### **COMMUNITY SERVICE**

- Facilitator for goal setting and problem solving for the following community organizations:
  - Indian River Chamber of Commerce, 1994 and 1995
  - Indian River Council of 100, 1993
  - Riverside Children’s Theater, 1995
  - United Way, 1996
- Relay for Life Volunteer Chairperson, 2007
- Team Parent for Soccer and Baseball Mighty Mites, 1993-97
- Assistant Youth Soccer Coach, 1998
- Habitat for Humanity Volunteer
- United Way Panel Chair for Education, 2019

### **REFERENCES**

- Dr. Fran Adams, Former Superintendent of Indian River County, Florida
- Mr. Bill Wilson, Senior, Hall of Fame Coach
- Mr. Tony Brown, NAACP President, Vero Beach
- Dr. Jacque Jacobs, Retired college educator and former Principal, Indian River County
- Susan Lovelace, Former IB Coordinator, Sebastian River High School
- Carol Johnson, Former school board member, Indian River County
- Dr. Roger Dearing, Former FHSAA Executive Director and Superintendent

#### Letters of Recommendation

- Furnished upon request



Dr. James Parla  
222 Barbossa Drive  
Sebastian, Florida 32958  
(772) 205-0742  
jparla58@gmail.com

May 3, 2019

Ms. Andrea Messina  
Florida School Boards Association

Dear Ms. Messina:

It has come to my attention that the Indian River County Board of Education is seeking an interim superintendent of schools. I am writing to apply for this position.

I successfully completed seventeen years as a superintendent of schools and I have served as an assistant superintendent for business. Throughout my career in education I have had much experience in the areas of school finance, curriculum and instruction, operations and strategic planning. I have been very successful in improving student achievement and overall school district finance and operations.

I currently serve on the advisory committee for the Treasure Coast Technical College. I am also a member of the Governing Board of Directors of Treasure Coast Community Health, serving as treasurer and chairman of the finance committee.

My resume, brief biography and final evaluation as a school superintendent are enclosed. I would appreciate your consideration to be interviewed for this position.

Sincerely,



James Parla, Ed. D.



### **Dr. James Parla**

Dr. Parla served as a superintendent of schools in New York and New Jersey for more than seventeen years. He also served as an assistant superintendent for business, elementary school principal and classroom teacher. In addition to his experience as a public school administrator and teacher, Dr. Parla served as a member of his local board of education for fourteen years.

Dr. Parla received recognition for his service in public education. The majority of his career was in New York where he received the PTA Jenkins Memorial Scholarship Award, New York State PTA honorary life membership, honorary membership in the Tri-M Music Honor Society and many proclamations from local and state legislators. In New Jersey, he was recognized as number 14 on Mercer County's list of the "25 Most Interesting People in 2013."

Dr. Parla was a frequent presenter and panelist for the New York State School Boards Association regarding a variety of topics in education including curriculum development, careers in education and school finance. He also participated as a guest speaker and panelist at Adelphi University, Hofstra University and Dowling College. He was a member of the Adelphi University School of Education Advisory Committee, Nassau Music Educators Advisory Board and the Board of Directors of SCOPE, a nonprofit organization supporting schools on Long Island. He is past president of the Nassau County Council of School Superintendents.

Prior to pursuing a career in public school administration, Dr. Parla served as Assistant Dean of the Hagan School of Business at Iona College and Director of Public Communications for NYNEX. He is currently an adjunct faculty member in the Urban Educator Leaders Doctoral Program at Columbia University Teachers College and the Graduate School of Education at Touro College. He is a member of the Board of Directors for Treasure Coast Community Health, serving as its treasurer and finance committee chairperson. He also serves on the Advisory Committee for the Treasure Coast Technical College, Indian River County School District.

Dr. Parla received a Bachelor of Science degree from the State University of New York at Oneonta, a Master of Arts from Adelphi University, a Master of Business Administration from Iona College and a Doctor of Education from Columbia University Teachers College.

**Dr. James Parla**  
**222 Barbossa Drive**  
**Sebastian, Florida 32958**  
**(772) 205 - 0742**  
**E-mail: jparla58@gmail.com**

**Education:**           **Columbia University, New York City, N.Y.**  
Doctor of Education (Ed. D.)

**Iona College, New Rochelle, N.Y.**  
Master of Business Administration (M.B.A.)

**C.W. Post College, Greenvale, N.Y.**  
Professional Diploma, Educational Administration (P.D.)

**Adelphi University, Garden City, N.Y.**  
Master of Arts (M.A.)

**State University of New York, Oneonta, N.Y.**  
Bachelor of Science (B.S.)

**Rockland Community College, Suffern, N.Y.**  
Associate in Arts (A.A.)

**Certifications:**       Educational Leadership-All Levels (FL)  
School Administrator/Superintendent (NJ)  
Superintendent (PA)  
School District Administrator (NY)  
School Administrator and Supervisor (NY)  
Teacher N-6 (NY)

**Professional/Administrative Summary:**

2/15-present   **Adjunct Associate Professor**, Columbia University, Teachers College  
2002-2008; 2014-present **Adjunct Instructor**, Touro College  
2018-present   **Senior Consultant**, Perkins Consulting Group  
4/12-2/15       **Superintendent of Schools**, Hamilton Township Public Schools  
8/09-4/12       **Superintendent of Schools**, Wappingers Central School District  
7/04-8/09       **Superintendent of Schools**, Island Trees UFSD  
8/97-7/04       **Superintendent of Schools**, North Bellmore UFSD  
1/92-8/97       **Assistant Superintendent for Business**, Valley Stream UFSD 13  
7/84-1/92       **Director of Operations**, NYNEX  
8/82-7/84       **Assistant Dean**, John Hagan School of Business, Iona College  
1/74-8/82       **Teacher**, K-6, New Hyde Park-Garden City Park UFSD

**Superintendent of Schools:** Hamilton Township School District, New Jersey (2012-2015); Student Enrollment: 12,400; K-12

*Curriculum and Program Development:* Implemented mandated teacher and administrator evaluation model developed by Charlotte Danielson. I implemented early intervention programs, transitional kindergarten and transitional first grade. Enhanced and expanded technology program.

*Personnel and Negotiations:* Successfully completed contract negotiations with teachers and administrator unions.

*Finance/Operations/Strategic Planning:* In the absence of a business administrator, I had to assume the responsibilities of preparing the proposed 2013-2014 and 2013-2014 budgets and other business office responsibilities. I successfully addressed a very serious legal issue involving the district's health insurance broker which surfaced during my first week as superintendent. I was able to restructure our health insurance procurement process and ongoing management saving the district \$1.2 million. I worked with the district's purchasing agent to develop the first purchasing procedures manual and I wrote and implemented procedures for student activities funds. The final budgets for 2013-2014 and 2014-2015 were adopted with many academic enhancements and a zero tax increase in 2014 and 2.0% for 2015. All stakeholders had the opportunity to participate in the budget preparation process. I have also facilitated the development of a Multi-Year Capital Plan and a Five Year Strategic Plan. All budgets did not exceed the tax levy cap, therefore, public votes were not required under New Jersey Education Law.

*Public Relations:* Due to very negative media coverage that plagued the school district prior to my appointment, during my first few months as superintendent I established a rapport with the local media and implemented a new protocol to ensure my accessibility to all media organizations. I was recognized by the media as one of the top twenty-five most interesting people in Mercer County, NJ in 2013, noting my cooperation with the media.

**Superintendent of Schools:** Wappingers Central School District, Wappinger Falls, New York (2009-2012); Student Enrollment: 12,000; K-12

*Curriculum and Program Development:* Established district curriculum mapping initiative. Significant progress achieved to horizontally align the reading and writing curriculum at the elementary level. Implemented the mandated Common Core Standards. Implemented the new Annual Professional Performance Review/. Developed the *State of the Educational Program* document that summarizes all curriculum in areas; presentations made to the Board of Education on a monthly basis. Guided implementation of Response to Intervention initiative; implemented a focused, action research model to improve the graduation rate. Facilitated continuous training in balanced literacy and differentiation of instruction; guided realignment of special education to establish a continuum of programs and services; prepared a cost effective plan for a full day kindergarten program that was approved by the Board of education and commenced September 2012.

**Superintendent of Schools:** Wappingers Central School District (Continued)

*Personnel and Negotiations:* Participated in contract negotiations with facilities/transportation unit and teachers unit; resolved several problematic personnel issues involving tenured teachers, administrators and staff, resulting in improvement, resignations and/or retirements.

*Financial/Operations Management:* I work very closely with business official in developing budgets. The 2010-11 budget carried a 9.53% tax levy increase due to increased costs, depletion of the fund balance over past years prior to my appointment as superintendent and reduced state funding. Through much planning and hard-work, the district passed the budgets with a greater than a 60% plurality with record breaking number of residents voting. The budget process was complimented by many constituents and staff as transparent and informational. I developed a financial analysis and four-year financial plan to improve the district's precarious financial position. I introduced many cost reduction measures such as performance contracting which is a process to upgrade facilities financed with the resulting decrease in energy costs; increased use of Requests for Proposals, resulting in substantial decreases in liability and workers compensation premiums; renegotiating vendor contracts, management of overtime, refinancing bonds, inventory control, grant management and improved STAC procedures. More than \$1 million in savings has been realized in the 2010-11 school year and carried over into the 2011-12 school year; the fund balance more than doubled over a two year period. All budgets approved under my watch.

*Public Relations:* Successful in creating an environment of trust with all school district constituents. The school administration, teachers, staff, parents, students and community members developed an open, trusting partnership. I attended many concerts, plays, sporting events, other activities/programs and monthly PTA Council meetings. I also posted information messages on the district's website on a monthly basis.

**Superintendent of Schools:** Island Trees Union Free School District, Levittown, New York (2004-2009); Student Enrollment: 2,700; K-12

*Curriculum and Program Development:* Established district teams to implement curriculum mapping project. Curriculum in areas of mathematics, social studies; English language arts, foreign language, science completed; other areas on schedule. New curriculum maps are aligned with the New York State Standards.

Expanded staff development programs, introduced new models for teacher training; implemented textbook cycle program and updated textbooks in all subject areas and grade levels; implemented software to track academic intervention services; introduced Response to Intervention; implemented DIBELS; established and guided district's Technology Committee and implementation of technology plan; designed and implemented multiple failure

**Superintendent of Schools:** Island Trees Union Free School District (Continued)

reports and focused guidance department's coordination of corrective action plans with faculty; established district's Wellness Committee and implemented new programs and services to promote wellness in the health curriculum and in school activities.

*Personnel and Negotiations:* Responsible for personnel functions; monitoring certification, tenure dates, fingerprinting and other requirements; successfully negotiated, without a professional negotiator, new, multi-year contracts with teachers, clerical and custodians.

*Strategic Planning:* Developed and implemented strategic planning process resulting in *State of the Educational Program*, documenting goals and objectives for all curricula areas. Monthly reports were presented to the Board of Education

*Financial/Operations Management:* Worked closely with business official in developing budgets and three-year financial plan; presented budgets to all constituents and maintained significant community support. All budgets passed by at least a 2:1 margin; formulated district capital improvement plan including the maximization of EXCEL aid; passed two bond proposals and implemented capital projects. Moody's upgraded district rating to A1.

*Public Relations:* Successful in creating an environment of trust with all school district constituents. The school administration, teachers, staff, parents, students and community members have an open, trusting partnership. I attended mostly all concerts, plays, sporting events and other activities/programs.

**Superintendent of Schools:** North Bellmore Union Free School District, North Bellmore, New York (1997-2004); Student Enrollment 2,600; K-6

*Curriculum and Program Development:* Established district teams to rewrite curricula in areas of mathematics, social studies, English language arts and science. New curriculum guides were aligned with the New York State Standards; provided resources for implementation of curricula, including teacher training, textbooks, trade books, supplies and materials; expanded Reading Recovery Program; developed academic intervention services plan for children to assist them in meeting the state standards; established and guided district's Technology Task Force and implementation of technology plan; guided overhaul of special education program; established additional self-contained classes within district schools for students attending center-based programs, full inclusion model and TEACH Program for autistic children; guided the development and implementation of a full-day kindergarten program, September 2001.

**Superintendent of Schools:** North Bellmore Union Free School District (Continued)

*Personnel and Negotiations:* Responsible for personnel functions; track certification, tenure dates, fingerprinting and other requirements; successfully negotiated, without a professional negotiator, new, multi-year contracts with all collective bargaining units; teachers, custodians and clerical.

*Strategic Planning:* Developed and implemented educational planning process, setting instructional goals and objectives. Chaired district Space and Enrollment Committee comprised of parents, faculty, staff, administrators and other community members to address the issue of enrollment growth and facilities utilization. The committee recommended the opening of a school that has been closed for more than twenty years, requiring the rezoning of school attendance areas. The recommended plan was approved by the board of education and overwhelmingly supported by the community, as evidenced by the approval of school budgets by three/ four- to- one margins; two capital reserve fund propositions, \$1.2 million and \$1.5 million, respectively passed by the same margins. The Martin Avenue School successfully opened in September 2001.

*Financial Management:* Worked closely with business official in developing budgets and three-year financial plan; presented budgets to all constituents and maintained significant community support as evidenced by all budgets approved by voters; guided the improvement of the district's food service program

*Public Relations:* Successful in creating an environment of trust with all school district constituents. The school administration, teachers, staff, parents, students and community members have an open, trusting partnership. I attend mostly all concerts and other evening activities and was very visible in the schools.

Awarded Honorary Life Membership in PTA by North Bellmore Coordinating Council of PTAs (1998)

**Assistant Superintendent for Business:** Valley Stream Union Free School District Thirteen, Valley Stream, New York (January 1992 - August 1997)

*Curriculum and Program Development:* Chairman of the Instructional Technology Task Force; developed district instructional technology plan that was approved by the Board of Education and implemented in 1996 - 97-school year.; chaired grade level meetings to develop district - wide competencies in all subject areas; served on District Science Task Force that revised the district's science curriculum. Chairperson of kindergarten committee, charged with assessing the program and analyzing alternatives for improvement. The full day kindergarten program was implemented in the 1997-98 school year. Served as Chairperson of the cultural arts & mathematics committees; served on Shared Decision Making Team.

**Assistant Superintendent for Business:** Valley Stream Union Free School District Thirteen (Continued)

*Financial Management:* Developed, presented and managed the annual budget and long term financial planning; directed and supervised accounting for all funds; accounts payable and receivable, payroll, cash flow; responsible for state and federal funding; responsible for preparation of all internal and external reports for Board of Education, State Education Department (Form A, SA 129, ST-3, etc.) and other agencies; responsible for all district investments.

*Personnel and Negotiations:* Responsible for personnel management for all Civil Service staff; coordinated in-service and graduate course approvals for certified staff. Served on negotiations committee for all non - instructional bargaining units; assisted in negotiations with the teachers.

*Buildings and Grounds:* Supervised custodial and maintenance staffs, maintenance and operations for all schools including capital projects; developed five year capital improvement plans in 1992 and revised custodial/maintenance methods and procedures guidelines in 1995.

*Additional:* Supervised district's food service program; Chairperson of Nutrition Committee; Supervised transportation services, including responsibility for bus routing, scheduling, bids, contracts and safety program; Served as official purchasing agent; prepared all bids, supply lists and contracts; Responsible for all district administrative computer operations and telecommunications; Responsible for all registration procedures and residency inquiries; developed policy and administrative regulations to strengthen district's procedures; responsible for maintenance of all district records and an inventory of all district property; served as district's Records Access Officer. Applied for and received Records Management Grants in 1993 - 94, 1994 - 95 and 1996 - 97 school years. Automated inventory and record management processes; Managed insurance coverage including employee benefit, liability, worker's compensation; Chaired committee charged with investigating district reorganization to address the problem of overcrowding in two district schools; Coordinated implementation of reorganization plan approved by the Board of Education in 1993.

**Other Administrative Experience:**

**Interim Business Official:** Valley Stream Central High School District  
(May 1994-October 1994)

I served as business official, at the behest of the Valley Stream UFSD Thirteen Board of Education and superintendent, mainly after hours while maintaining my position in Valley Stream District Thirteen to assist Valley Stream Central High School District while a search was conducted to fill the position.

## **Other Administrative Experience (Continued):**

**Interim Principal:** Valley Stream Union Free School District Thirteen  
(April- June 1993)

Interim Principal, James A. Dever Elementary School. Served at the behest of the superintendent while maintaining my position as assistant superintendent. I also served on the search committee to select a new principal.

## **Teaching Experience:**

**Teacher:** Great Neck Public Schools (Part-time, 1991)

*Instruction:* High School General Education Diploma (GED) Program.

**Teacher:** New Hyde Park - Garden City Park Union Free School District  
(January 1974 - August 1982)

*Instruction:* Taught fifth and sixth grades in self - contained setting; heterogeneous groups and advanced placement.

*Curriculum:* Served on curriculum committees in all areas, science, mathematics, gifted education, reading, social studies, articulation; piloted new science and mathematics programs.

*Extra Curricular:* Served as advisor to student council and school store; director of after school recreation and summer recreation programs; Coordinator of sixth grade graduation, science and mathematics Olympiads; directed sixth grade musical and stage performances.

*Other Activities:* Teacher representative to PTA; received New Hyde Park Memorial Scholarship Recognition Award from PTA in 1982.

## **Other Professional Experience:**

**Adjunct Associate Professor:**

Columbia University Teachers College, New York City (2015-present)

*Instruction:* Doctoral Program, Urban Education Leaders Program. Courses include: *Dissertation Development and Advisement; Management Systems: Resource Allocation, Capital Management, Budgeting and Enrollment Management; School Finance and Leadership (spring 2019); Other: Reader: Dissertation Committees*

## **Other Professional Experience (Continued):**

Touro College, New York City (2002-2008; 2014-present)

*Instruction:* Graduate courses in the Graduate School of Education, School Leadership: *Theory and Practice of School Administration; School Finance; School Law; Management Functions of the School Administrator; Analysis of Student and School Performance Information for Instructional Improvement; Communicating, Collaborating, Partnering and Community Building for School District Leaders.*

**Consultant:** New T & T, Inc., Harbour City, Kowloon, Hong Kong (1996)

Prepared business analyses and proposals for New T & T, part of the Wharf Group, which was one of four companies licensed by the Hong Kong government to provide telecommunications services.

**Director of Operations:** NYNEX (July 1984 - January 1992)

*Director of state - wide organization of 400 employees consisting of 55 managers & 345 union (CWA) craft personnel. Functions included installation, maintenance, sales, business office operations, regulatory liaison and strategic business planning for Public Communications Division; responsible for management of \$400 million revenue stream. Achieved substantial service improvement and doubled profitability of department by implementing revenue enhancement and cost reduction measures; completed Management Career Development Program; Accepted into Management Succession Program; nominated for NYNEX Chairman's Award, 1992.*

**Assistant Dean, Hagan School of Business:** Iona College, New Rochelle, NY  
(August 1982 - July 1984)

*Supervision:* Graduate Assistants, clerical staff and student teachers at New Rochelle and Lakeland High Schools.

*Administration:* Enforced all academic procedures; tracked and counseled probationary students; counseled and evaluated transfer students; prepared master schedule; edited undergraduate catalog.

*Curriculum Enrichment:* Participated in revision of business curriculum to meet American Association of Collegiate Schools of Business standards; developed academic support program for students at risk.

*Committee Membership:* Chairperson, Academic Standing Committee; Undergraduate and General Studies Curriculum Committees.

## **Other Professional Experience (Continued):**

**Coordinator, Evening Division:** Nassau Community College, Garden City, N.Y.  
(Part-time, 1979 - 1983)

Responsible for academic advisement of 9,000 evening students; coordinated student services, systems and procedures with Registrar and Bursar.

## **Scholarly Works: Articles Appearing on School District Websites:**

*The Achievement Gap, December, 2014*

*Separate But Equal? Not an Option, May 2014*

*Why Reading Proficiently by the End of Third Grade is Important, May 2014*

*Why School Attendance is Important, April 2014*

*It's Time to Look at Our Student Grading Practices, January 2014*

*Will a Longer School Day and School Year Improve Student Achievement? January 2014*

*Elementary Standards-Based Report Cards, November 2013*

*A Shift in School Governance: Where did the Common Core Standards Originate and Will They Really Improve the Education of Students? October 2013*

*The New Jersey Teacher & Principal Evaluation Requirements: My Perspective, October 2012*

*Annual Professional Performance Review: My Perspective, June 2011*

*What Do Test Scores Really Represent? December 2009*

*Other: School Business Handbook, Best Practices, May 2011*

## **Professional Associations/Committees/Honors/Community Activities:**

Board of Directors/Treasurer & Chairperson of Finance Committee, Treasure Coast Community Health – Indian River County

Advisory Committee, Treasure Coast Technical College, Indian River County Schools Foundation Chairperson, Vero Beach Oceanside Rotary Club

Sebastian Elks (New York Elk Membership since 1985)

President - Nassau County Council of School Superintendents (2007-2008)

Vice President - Nassau County Council of School Superintendents (2005-2006)

Treasurer - Nassau County Council of School Superintendents (2003-2005)

Southeast Quadrant Leader, Nassau County Council of School Superintendents (2001-2003)

Board of Directors, SCOPE (2004-2009)

Nassau County Special Education Space Committee (2003-2005)

Adelphi University School of Education Advisory Committee (2000-2005)

Hofstra University Advisory Council: School Business Leader Program (2004)

Nassau Music Educators Association Advisory Board, (2004-2005)

New York State Council of Administrators of Music Education Advisory Committee (2004-2005)

**Professional Associations/Committees/Honors/Community Activities (Continued):**

New York State Council of School Superintendents (1997-present)  
Nassau County Association of School Business Officials (1992-1999)  
Association for Supervision and Curriculum Development (1997-2015)  
Teacher Center Policy Board Member-North Bellmore UFSD (1997-2004)  
Panelist, Dowling College, *School Finance and the Superintendency*, November 2006  
Panelist, Nassau-Suffolk School Boards Association, *Miller's Court: Budgets in 2002*,  
March 2002  
Panelist/Speaker, *Careers in Educational Administration*, Seminar, Phi Delta Kappa,  
Hofstra University, March 2000  
Presenter, *Curriculum Development*, New York State School Boards Association  
Winter Conference, 1995  
Presenter, *School Budget Preparation*, New York State School Boards  
Association Winter Conference, 1997  
Honorary Life Member, Island Trees Tri-M Music Honor Society, 2004  
Honorary Life Membership, New York State PTA, 1999  
New Hyde Park Memorial Scholarship Award, Hillside Grade School PTA,  
New Hyde Park, 1982  
Sewanhaka Central High School District Board of Education (1989-1996)  
New Hyde Park-Garden City Park UFSD Board of Education (1983-  
1997)  
Honoree, Sewanhaka Central High School District Concert, 1999

**REFERENCES AVAILABLE UPON REQUEST**



## Hamilton Township Board of Education Superintendent's Evaluation

Dr. James Parla  
School Year 2013-2014

The Hamilton Township Board of Education met on June 25, 2014 to discuss the Superintendent's Annual Performance. This evaluation is based upon a discussion by five of seven eligible board members and the Progress Toward District Goals and Objectives and Demonstration of Executive Skills evaluative instruments. These instruments were completed by seven eligible board members and tabulated by Mary Ann Friedman, NJSBA Field Service Representative.

Dr. Parla's performance is professional, proficient and appropriate. He has exceeded expectations by ensuring sound business practices, active involvement in developing the annual budget and ensuring adequate accounting of district financial and physical resources. He is also in attendance at all regular and special meetings of the Board, very visible in the community representing the school system and creates opportunities for residents to express their views regarding school related matters. Dr. Parla has released more data through a variety means than any recent superintendent. The use of Board Docs informs the public and board members with the most recent information and creates greater trust and transparency in the community.

Dr. Parla is our educational leader. He promotes the success of all students by modeling the appropriate administrative behavior and creating a climate of mutual respect and trust. He also has a professional working relationship with the Hamilton Township Board of Education. Dr. Parla's experience will be heavily relied upon to develop and pass a referendum to update our facilities and improve the delivery of academic services. His integrity, fairness and high ethical standards will guide the Board through the process and eventual ground breaking ceremonies.

The board is aware that the PARCC assessment of the Common Core State Standards will be a major part of next year's planning. Dr. Parla has recommended employment for a new Director of Technology and a new Assistant Superintendent to monitor program changes, increased hardware and keyboard training necessary to effectively succeed in testing. The board wishes the superintendent to continue to maintain high expectations for the performance of all our students and we expect to see improvement in the scores of the lowest performing students in all areas assessed by standardized test.

For the 2014-2015 school years, the board would like Dr. Parla to focus on the following major goal areas:

1. **PreK-8 grade students** – Explore and develop a detailed study to construct the necessary facilities and feeder patterns to house our preK to grade 8 students in Hamilton Township.
2. **Public Relations/Communications** – continue the positive flow of accurate information to all segments of the Hamilton Township School Community and increase the kind of media used to deliver the message.
3. **Curriculum** – The superintendent must address the number of students reading below grade level in our K-3 programs.

RECEIVED BY  
HAMILTON TOWNSHIP  
BOARD OF EDUCATION  
SUPERINTENDENT'S OFFICE  
2014 JUN 30 P 1:37



**This page intentionally left blank.**

Dr. Ken Savage  
3161 Buckhead Trace  
Tallahassee, FL 32311  
May 2, 2019

Florida School Boards Association  
203 S Monroe St.  
Tallahassee, FL 32301

Dear Superintendent Search team:

I first want to thank you for your service in assisting the School District of Indian River in finding a qualified candidate to serve as interim superintendent. It is a daily privilege in my current executive leadership position at the Florida Department of Education to support all of our Florida school districts and serve the Commissioner of Education.

I was recruited last year by the FLDOE to serve on the executive cabinet of the Chancellor of Public Schools (then Hershel Lyons, now Jacob Oliva). As the State of Florida Principal of the Year in 2017-2018, I was recognized for my successful leadership experience at all school levels (Elem., Middle, High) as well as having led in suburban, rural, and urban "turnaround" schools. Furthermore, my District leadership experience resulted in significant leadership contributions and powerful organizational results for the School district of Lee County, the 33<sup>rd</sup> largest district in the United States. My reason for accepting the executive leadership role at the Florida Department of Education was to gain yet additional perspective by seeing the State and policy level of the field of education. I have learned and contributed quite a bit in a year, but ultimately my goal is to serve as a Superintendent of Schools.

I have had opportunities to leave the State of Florida to serve as a small-district Superintendent in other states, but Florida is my home and the only place I wish to reside. My family and my wife's family all live here in Florida and I have been in the FRS system for almost 20 years. Since so many of our Superintendent positions here in Florida are elected (and often there is a residency requirement) the appointed superintendent positions are extremely competitive. With that said, I have had my eye on the unique situation in Indian River County. Knowing that Indian River is seeking a short term candidate, it may be difficult to find a highly effective current Superintendent or Assistant Superintendent to make such a move without consideration of a longer-term contract possibility. Furthermore, with other key leadership vacancies (CFO), this would be a difficult challenge to quickly assume the Superintendency and provide the rapid but thoughtful decision-making needed to support

not only the short-term success of the District, but serve as a stabilizing leader while a more-permanent selection is pursued.

While I am enjoying the significant learning and contributions I am making at the State-level of leadership, if I were afforded the opportunity utilize my significant leadership experience in hitting-the-ground-running as I have in various turnaround schools as well as my significant system-level leadership at the State and District level to be considered as an interim superintendent, I would respectfully embrace the opportunity.

Having turned around two struggling schools (a High School and an elementary school), my most recent school was one of the bottom 10 schools in the State of Florida and not only was it a failing school, but it was also in significant financial emergency having been \$5000 in the red when I took over as principal. I not only turned the school from an F to a B in a single year, but then also eliminated over \$1 Million dollars in staffing costs while ensuring the school would never drop back into the D or F range. After that most recent turnaround, my district assigned me to mentor other principals at struggling schools and every single one of them also moved into the C or B range (from Ds/Fs). I am confident that I would be able to use my experiences in tremendously resource-lean schools with significant poverty challenges to help resolve not only any financial issues within the District but provide instant leadership credibility with my wide-breadth of leadership experiences. My relationship in Lee County was of such high quality with our school board, teacher's union, and the Superintendent while also producing tremendous results, that I know I would be a unique and promising candidate for such special circumstances.

I would be happy to share my qualifications for your consideration and I would kindly offer any of my current or former supervisors as references. If you are looking for specific information from my district and school leadership, my prior superintendent (Dr. Greg Adkins) or any member of the school board would be able to reference my capabilities, leadership impact, and provide context for the significant persistent failure that had previously defined the most recent school I turned around. I have included my resume and would gladly discuss anything you would care to ask. Thank you in advance for considering my letter of interest for this unique opportunity of service.

Sincerely,



Dr. Ken Savage

# DR. KEN SAVAGE

Phone: (239) 297-4318  
Personal Email: [coachken@ufl.edu](mailto:coachken@ufl.edu)  
Work Email: [Ken.Savage@fldoe.org](mailto:Ken.Savage@fldoe.org)

3161 Buckhead Trce.  
Tallahassee, FL 32311

## EDUCATION

---

<b>Ed.D</b>	University of Florida, Educational Leadership	May 2019
<b>MS</b>	University of Florida, Educational Leadership	Aug 2006
<b>BS</b>	Florida State University, Education	May 2001

## HONORS AND AWARDS

---

- Received Governor's Shine Award – (*Dec. 2018 at Gov. Rick Scott's final Cabinet Meeting*)
- State of Florida Principal of the Year (2017-2018)
- Selected to facilitate 2 day session at Harvard Graduate School for Education (*June 2017*)
- Lee County Principal of the Year (2017)
- Letter from the Governor for 2<sup>nd</sup> highest math gains in State of Florida (2016-2017)
- Successful School Turn-Around Principal at lowest performing Elementary School in Lee Cty. (*Among bottom 10 Elementary Schools in the State of Florida*) from an "F" to a "B" in a single year -highest gain in school grade pts in the history of Lee County. (+237 points)
- University Lecturer for School Turnaround Leadership (*Videos part of Program Curriculum*)
- Selected for State of Florida Commissioner's Leadership Academy (2015) and served on Commissioner's School Improvement Leadership Academy (2016)

## PROFESSIONAL EXPERIENCE

---

**Florida Department of Education, Tallahassee, FL** June 2018 to Current  
**State-Level Executive, Office of the Chancellor K-12 Public Schools**

- Member of Chancellor's Executive Leadership Cabinet for Division of Public Schools K-12
- Role: To influence the design and implementation of policies impacting educational leadership and ultimately student achievement in the State of Florida with a specific focus on data-driven system leadership, leading for equity, and turnaround school leadership
- Represent the Chancellor of the K-12 Division of Public Schools in the development and implementation of programs supporting the outcomes of Teacher and Principal performance thereby improving the outcomes of K-12 student achievement in Florida

- Analyze and Monitor internal agency plans for the implementation of public education policies to ensure improved outcomes
- Executive Supervision of the Office of Equal Educational Opportunity (OEEO) –Civil Rights (OCR) Compliance, Fed/State Equity & Non-Discrimination

**Key Achievements:**

- Turnaround Leadership for Agency Critical Objective – Educator Certification
- Negotiated \$36 Million ITN for the State of Florida (and other ITNs/Bids)
- Lead K-12 Division Executive for Agency-wide Infrastructure project (EGMA)
- Lead on Gates Foundation Grant -Data Guide Design for State of Florida
- Lead Executive on FL School Leaders Website Redesign (FDOE Strategic Plan)

**School District of Lee County, Fort Myers, FL** July 2016 to June 2018  
**District/School Hybrid Leadership “Turnaround Principal Lead”**

Responsible for supporting principals at multiple turnaround schools while maintaining school site leadership in addition to District “Principal Lead” role

**School District of Lee County, Fort Myers, FL** July 2006 to June 2016  
**School Principal, School Asst. Principal**

Successful Principal and AP experience at all school levels (Elem., Middle, High) including turnaround schools, high performing Title I schools, and suburban schools

**School Districts of Alachua County, Gainesville, FL** Aug 2001 to June 2006  
**and Duval County, Jacksonville, FL**  
**Teacher, Department Head, Athletic Director**

Taught numerous subjects (Math, Reading, ESE, etc.), Faculty Leadership, Athletics Programs

**MOST RECENT PRESENTATIONS AND INVITED LECTURES**

---

**Keynote Address**, “Leading for Student Success,” Hillsborough County Schools, June 2019.

**Keynote Address**, “Successful Turnaround Leadership,” Leon County Schools, June 2019.

**Workshop**, “Leading for Results,” Florida Standards Academy, February 2019.

**Workshop**, “Leading for Equity,” State Equity Conference, Orlando, FL December 2018.

**Workshop**, “Leading for Equity,” Sarasota County Schools, November 2018.

## **Genelle Zoratti Yost**

2204 River Hammock Lane, Ft. Pierce, FL 34981

(772) 359-0212

[gyo1103@outlook.com](mailto:gyo1103@outlook.com)

May 4, 2019

Andrea Messina  
Executive Director  
Florida School Board Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Dear Ms. Messina,

A keen interest in the field of education, ignited as a child, propelled me to a career of service in education and I am interested in serving Indian River County Schools as Interim Superintendent. I have attached my resume for your review and dissemination to Indian River board members.

I have years of experience in administration and with positive communication techniques which I believe are central to any business; therefore, I dedicate a great deal of time to improving communications and human relations within the workplace.

While serving as Superintendent of Schools in St. Lucie County, I actively participated in the Chief Executive Officer Leadership Development Program offered by FADSS. It was a leadership program comparable to the CEO leadership programs for corporate executives and military officers. The program enables superintendents to identify how they have become a better leader and learner. It was a valuable experience.

In addition to my experience and varied skills, I feel I would be able to offer inspiration, direction, and a fresh perspective to Indian River as the Interim Superintendent. I look forward to continued conversation.

Sincerely,



Genelle Zoratti Yost  
Retired Superintendent

# Genelle Zoratti Yost

**Email** gyo1103@outlook.com  
**Address** 2204 River Hammock Lane, Ft  
Pierce, FL 34981  
**Phone** 772-359-0212

---

## Objective

Accomplished and energetic educator with a solid history of achievement in instructional leadership. Motivated leader with strong organizational and prioritization abilities interested in leading Indian River County Schools as the Interim Superintendent of Schools.

---

## Experience

### Educational Adequacy Assessment Subcontractor

**MGT Of America** Olympia, WA  
August-2015 - January-2016

- Analyze facilities at assigned schools in DeKalb County, GA to ascertain capital improvement needs that meet instructional demands.
- Conduct site assessments, review floor plans, and create summary documents to facilitate the district's acquisition of capital funds.

### Superintendent of Schools

**St. Lucie Public Schools** Ft. Pierce, FL  
June-2013 - June-2015

- Facilitate organizational development and change in a school system of 43,000 students, 42 schools, and over 5,000 employees resulting in an improved FLDOE District Grade.
- FADSS Chief Executive Officer Leadership Development Program and Eckerd College Leadership Development Institute participation.
- Confer with school board members, organizational officials, and staff to develop instructional programs, non-instructional support, discuss issues, fund operations, increase efficiency, and resolve problems.
- Collaborate with AdvancED to nuance improvement that enhanced district performance.
- Analyze operations to evaluate the performance of the district and its staff in meeting objectives and to determine area of potential cost reduction, program improvement, and policy change.
- Evaluate and approve proposals for the sustainability of projects, considering factors such as cost effectiveness, technical feasibility, and integration with other initiatives.
- Serve as liaison between the school district and community partners.

### Deputy Superintendent

**St. Lucie County Schools** Ft. Pierce, FL  
June-2012 - June-2013

- Assist the superintendent in exercising the general powers described in FL Statutes Section 1001.49 to carry out those duties and responsibilities in FL Statutes 1001.51 as may exist at any time.
- Administer executive authority and provide direct supervision of teaching and learning services.
- Coordinate activities of business services, management information services, human resource services, curriculum and learning services, school board attorney's services, and principals/schools.
- Represent the district in various legislative matters/groups and coordinate the district's annual legislative program.

- Coordinate the district accreditation process, including annual reports, visitation proceedings, communicating standards, and resource availability.
- Communicate with school board members in accordance with guidelines established by the superintendent.

## Assistant Superintendent

**St. Lucie County Schools** Ft. Pierce, FL  
July-2003 - June-2012

As an Assistant Superintendent of Schools and Assistant Superintendent of Federal Programs and Title I Schools, responsibilities included:

- Collaboration with school district administrators to develop and maintain curriculum standards, develop mission statements, and set performance goals and objectives.
- Act as liaison between the superintendent, school board members, senior staff, principals, teachers, parents, and community.
- Lend support to the Leadership Team and provide assistance to the organization to ensure quality instruction for all learners in a caring and safe environment.
- Supervise and evaluate school principals and federal program personnel.
- Assist principals in developing, implementing, and evaluating school programs that provide engaging work for every student.
- Provide leadership to schools in planning and implementing school improvement initiatives through the use of data analysis and the development of strategies to enhance progress toward school and system-based objectives.
- Provide information and advice to the superintendent and school board regarding the effective and efficient operation of schools.
- Provide oversight of the Title I, Title III, and Migrant programs, including the development of annual applications.
- Collaborate with the Chief Financial Officer and Assistant Superintendent of Curriculum, Instruction, and Assessment in planning and utilizing federal funds.

## Principal

**St. Lucie County Schools** Ft. Pierce, FL  
July-1983 - June-2003

Principal at St. Lucie County's three Exceptional Student Education Centers (Anglewood Center, Means Court Center, and St. Lucie School), Dale Cassens Educational Center, Fairlawn Elementary Magnet School, and Dan McCarty Middle School.

## Administrative Assistant

**St. Lucie County Schools** Ft. Pierce, FL  
May-1981 - June-1983

This administrator reported to the Director of Exceptional Student Education, duties and responsibilities included:

- \_Know, promote, and ensure continuance of district-wide vision, mission, and beliefs of the exceptional student education department.
- Serve as Local Education Agency (LEA) representative for compliance meetings.
- Provide oversight and supervision of ESE Program Specialists, school psychologists and contracted services.

## Learning Resource Consultant

**Florida Diagnostic Learning Resource Center**  
Ft. Pierce, FL  
July-1978 - June-1981

FDLRS Galaxy was a newly established center on the Treasure Coast. It was organized to provide direct services to the four-county area of St. Lucie, Okeechobee, Indian River, and Martin counties, previously served by Palm County's FDLRS personnel. The fiscal agent was St. Lucie Public Schools.

- Learning Resource Consultants assumed responsibility for professional growth and development activities delivered to exceptional student education teachers and support staff; design and execute learning services for parents; explore and deliver training in areas of curricular implementation, including instructional strategies; and coordinate with Child Find and Assessment Consultants to provide continuity of mission and service delivery.

## Teacher

**St. Lucie County Schools** Ft. Pierce, FL  
August-1975 - June-1978

Exceptional Student Education/Remedial Reading Teacher  
-Design and deliver classroom instruction based upon each student's Individual Education Plan, employing a variety of instructional techniques and instructional media consistent with the needs/capabilities of the individual and student groups.

---

## Education

### Master of Education

**Florida Atlantic University** Boca Raton, FL  
1981

### Bachelor of Arts in Education

**University of Florida** Gainesville, FL  
1975

---

## Skills

- Administration, Education, and Training
- Active Listening
- Communication
- Conflict Resolution
- Persuasion
- Service Orientation
- Complex Problem Solving
- Leadership

## Languages

**English**

# Jessica Hagerman

## **Psychology, Human Services, Case Management, Addictions**

Vero Beach, FL 32962

[jessicahagerman1@gmail.com](mailto:jessicahagerman1@gmail.com)

(772)559-4433

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Director of Case Management**

Truecore-OYCC - Okeechobee, FL

April 2018 to Present

Level 10 high max risk juvenile corrections case management.

Complete admissions and discharges

Assist with court issues, JPO, DCF, Judges, Community aftercare and lawyers.

Work with behavioral modification system

Assist youth in transitioning into the community.

Assist setting and achieving realistic goals.

Intervene in physical altercations and de-escalation techniques.

### **Substance Abuse Counselor**

Detox of South Florida

Mental status exam, biopsychosocial, case management, individual counseling sessions and group therapy sessions. Assist with crisis intervention. Work with referrals and the client to aide in appropriate discharge plans.

### **Medical Manager**

Beachside Rehab - Fort Pierce, FL

2017

Assist with admissions and discharges. Triage patients. Manage all pharmaceutical concerns. Assist clients with medications. Assist physicians and Nurse Practitioners effectively treat patients. Perform urinalysis and breathalyzer. Insurance verification. Phlebotomy as needed. Medical education groups.

### **Front Desk, Billing**

Sebastian HMA Phys Management, LLC. - Vero Beach, FL

FRONT DESK, CHECK OUT, SEBASTIAN RIVER MEDICAL CENTER

Responsible for checking in and out patients, in putting insurance information correctly, processing insurance information for visits and procedures, collecting payments, scheduling patients, referrals, requesting appropriate authorizations for office visits, submitting imaging orders and lab orders, submitting referrals to other physicians including oncologists, medical records, scanning and often other miscellaneous duties as the arise. I was always one of the top collectors often collecting 100% of my Time of Service payments.

FRONT DESK, INDIAN RIVER GYNECOLOGY

Check patients in, in put proper insurance information, referrals, collecting payments, medical records, data entry of patient health history and demographics. If medical staff was shorthanded I would fill in to triage patients, and assist physician during procedures.

OFFICE ASSISTANT, CNA, PHLEBOTOMIST, A+ HOME HEALTH, WALK IN CLINIC

Assist patients on a walk-in basis in an assisted living facility's clinic, assist physicians seeing patients with visits, pass medication, phlebotomy, marketing, and educational clinics, and assist patients with home care needs.

### **Recovery Support Specialist**

Hanley Hall - Vero Beach, FL

Facilitate addictions groups, assist with AA/NA groups, medications, phone calls, monitor clients for safety, admissions and discharges and well and inventory searches and room investigations.

### **Mental Health Technician**

Indian River Medical Center - Vero Beach, FL

Monitor patients in a controlled setting. Facilitate groups, as well as assist case managers, therapists and doctors with treatments. Ensure safety for all patients. Regular inspections. Proper documentation and reporting.

### **Team Leader**

ARC - Vero Beach, FL

Managed group homes, non residential programs including respite. Documentation, assist clients with medication, finances, legal aspects, as well as teaching life skills.

### **Supported Living Coach**

Diane Dee's - Vero Beach, FL

Assist individuals with developmental disabilities learn life skills within the community.

## Education

---

### **BACHELORS OF SCIENCE in PSYCHOLOGY**

UNIVERSITY OF PHOENIX

2014

### **ASSOCIATE OF ART**

UNIVERSITY OF PHOENIX

2012

INDIAN RIVER STATE COLLEGE

2002

### **CERTIFIED NURSING ASSISTANT**

VERO BEACH HIGH SCHOOL

2001

### **MASTERS OF SCIENCE in CLINICAL PSYCHOLOGY**

UNIVERSITY OF PHOENIX

## Skills

---

Microsoft Office (10+ years), Office Equipment (10+ years), Rehabilitation, Behavioral modification (7 years), Addictions (4 years), Techniques for effective anger management (3 years), Writing IEP's (4 years), Medication pass (5 years), Reporting and documenting behaviors and progress (7 years), Insurance knowledge (3 years), Ability to deal with at risk youth (5 years), Ability to handle patients in clinical psychiatric setting (4 years), Ability to handle patients during detox and recovery process (4 years), Ability to handle patients with developmental disabilities in residential setting (3 years), Knowledgeable in regards to HIPPA (10+ years), Phlebotomy (2 years), Case Management, Group Facilitation, Counseling, Home Health

## Awards

---

### **HIPPA Workforce Sanctins**

January 2016

### **IS Security Training**

January 2016

### **HCCS HIPPA Compliance**

January 2016

### **Identity Theft Red Flag Rules**

January 2016

### **MRI Safety**

April 2016

### **Hazardous Waste Training**

April 2016

### **Sexual Harassment: Maintaining a Respectful Work Enviornment**

May 2016

## Certifications/Licenses

---

### **Certified Nursing Assistant (CNA)**

### **Phlebotomy**

### **Supported Living Coach**

### **BLS for Healthcare Providers (CPR and AED)**

### **Driver's License**

## Groups

---

### **Phlebotomy**

## Additional Information

---

### SKILLS & ABILITIES

- Great interpersonal skills.
  - Insurance knowledge.
  - Computer knowledge; typing, internet search, scanning, and other miscellaneous computer related abilities.
  - Experience working with patients with developmental disabilities, and psychiatric needs.
  - Familiar with behavior modification techniques and writing behavior plans for patients.
  - Familiar with TEAM training. (Techniques for Effective Anger Management, often for behavior associated issues.)
  - Familiar with addiction process and assisting individuals with their needs in recovery.
  - Experienced in phlebotomy in home health care.
- Experience working with at risk youth

# Raveshnee Moodley

## **15446 Painters Cove Way**

Haymarket, VA

[raveshmoo@gmail.com](mailto:raveshmoo@gmail.com)

5713610053

Authorized to work in the US for any employer

## Work Experience

---

### **Math Teacher**

St Mary's School - Durban, KwaZulu-Natal

June 2013 to June 2018

- I was responsible for instructing the 6th and 7th grade math and natural science classes.
- created lesson plans, assigned and corrected homework.
- communicated with the parents.
- assisted the students in preparing for tests and exams.
- assessed their test and exam scores.
- report writing and daily administrative duties.

### **Director**

El Primos - Durban, KwaZulu-Natal

January 2003 to January 2013

- Grew my business from inception to a sustainable enterprise.
- Monitored budgets and costs to verify expenses were within budget parameters.
- Developing and researching new products to meet market demands and current trends.
- Worked to build a team that ensured customer satisfaction was our number one priority.
- Consulted with clients daily to ensure their needs were addressed.
- Conducted safety and environmental audits monthly to ensure high standards were maintained.

### **Process metallurgist**

Rio tinto - Richards Bay Minerals - Richards Bay, KwaZulu-Natal

December 1999 to December 2002

- Conducted research into comparative mineral processing separation techniques to benefit the operation.
- Monitoring and tracking pyrometallurgical (furnace and foundry) plant operations and ensuring they are maintained at optimum levels.
- Ensuring efficient time management with scheduled maintenance.
- Project management from inception to completion procedures to increase yield efficiencies.
- Handling internal audits with regards to health and safety.

## Education

---

## **Bachelor's in Business management**

University of south africa - Durban, KwaZulu-Natal  
January 2000 to June 2005

## **Bachelor's in Metallurgical engineering**

University of Johannesburg - Johannesburg, Gauteng  
January 1996 to December 1999

## Skills

---

Organizational Skills, Photoshop, Sales, Outlook, Management, Microsoft Office, Excel, Project Management, Scheduling, Communications, Typing, problem solving, Teaching, Powerpoint, Filing, Public Speaking

## Assessments

---

### **Verbal Communication – Expert**

January 2019

Measures a candidate's ability to effectively convey information when speaking.

Full results: [https://share.indeedassessments.com/share\\_assignment/sj7-4k8fillnbesh](https://share.indeedassessments.com/share_assignment/sj7-4k8fillnbesh)

### **Customer Service Skills – Proficient**

January 2019

Measures a candidate's skill in evaluating approaches to customer service & satisfaction.

Full results: [https://share.indeedassessments.com/share\\_assignment/90jjqaesmhbxheug](https://share.indeedassessments.com/share_assignment/90jjqaesmhbxheug)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

**Mr. Talon D. Ridley-Fisher, M. Ed.**  
**1355 East Second Street**  
**Plainfield, New Jersey 07062**  
**Phone Number: (1) 908-531-9174**  
**Email Address: [fisher1181tf@yahoo.com](mailto:fisher1181tf@yahoo.com)**

**Actively Seeking a Leadership/Administrative opportunity with your organization**

**Qualifications - Education / Certifications:**

- CDL Licensed
- Bachelor of Arts Degree in History, Minor in Criminal Justice
- Master of Education Degree in Curriculum and Instruction Pre K - 12
- Master of Education Degree in Educational Administration Pre K - 12
- NJ Certifications:
  - Standard Elementary School Teacher K-6,
  - Standard Supervisor Pre K -12; and
  - Standard Principal Certification Pre K -12.
    - *Able to serve as Assistant Superintendent for Curriculum and Instruction.*
  - **School Administrator (Superintendent) – Application is In Process. I Completed the 150-hr. internship requirement for the state application requirement. In addition, I Passed School Superintendent Assessment 6021. Should have initial CE shortly.**

**About Me:**

"I am a dedicated professional who is driven by hard-work and proven results!"

- <https://www.linkedin.com/pub/mr-talon-d-fisher-m-ed/a3/295/267>

**Schooling:**

- KEAN UNIVERSITY  
Bachelor of Arts Degree in History / Minor in Criminal Justice
- AMERICAN INTERCONTINENTAL UNIVERSITY (AIU)  
Master of Education in Curriculum and Instruction
- GRAND CANYON UNIVERSITY  
Master of Education in Educational Administration
- AMERICAN INTERCONTINENTAL UNIVERSITY (AIU)  
Additional Coursework in: Human Resources Management
- **CURRENTLY ENROLLED: WALDEN UNIVERSITY**  
Education Specialist Degree: Ed. S. in School Leadership  
(1 Course Remaining towards Ed. S. completion)
- PHOENIX UNIVERSITY  
Additional Coursework: School-Based Management /  
School Personnel Administration

## **Employment History**

### **Chief Agency Administrator**

*(Areas of Responsibility and Oversight: Budgeting, Enrollment, Human Resources and Benefits, Professional Development and Staff Improvement, Early Childhood, Curriculum & Learning, Special Education and Bilingual Services, Transportation & Food Services; Family and Community Engagement)*

### **Center Director for the Plainfield Preschool Program**

2014-Current

Al and Jean's Inc.

Plainfield, New Jersey

Grade Levels: Early Childhood Education

Elementary / Middle School Before – Afterschool Program and Services (*Grades K-8*)

#### Job Duties

- Serves as the Chief Agency Administrator with monitoring, coordinating and supervising all agency operations
- Monitors the agency budget and expenditures
- Coordinates Parent Involvement and Community Outreach
- Coordinates agency safety procedures
- Ensures the agency's climate is collaborative and supports student learning and family empowerment
- Coordinates the Schools Business Office with supports in: Budgeting, Grants, Benefits; and Purchasing (Bids, Quotes, Proposals, and Payments).
  
- Serves as the agency's Human Resources Officer
  - § Monitors recruitment, selection and hiring / Staff retention
  - § Monitors staff attendance
  - § Creates the agency professional development program
  - § Monitors and enforces staff contracts
  - § Maintains personnel records
  - § Monitors educator licensure and credentials
  - § Administers the agency's Staff Evaluation Program according to NJ Achieve Requirements
  - § Administers and conducts all staff evaluations (Teachers use the Danielson Framework For Effective Teaching)

- Administers Curriculum and Instruction activities for the agency
  - Creates instructional resources for use in the classroom
  - Develops and evaluates academic programs
  - Works with all staff to coordinate lessons that are in compliance with New Jersey Learning Standards
  - Monitors students and teachers progress (Data Analysis)
  - Train, encourages, and mentors teachers
  - Monitors teacher record keeping
  - Supervises all instructional and instructional support staff
  - Works with teachers to actively maintain high curriculum standards.
  - Formulates agency mission goals and statements
  - Monitors agency Special Education Services
  - Monitors Agency Bilingual Services (ESL/ELL-DLL)
- Serves as the Agency School Principal (Building Administrator)
  - Manages classroom staff
  - Manages support staff
  - Sets educational goals and monitors outcomes
  - Maintains student discipline
  - Serves as the community liaison (\*Spokesperson for the agency)

Coordinates the agency's Building and Grounds (facility issues), Food Services, and Pupil Transportation Services Programming

- Transportation
  - Provides oversight of the safe and efficient transportation of students in Grades K-8 from our school to theirs in the morning, and pick-up from their school back to ours
  - Responsible for oversight of vehicle maintenance
  - Coordinates driver's schedules, and assignment of aides
  - Responsible for setting up the most effective bus routes to and from the school
  - Provides professional development to staff on driver safety and compliance with law
  - Ensure students are following bus rules, wearing seat belts; and enforcing policies with parents /

- guardians of students not adhering to transportation rules
  - Responsible for oversight of the transportation services funds
  - Responsible for keeping track of driver's motor vehicle records (abstracts), and assignment of: fingerprinting, background checks; and drug testing
  - Conduct staff evaluations, and transportation services pop-ins
- Building and Grounds
  - Supervise janitorial and grounds people, along with staff schedules
  - Monitor facility needs, upgrades; and projects
  - Inspect work perform
  - Coordinate proper safety regulations
  - Monitor staff payroll
- Food Services
  - Supervise staff and food policies
  - Ensure proper meal menus are developed for students
  - Ensure staff follow proper sanitary procedures in the kitchen and cafeteria
  - Ensure equipment is safe and operable
  - Maintain proper records
  - Coordinate with the NJ Department of Agriculture, Division of Child / Adult Food Program
  - Monitor Food Services budget
  - Attend state meetings and trainings
  - Order supplies for students
  - Ensure food is served at the correct temperature, cooked; and stored properly
  - Conduct staff evaluations, and kitchen walkthroughs
  - Monitor staff payroll

**Educational Coordinator (Supervisor)**

2013-2014

Al and Jean's Inc.

Plainfield, New Jersey

Grade Levels: Early Childhood Education

Elementary / Middle School Before – Afterschool Program and Services (*Grades K-8*)

## Job Duties

- o Assisted the Chief Agency Administrator with the supervision of instructional staff
- o Monitored Teacher Lesson Plans and provided feedback to enhance instruction in the classroom
- o Evaluated staff on the Danielson Framework
- o Assisted staff in the collection of artifacts for the evaluation system
- o Worked with staff on Student Growth Objectives (SGO's)
- o Monitored student enrollment
- o Provided conflict resolution with parental concerns and problem parents
- o Created the school emergency and evacuation plan
- o Served as Harassment, Intimidation, and Bullying (HIB) Coordinator
- o Coordinated Bilingual/ESL-DLL activities for the agency
- o Monitored Special Education Services
- o Applied for agency grants and funding opportunities
- o Secured a contract to offer the Butterflies Summer Enrichment and Activity Program for at-risk prekindergarten students in Union County

## **Administrative Assistant for Federal Programs / English and Social Studies** *(Supervisor Pre K – 12 instruction)*

2011-2013

Linden Public School District

Linden, New Jersey

Grade Levels: Pre-Kindergarten - Grade 12

## Job Duties

- o Reporting to the Superintendent of Schools and Assistant Superintendent for Curriculum and Instruction - assisted the Director of English and Social Studies / Federal Programs with the management of the:
  - English Program*
  - Social Studies Program*
  - Federal Programs (ESSA/NCLB, Title I, II, III)*
- o Monitored Curriculum, Instruction; and Assessment of the English and Social Studies Departments (Standards Based Instruction)
- o Assisted with textbook/virtual books selection, ordering; and dissemination

- o Provided professional development support
- o Maintained the English Department Book Room and Rotation of titles in classrooms
- o Assisted with Co-teaching strategies and Understanding by Design model
- o Worked w/ teachers on Project-based learning
- o Administered, Monitored; and Assisted with Title II Professional Development; and Title III Bilingual Services
- o Analyzed and evaluated a variety of program related data for the purpose of ensuring that program initiatives and activities meet student, school site and District objectives while adhering to assigned budget limitations
- o Assisted in the development and interpretation of program policy and procedures for the purpose of establishing guidelines needed to effectively and efficiently meet program goals while adhering to all relevant regulations and guidelines
- o Communicated with parents, employees, administrators and outside organizations for the purpose of providing administrative support, enhancing program awareness, assisting with program implementation and conflict
- o Created and implemented programs assessments to ensure district and grant objectives are met
- o Participated in meetings, workshops, and seminars to ensure best-practices in the district's Title I Program, and turn-keyed information to district administrators and Title I Staff
- o Prepared reports, memos, letters, student portfolios, and assessments related to the District Title I Program
- o Supervised the Districts Supplemental Educational Services Program (SES services providers and course offerings)
- o Supervised the District Title I Summer Virtual Academy
- o Prepared NJ ASK / Common Core Data analysis for District Administrators
- o Administered and Manage Title I D / Alternative Education Services for District
- o Supervised the Race-to-the Top Grant Program
- o Participated in the reorganization of the District Principal & Teacher Evaluation System
- o Participated on the District Evaluation Advisory Committee
- o Assisted with the organization of the School Improvement Committees (ScIPS) as it relates to the District Teacher Evaluation
- o Learned the Danielson Framework for Effective teaching Series / Evaluation System

- **Internet Marketing / Sales & Distribution**

2009-2013

Blue Ribbon School Supplies  
Edison, New Jersey

Job Duties

- o Created creative marketing plans to increase customers
- o Assisted in the development of the store website
- o Created a grassroots effort (distributed flyers, word-of-mouth; etc.) to generate sales and revenue
- o Store Key Holder
- o Handled Cash and bank deposits
- o Handled truck routes for delivery (transportation)

• **Co-Founder Application for Irvington Collegiate Charter School Application**

2011-2012  
New Jersey Charter School Application Process  
Irvington, New Jersey

Job Duties

- o Submitted an application for charter school opening
- o Earned qualifying application status
- o Participated in the development of the Program and Operations Plan / Financial Plan for the school

• **Elementary Program Teacher**

2009-2011  
Al and Jean's Inc.  
Plainfield, New Jersey  
Grade Levels: Kindergarten

Job Duties

- o Managed a class of 15 students
- o Used data to drive instruction
- o Created Lesson Plans based on the New Jersey Core Curriculum Content Standards
- o Managed student portfolios for Math and Reading/Language Arts
- o Coordinated Family Science Nights, Math Nights, Literacy Nights
- o Conferenced with Parents / Guardians
- o Created a Standards-Based Report Card System for the school

- o Collaborated with the Educational Coordinator on: Special Education Services, Basic Skills Support, and Gifted-Talented Support Strategies
- o Served as the Manager / Head Teacher for the After-School Program - Grades K-8

**Board of Trustees Member**

2010-2011  
 Barack Obama Green Charter High School  
 Plainfield, New Jersey  
 Grade Levels: Grades 9-12

Job Duties

**Board of Education Training**

- o Served as the Assistant Board Secretary to the Board of Trustees
- o Maintained Board Minutes
- o Submitted Board Minutes to the Executive County Superintendent of Schools
- o Assisted in school Fundraising Efforts
- o Participated in recruitment, selection, and hiring of staff
- o Reviewed staff contracts
- o Assisted in the preparation of the School Leaders Contract (Superintendent)
- o Assisted the School Leader with Curriculum and Instruction Projects
- o Assisted the School Leader with Special Education Services Matters
- o Created, reviewed, and maintained School Board Policies
- o Participated in student recruitment and school enrollment process

**Friends of the Plainfield Public Library (FOPPL) Board Member  
 Served as Vice President and Treasurer**

2009-2010  
 Plainfield Public Library  
 Plainfield, New Jersey  
 Community Services Project

Job Duties

- o Served as Vice President

- o Served as the Treasurer of the FOPPL Board
- o Maintained Accounting for the Board
- o Provided Board Members and Meeting Attendees with Monthly Reports on Accounting at Trustee Meetings
- o Participated in Library Fundraising Efforts & Grants Procurement
- o Worked with the Board to coordinate reading activities for the Plainfield Public School District.

**Academic Dean for Curriculum and Instruction / Special Education**

2009

Freedom Academy Charter School

Camden, New Jersey

Grade Levels: Grades 5-8

**Job Duties**

- o Assisted the School Leader and Assistant School Leader
- o Participated in the Recruitment, selection, and hiring of instructional staff
- o Created Course Offerings and Catalogue
- o Monitored Teacher Lesson Plans and provided feedback on instruction
- o Evaluated Teachers on instructional best-practices, and provided support strategies for improvement
- o Coordinated and Monitored School / Student Assessment
- o Created Individualized Student Learning Plans with Teachers
- o Responsible for the oversight of Special Education Services until an official Director was hired, and then supported the Director
- o Created In-Class Support Basic Skills Program (Co-Teaching Model)
- o Spearheaded the Summer Learning Academy for students who needed extra support
- o Assisted in Grants Submission and Fundraising Efforts

**Elementary School Teacher**

*(Served as the Chairperson for Grades 3-5)*

2006-2009

Irvington Public Schools

Irvington, New Jersey

Grade Levels: Grade 5

## Job Duties

- Taught reading, language arts, social studies, mathematics, and science to students in a classroom, utilizing course of study adopted by the Board of Education, and other appropriate learning activities
- Instructed students in citizenship and basic subject matter
- Developed lesson plans and instructional materials based on individualized student needs
- Provided small group instruction in order to adapt the curriculum to the needs of each student
- Used a variety of instruction strategies, such as inquiry, group discussion, lecture, discovery, and etc.
- Translated lesson plans into learning experiences so as to best utilize the available time for instruction
- Established and maintained standards of student behavior needed to achieve a functional learning atmosphere in the classroom
- Evaluated students' academic and social growth
- Kept appropriate records
- Prepared progress reports
- Communicated with parents through conferences and other means to discuss students' progress
- Identified student needs and cooperated with other professional staff members in assessing and helping students solve health, attitude, and learning problems

### **Elementary Program Teacher (Substitute Teacher Certification)**

2004-2006

Al and Jean's Inc.

Plainfield, New Jersey

Grade Levels: Kindergarten

Irvington Public Schools

Irvington, New Jersey

Grades Levels: Kindergarten, First, Second, Third, Fourth and Fifth

- Reported to the main office at beginning of school day to pick up required materials/schedule of classes, and at the end of the school day to return materials. Followed sign-out procedures as prescribed by the principal
- Carried out the program of study prescribed in the lesson plans left by the classroom teacher
- Created a classroom environment that was conducive to learning and appropriate to the maturity and interests of the students

- Maintained a neat and orderly classroom
- Took attendance in accordance with school procedures
- Indicated to students at beginning of class the basic expectations for behavior in the class in accordance with school policies
- Ensured that students were never left unattended in the classroom
- Performed other duties: lunchroom duty, hall monitoring, etc.
- Knew emergency evacuation routes for the classrooms assigned
- New procedures for referring students who are disciplinary problems
- New school procedures and regulations
- Performed other related duties as directed by principal

**Coordinator of Family and Community Engagement & Family Development Worker**

2001-2004

Al and Jean's Inc.

Plainfield, New Jersey

Grade Levels: Pre-Kindergarten - Kindergarten

**Job Duties**

- Initiated and maintained regular contact with families, primarily in their homes
- Established a trusting relationship with families
- Provided health education to families
- Assisted strengthened parent-child relationships
- Assisted parents to improve their skills to optimize the home environment for the child's well-being and safety
- Assisted in making and attending health and human service appointments, including activities related to employment and educational goals
- Coordinated agency PTO (PTA) meetings

**References: Available Upon Request**

Unofficial Transcript3300 West Camelback Road  
Phoenix, AZ 85017-3030<http://www.gcu.edu>

Student: Talon D Fisher						Student ID: 20018639		DOB:		Original Start Date : 9/2/2010		Student GPA: 4.00	
Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points	Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points		
<b>Program: Master of Education in Educational Administration</b>						EDA-555	Legal Issues in Education	4.00	4.00	A	16.00		
<b>Enrollment #: F110085455</b>								4.00	4.00		16.00		
<b>Start Date: 9/2/2010</b>													
<b>Date Completed: 9/28/2011</b>						<b>Term GPA: 4.00</b>		<b>Cum GPA: 4.00</b>					
<b>Term: *TRANSFER Transfer</b>						<b>SAP Met</b>							
Transferred from: UNIVERSITY OF PHOENIX Transcript Department; 4025 S. Riverpoint Parkway; Mail Stop CF-L201, Phoenix AZ 85040, United States						<b>Term: 20110217.8.0413</b>		<b>20110217.8.0413 Course</b>		<b>2/17/2011</b>		<b>4/13/2011</b>	
EDA-575	Educational Leadership in a Changing World	3.00	3.00	TR	0.00	EDA-586A	Internship in Educational Administration I	4.00	4.00	A	16.00		
EDA-585	The Principalsip	3.00	3.00	TR	0.00			4.00	4.00		16.00		
<b>Term GPA: 0.00</b>		<b>Cum GPA: 0.00</b>				<b>Term: 20110303.8.0427</b>		<b>20110303.8.0427 Course</b>		<b>3/3/2011</b>		<b>4/27/2011</b>	
						EDA-535	Public School Finance	4.00	4.00	A	16.00		
								4.00	4.00		16.00		
						<b>Term GPA: 4.00</b>		<b>Cum GPA: 4.00</b>		<b>SAP Met</b>			
<b>Term: 20100902.8.1027</b>						<b>20100902.8.1027 Course</b>		<b>9/2/2010</b>		<b>10/27/2010</b>			
EDA-534	Educational Administration Foundation and Framework	4.00	4.00	A	16.00	<b>Term: 20110414.8.0608</b>		<b>20110414.8.0608 Course</b>		<b>4/14/2011</b>		<b>6/8/2011</b>	
<b>Term GPA: 4.00</b>		<b>Cum GPA: 4.00</b>				EDA-586B	Internship in Educational Administration II	4.00	4.00	A	16.00		
								4.00	4.00		16.00		
						<b>Term GPA: 4.00</b>		<b>Cum GPA: 4.00</b>		<b>SAP Met</b>			
<b>Term: 20101028.8.1222</b>						<b>20101028.8.1222 Course</b>		<b>10/28/2010</b>		<b>12/22/2010</b>			
EDA-577	Data-Driven Decisions for School Improvement	4.00	4.00	A	16.00								
<b>Term GPA: 4.00</b>		<b>Cum GPA: 4.00</b>											
						<b>Term: 20110106.8.0302</b>		<b>20110106.8.0302 Course</b>		<b>1/6/2011</b>		<b>3/2/2011</b>	

\*\* Indicates Retaken Course  
R\* Indicates Retaken Override

Unofficial Transcript

# Indicates Pass/Fail Course

Discussion 7 - 05/10/2019  
• Indicates Associated Course

**Unofficial Transcript**

3300 West Camelback Road  
Phoenix, AZ 85017-3030

<http://www.gcu.edu>

**Student:** Talon D Fisher      **Student ID:** 20018639      **DOB:**      **Original Start Date :** 9/2/2010      **Student GPA:** 4.00

Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points	Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points
<b>Term: 20110609.8.0803      20110609.8.0803 Course</b>			<b>6/9/2011</b>		<b>8/3/2011</b>						
EDA-561	Curriculum Development for School Improvement	4.00	4.00	A	16.00						
		<u>4.00</u>	<u>4.00</u>		<u>16.00</u>						
<b>Term GPA:</b> 4.00	<b>Cum GPA:</b> 4.00										
<b>Term: 20110804.8.0928      20110804.8.0928 Course</b>			<b>8/4/2011</b>		<b>9/28/2011</b>						
EDA-551	Supervision and Instructional Leadership	4.00	4.00	A	16.00						
		<u>4.00</u>	<u>4.00</u>		<u>16.00</u>						
<b>Term GPA:</b> 4.00	<b>Cum GPA:</b> 4.00										
<b>SAP Met</b>											
<b>Term: 20110825.5.0928      20110825.5.0928 Course</b>			<b>8/25/2011</b>		<b>9/28/2011</b>						
LDR-662	Professional Applications in Service Learning II	2.00	2.00	A	8.00						
		<u>2.00</u>	<u>2.00</u>		<u>8.00</u>						
<b>Term GPA:</b> 4.00	<b>Cum GPA:</b> 4.00										
Master of Education in Educational Administration		<b>GPA:</b> 4.00	40.00	40.00							
*** End of Transcript ***											

**Walter Rusak**  
[waltr23@aol.com](mailto:waltr23@aol.com)  
**908-295-9709**

**To Whom It May Concern:**

This letter is my personal recommendation for Talon Ridley-Fisher. I have been Mr. Fisher's supervisor and mentor for several years. I am a former Superintendent of Schools and Principal. I found him to be consistently pleasant, tackling all assignments with dedication and a smile.

Besides being a joy to work with, Mr. Fisher is a take-charge person who is able to present creative ideas and communicate the benefits. He has successfully developed several improvement projects for his organization that has resulted in increased student and staff achievement. During his tenure, he has progressively worked on a capital campaign which generated a new school building for his organization. The new school has made the school community very productive.

Mr. Fisher is a phenomenal administrator. He is a master curriculum leader, budgeter; and communicator. Parents and staff follow his lead. He is effective writer and risk-taker. He inspires and motivates all.

I highly recommend Mr. Fisher for employment. He is a team player and would make a great asset to any organization.

Sincerely,

Walter Rusak

**Subject:** Recommendation for Talon D. Ridley-Fisher

Dear School Leadership,

It is my pleasure to recommend Talon Ridley-Fisher for employment with your organization. I have known Talon for over ten years during which time he has worked in school leadership roles that have included: Assistant Chief Agency Administrator/Vice Principal and Education Supervisor. Currently, he is employed as our school's Chief Agency Administrator / Principal of Early Childhood. He is responsible for oversight of: Human Resources, Food Services, Transportation, Curriculum and Instruction, Special Education; and Bilingual Services (ESL/DLL)

I have been consistently impressed with Talon's attitude and productivity during the time that he has worked in the school.

Talon is both very bright and quite motivated. I am confident that he will devote himself to a position with your organization with a high degree of diligence. He is a quick learner and has shown the ability to digest large volumes of information. Mr. Fisher has demonstrated the ability to articulate information and ideas in both the verbal and written forms.

Talon has also been effective in his efforts to engage the media we outreach to. He has been able to write interesting press releases and articles and convince editors to publish those pieces. Mr. Fisher is willing to take risks. He is a master budgeter and fundraiser. He will reach out to people and involve them with projects. I particularly appreciate Talon's willingness to take initiative to help the office serve its constituents more fully.

I recommend Mr. Fisher without reservation. I am confident that he will establish productive relationships with your staff and constituents. Please let me know if you have need for additional information about this outstanding young man.

Sincerely,

Janice Cosby  
Chief of Staff to CEO  
AI and Jeans Inc.  
908-412-8222  
[icosby@alandjeansinc.nj.k12us.com](mailto:icosby@alandjeansinc.nj.k12us.com)

# Ryan University

Union

New Jersey



The Board of Trustees of Ryan University upon the  
Recommendation of the Faculty hereby confers upon

**Calvin Bevelle Fisher**

the degree of

**Bachelor of Arts in History**

with all the rights, honors, and privileges thereunto appertaining.

In Witness Whereof the seal of the University and the signatures of the  
President and the Chairman of the Board of Trustees are hereunto  
affixed the twentieth day of January, 2006.



*Dawson*  
President

*Robert W. Goumon*  
Chairman of the Board

# American InterContinental University

The President and the Governing Board  
of the American Inter Continental University  
upon recommendation of the faculty have conferred upon

**Talou Fisher**

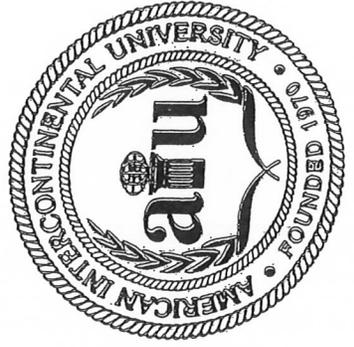
the degree of

**Master of Education**

**Curriculum and Instruction**

together with all the rights, honors, privileges and responsibilities to that degree appertaining.

Given this month of March, 2009



*[Signature]*

Dr. Alan Drimmer, President

*[Signature]*

Richard P. Thomas, Chairman, Sr.

# Grand Canyon University

Phoenix, Arizona

Grand Canyon University, upon the recommendation of the Faculty, and by virtue of the authority in them vested, have conferred upon

## Talon Debele Fisher

who has satisfactorily pursued the studies, passed the examinations and complied with all other requirements therefore, the degree of

### Master of Education

### Educational Administration

with all rights, privileges and honors thereunto appertaining.

Given in Phoenix, September, Two Thousand Eleven



  
President

  
Provost



Executive Chairman of the Board of Directors

  
University Registrar

# Stacy JeanBart

## **Disabled Veterans Outreach Program Specialist (DVOP) - Department of Economic Opportunity**

Stuart, FL 34997

[stacybart@gmail.com](mailto:stacybart@gmail.com)

(772) 529-0564

United States Navy Veteran with ability to make difficult decisions in stressful situations. Skilled in training and managing others in procedures, systems, and job-related software and meet deadlines while handling multiple tasks, prioritizing and remaining focus on the essence of an issue. Excellent interpersonal and communication skills throughout diverse environments. Fluent in the Creole language.

## Work Experience

---

### **Disabled Veterans Outreach Program Specialist (DVOP)**

Department of Economic Opportunity - Port Saint Lucie, FL

April 2018 to Present

- Provide intensive services to meet the employment needs of veterans with significant barriers to employment who are economically or educationally disadvantaged, including homeless veterans.
- Responsible for referring veterans to training and/or supportive services to improve their job readiness by utilizing community, training and educational resources.

### **Founder**

Take The City National, Inc (Non-profit) - Port Saint Lucie, FL

January 2011 to Present

- Trained leaders utilizing various programs teaching life skills, communication skills, understanding and creating a sense of emotional stability.
- Coordinated conferences working towards therapeutics and supporting youth and families to provide leadership and guidance towards future generations.

### **Supplemental Nutrition Assistance Program (SNAP)/Welfare Transition Program (WTP) Career Planner**

Career Source Research Coast - Port Saint Lucie, FL

November 2015 to April 2018

Port Saint Lucie, FL

Supplemental Nutrition Assistance Program (SNAP)/Welfare Transition Program (WTP) Career Planner

- Responsible for managing a caseload with over 50 assigned clientele and actively working with career and employment services to assist clients with obtaining employment.
- Managed unassigned cases for four counties (over 2000 cases) while working together with Department of Children and Families and Department of Economic Opportunities to resolve case matters regarding sanctions.
- Responsible for reading, analyzing, interpreting and understanding oral and written communications, including laws, regulations, policies, and procedures.

- Managed multiple priorities to ensure deadlines are met while working in a fast paced and diverse environment.
- Coordinated with internal and external partners to create in service delivery meetings, establish performance goals and monitoring standards.

### **Assistant Manager**

Wal-Mart Super Center - Stuart, FL  
August 2013 to July 2015

- Assumed responsibility for ensuring positive customer service, supervised employees, enforced company regulations, and took care of various administrative tasks.
- Processed payroll, scheduled employees, delegated daily assignments, implemented promotional campaigns through various presentations, tracked inventories, analyzed and reported sales data, and coordinated merchandise shipments.
- Carried out disciplinary actions when necessary and served as primary enforcer of loss prevention tactics.

### **Religious Program Ministry Department Assistant Supervisor**

United States Navy - Virginia Beach, VA  
October 2008 to June 2011

- Managed front office while implementing new departmental policies.
- Coordinated Mentor and Suicide Prevention Awareness Programs.
- Maintained liaison with religious and community agencies while overseeing the well being of over 3000 military members and families.
- Trained command religious program volunteers on logistics and instruction methods while supervising over 20 office personnel
- Performed administrative, clerical, and secretarial duties while assisting in preparation of devotional and religious educational materials.
- Responsible for the planning, budgeting, and marketing of all care management programs for military members and families.

### **Survival Equipment Maintainer and Inspector**

United States Navy - Virginia Beach, VA  
May 2002 to October 2008

- Instructed, supervised and evaluated the performance of over 40 plane captain personnel while overseeing 14 \$80 million naval jets and equipment during wartime.
- Supervised the security of over \$100 million of highly sensitive military material.
- Purchased and processed purchase orders and served as a liaison between vendors and other staff.
- Operated and maintained sophisticated equipment designed for tactical operations
- Maintained safety of the aircraft and personnel by ensuring the armament, ejection seat, and other cartridge-activated devices are in a safe and ready condition during daily, preflight, post flight, and turnaround inspections

## Education

---

### **Master of Science in Christian Studies in Urban Ministry**

Grand Canyon University  
2015 to 2016

## **Master of Business Administration in Health Care Management**

Saint Leo University

2010 to 2013

## **Bachelor of Science in Criminal Justice in Juvenile Justice**

Kaplan University

2008 to 2010

## Skills

---

Administrative Assistant, Excel, Filing, Outlook, Payroll, Scheduling, Leadership Development (10+ years), Career Development (4 years), Management (10+ years), Military (9 years), MS Office, Microsoft Office, Receptionist, Word, Data Entry, Marketing, Microsoft Excel

## Military Service

---

### **Branch: United States Navy**

Rank: Petty Officer Second Class

May 2002 to June 2011

10/2008-06/2011 United States Navy

Religious Program Ministry Department Assistant Supervisor

- Managed front office while implementing new departmental policies.
- Coordinated Mentor and Suicide Prevention Awareness Programs.
- Maintained liaison with religious and community agencies while overseeing the well being of over 3000 military members and families.
- Trained command religious program volunteers on logistics and instruction methods while supervising over 20 office personnel
- Performed administrative, clerical, and secretarial duties while assisting in preparation of devotional and religious educational materials.
- Responsible for the planning, budgeting, and marketing of all care management programs for military members and families.

05/2002-10/2008 United States Navy

Survival Equipment Maintainer and Inspector

- Instructed, supervised and evaluated the performance of over 40 plane captain personnel while overseeing 14 \$80 million naval jets and equipment during wartime.
- Supervised the security of over \$100 million of highly sensitive military material.
- Purchased and processed purchase orders and served as a liaison between vendors and other staff.
- Operated and maintained sophisticated equipment designed for tactical operations
- Maintained safety of the aircraft and personnel by ensuring the armament, ejection seat, and other cartridge-activated devices are in a safe and ready condition during daily, preflight, post flight, and turnaround inspections



May 1, 2019

Dear Board of Education,

Please accept this letter as application for the position of Superintendent. I am currently in my tenth year of service in the Austintown Local School District as Superintendent. I have previously served Austintown Local School District and Struthers City School District, as Director of Instruction for three years each.

I feel very capable about my abilities to serve as your superintendent. My administrative experiences with Austintown and Struthers have provided me with diverse leadership responsibilities. Although I am not solely responsible for all accomplishments in the districts, I feel I have played a major role in their initiation and implementation:

- Implementation of one to one Chromebook Project grades 3 - 12
- Implementation of STEM Pathway 7 - 12 grade
- ODE 2017 & 2018 Report Card Award “Momentum Award” (A in District Value Added)
- ODE 2012 Report Card Rating “Excellent with Distinction”
- National NCLB Blue Ribbon Award winners at Austintown Watson Elementary
- National NCLB Blue Ribbon Award winners at Austintown Lloyd Elementary
- National NCLB Blue Ribbon Award winners Struthers High School
- Continuously increased the performances on the Local Report Card at both districts
- ODE School of Promise –Austintown Watson Elementary 4 years; Austintown Davis Elementary 3 years; Lynn Kirk Elementary 1 year; Struthers High School 4 years
- ODE School of Distinction – Austintown Watson Elementary – 2 years
- Creation of two online programs: 1. Falcon Pride Online 2. HOPE Academy
- Alignment of all core subject areas assessments to the Ohio Core Standards
- Implementation of Response to Intervention (RTI) and Intervention Assistance Team (IAT) instructional method, to meet the needs of every child
  - Literacy Team that has greatly impact the district. The Literacy Team is in the process of changing the entire curriculum in K-12 with a major focus on Literacy and an integration of the other subjects
  - Mathematics Team that implemented a seamless delivery of Mathematics K-12.
  - Technology Team that instituted instruction blended learning lessons and online classes

Because I believe in the importance of parental support and involvement in the success of public education, I have designed and implemented programs for parents to become familiar with standards based education. Included in these programs are opportunities for parents to meet with me to learn about Standards and the Ohio Department of Education website.

I believe my success in Austintown can be attributed to my ability and philosophy as an instructional leader. I place great value on my character. I have added a list of references for your review as well as the required application and resume. Please contact me at your convenience.

Thank you for your consideration.

Sincerely



Vincent S. Colaluca

# Vincent S. Colaluca

148 Midgewood Drive  
Boardman, Ohio 44512

Phone (330) 720-8505  
Email – vscolaluca@gmail.com

**Objective**                      **To lead positive change in education for the benefit of all students**

## **Work experience**

**2009 – Present**                      **10 Years    Austintown Local Schools                      Austintown, OH**

Superintendent

BASA - Superintendent Association Executive Board Member

MCOECN -MC State Board of Trustees Member

Ohio School Council (OSC) - Advisory Regional Board Member

ACCESS Information Technology Center (ITC's) - Board President

Mahoning Valley Council of Government (MVCOG) - Board Member

Mahoning Valley STEM & ME2 School - Board President

MCFCFC - Council Member

**2007 – 2009**                      **2 Years    Austintown Local Schools                      Austintown, OH**

Director of Curriculum and Instruction

**2006 – 2007**                      **1 Year    Mahoning County Educational Service Center    Canfield, OH**

Director of Curriculum and Instruction (Assigned to Austintown LSD)

**1999 – 2006**                      **7 Years    Struthers City Schools                      Struthers, OH**

Director of Curriculum and Instruction/Sped Coordinator (2 years)

Director of Curriculum and Instruction and Middle School Principal (1 year)

Middle School Principal (2 years); MS Assistant Principal (2 years)

**1995 – 1999**                      **4 Years    Brookfield Local Schools                      Brookfield, OH**

MS Teacher on Special Assignment (Assistant Principal) (3 years)

PE & In-School Suspension Teacher (High and MS) (1 year)

**1994- 1995**                      **1 Year    Youngstown City Schools                      Youngstown, OH**

Alternative Teacher at Lincoln Place (5<sup>th</sup> – 12<sup>th</sup> Grade - All Subjects)

**Education**                      **1995 - 2005    Ashland University                      Ashland, OH**

Master of Education

Principal Certification (Grades 5-12)

Superintendent License

**1986 - 1994    Youngstown State University                      Youngstown, OH**

BS in Physical Education (K-12)

BA in Sports Management

Minors: Business & Mathematics

# Vincent S. Colaluca

148 Midgewood Drive  
Boardman, Ohio 44512

Phone (330) 720-8505  
Email – [vscolaluca@gmail.com](mailto:vscolaluca@gmail.com)

## **Education and Leadership Activities and Achievements/Awards/Organizations**

### ***Educational Leadership***

- Buckeye Association of Secondary Administrators (BASA) -  
Executive Board Member, Legislative Committee; ODE Committee
- Management Council Ohio Education Computer Network (MCOECN) -  
Former Board of Trustees Member
- Ohio School Council (OSC) - Advisory Regional Board Member
- ACCESS Information Technology Center (ITC's) - Former Board President
- Mahoning Valley Council of Government (MVCOG) - Board President
- Mahoning Valley STEM & ME2 School - Board President
- The Red Zone, Mental Health Service - Board Member
- Mahoning County Family and Children First Council - Council Member

### ***Awards***

- YSU Distinguished Alumni Educator Award Spring 2017
- BASA Exemplary Leadership Superintendent Award 2016
- United Way of the Mahoning Valley Leadership Award 2019
- Austintown Local Schools State Report Card - Momentum Award 2017 & 2018
- Austintown Local Schools State Rating – Excellent with Distinction 2012
- NCLB Federal Blue Ribbon School – Austintown Watson Elementary 2009,  
Austintown Lloyd Elementary 2008, Struthers High School 2006
- ODE School of Promise – Austintown Watson Elementary,  
Austintown Davis Elementary, Struthers High School
- Ohio PTA Region 18 Educator of the Year
- Struthers Middle School PTA Educator of the Year
- BASA Reading Hall of Fame Award Struthers Middle School

## ***Activities /Achievements***

- BASA – Ohio School Leadership Institute (OSLI)
- BASA – Legislative Committee
- BASA – School Facilities Committee
- BASA – Presenter at BASA New Superintendent Mentorship Program
- BASA – New Superintendent Mentorship Program
- BASA - Aspiring to the Superintendence Conference
- The Ohio Principals Leadership Academy
- Association for Supervision and Curriculum Development (ASCD)
- ODE – Ohio Superintendent Evaluation Systems
- ODE – Ohio Teacher Evaluation Systems (OTES) & Ohio Principal Evaluation Systems (OPES)
- Administrative Leadership Training – Jack Slavinski & Jim McCord PD
- Battelle for Kids – District Value Added Specialist (DVAS)
- Management by Walking Around - Three Minute Classroom Walk-Through
- Data-Driven Decision Making Administrative Forum (MCECSC)
- Power of Literacy Leadership Connection (MCECSC)
- Ohio Entry Year Program for Principals (Mentor)
- Mahoning County Leadership Forum (MCECSC)
- LPDC Chairperson of the Austintown and Struthers (LPDC Committee)
- Student Assistance Program Workshop (ON TASC)
- Gifted Leadership Workshop (MCECSC)
- ODE District Test Coordinator Workshop & CCIP Competitive Grants Workshop
- Curriculum Mapping Integrating Curriculum and Assessment k – 12 (ASCD)
- Standards-Based Principal Development (Ohio Principals Leadership Academy)
- Child Assault Awareness Prevention Workshop
- Law Advisory Group Workshop: Drugs, Guns and Gangs in Schools

## ***Organizations/Memberships***

- ❖ Austintown Rotary Member - Past President 2015
- ❖ Mahoning County Abatement Board Austintown
- ❖ Austintown Community Television Board Member
- ❖ Austintown Fitness Center Advisory Board Member
- ❖ Ohio School Boards Association Association Affiliation
- ❖ Austintown and Boardman PTA Member
- ❖ Austintown Local Schools Representative for United Way of the Mahoning Valley

❖ Parishioner of St. Charles Parish

**This page intentionally left blank.**

# Rick Pohl

## **Consulting, General Contracting, Liaison Renovation/Build**

Punta Gorda, FL 33955

[little-ricky-1@hotmail.com](mailto:little-ricky-1@hotmail.com)

(561) 396-8090

Find a position in residential / commercial construction / renovation, including related contract services that will permit me to utilize my total experience base - hands-on, supervisory and formal education to expand SKILLS and ALLOW UPWARD MOBILITY consistent with improvement

Authorized to work in the US for any employer

## Work Experience

---

### **Consulting, General contracting, Liaison, Supr.**

Renovation/Build

1992 to Present

2017-19; Manage/Paint/Renovate Charlotte Behavioral Health Care.

2016-17 Construction/Renovation Supervisor. Bank of America updates.

2014-16; Planned, built, developed, installed 1st Sea container home SW FL.

Renovate older property in particular, with longer term projects in residential followed by re-sale of unit(s). Functioned as general contractor, estimator and installer

2014-15 was employed by the Palm Beach County Convention Center performing various kinds of repair work and painting.

- As Owner / Consultant, de-emphasized art gallery and concentrated on project management, building renovation, interior design, commercial projects and construction. Experience includes athletic field installation, rebranding Money Mart and managing crews in varying scope jobs.

Former Palm Beach County FL Certified Teacher (Construction/Renovation).

- As Owner / Manager, emphasis on art gallery. Showcased and marketed entire art collection.

Acquired and completely rehabilitated 100 year old structure in the historic district of Grove City, OH to house the art. Results were featured in Columbus area media

## Education

---

### **Bachelor of Fine Arts in Fine Arts**

University of Akron

1982 to 1987

## Skills

---

Supervise/Consult (10+ years)

## Assessments

---

## **Customer Service Skills – Highly Proficient**

February 2019

Measures a candidate's skill in evaluating approaches to customer service & satisfaction.

Full results: [https://share.indeedassessments.com/share\\_assignment/jdwhygs-e-j7-n0](https://share.indeedassessments.com/share_assignment/jdwhygs-e-j7-n0)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

### **Additional Information**

---

- 25+ years of a mixture of hands-on, planning, estimating and supervisory experience in both residential and commercial renovation / construction projects.
- 20+ years of freelance, owner / operator of art studio(s) blended to fit with the seasonal nature of the foregoing.
- Completed requirements for teaching certificate re: remodeling skills ( Palm Beach Board of Education) in the early stages of experience
- Completed training in "green" construction methods.
- Developed codification manuals to preserve best methods, color coordination and paint details for major projects such as Convention Center (below)

6520 Winged Foot Drive  
Stuart, Florida 34997  
772 323-9968

Andrea Messina, Executive Director  
Florida School Boards Association

I wish to offer my extensive experience to the Indian River County School District to serve as its Interim Superintendent. I have high quality experience as a superintendent as well as serving in the interim role.

I can be available immediately and without the need to relocate so as to ensure a timely transition. I am flexible with ending dates depending upon the timeline of the district's superintendent search.

In terms of my experience in the interim role, I have served as the Interim Superintendent of the Falls Church City (VA) Schools, the highest rated school district in Virginia. In addition, I have served as the Interim CEO (superintendent) and CFO of Baltimore City on behalf of the State of Maryland, and as the Interim Senior Deputy Superintendent for the Los Angeles Unified Schools.

While in the recent role as interim for Falls Church, I developed a high level of trust with residents, Board of Education and City Council; seamlessly transitioned the district from former superintendent to interim superintendent and to a permanent superintendent; developed a transparent, zero-base budget process which led to 100% support and approval by both Board of Education and City Council; generated a Feasibility Study to create options for a new high school; guided the design, RFP process, and ultimately the 100% support and approval by both Board of Education and City Council; restarted a planned but stalled construction project of a new elementary school and ultimately the 100% support and approval by both Board of Education and City Council to initiate construction; created a 10-year plan for facilities due to projections of increased enrollments.

My District level experience includes:

- (Interim) Superintendent Falls Church City Public Schools, Falls Church, VA; November 2016-May 2017
- Superintendent of the Caddo Parish (LA) School District (Louisiana);
- (Interim) Chief Executive Officer and Chief Financial Officer for the 120,000 student Baltimore (MD) City School District (I served in this capacity at the behest of the governor, mayor, and state superintendent of education);

- (Interim) Senior Deputy Superintendent of the 740,000 student Los Angeles Unified School District (CA);
- Superintendent of the Bridgewater-Raritan School District, NJ;
- Superintendent of the Bloomfield City School District, NJ;
- Superintendent of the Southern Ocean County School District, NJ;
- Assistant Superintendent of the Englewood City School District, NJ.

My school level experience includes service as:

- Principal and vice principal of Watchung Hills Regional High School;
- Teacher of English and coach of varsity baseball and basketball.

My State level service includes:

- State Superintendent of Education for the State of Illinois;
- State Superintendent of Public Instruction for the State of Michigan: and, Chairman of the Boards of Elementary, Secondary, Community Colleges and Universities, Disability and Rehabilitation Services, and the Higher Education Assistance Authority, and Chairman of the State Teacher Retirement System
- Deputy State Superintendent of Education for the State of Delaware.
- Deputy State Superintendent of Education for the State of Louisiana;

Serving as a consultant during the past 10 years, I have completed over 62 district/school comprehensive evaluations, organizational effectiveness studies, program and school improvement plans, strategic planning, facilities, and finance studies.

I hold four degrees including a doctorate and second masters from The University of Pennsylvania. I am widely published with over 40 professional articles in print; and have made hundreds of presentations.

I am in excellent health and physical condition (6'2", 195 lbs.). I had served in the Army National Guard with nearly two years of active duty.

I would relish the opportunity to serve the Indian River County Public Schools board of education, community, staff and students to ensure a smooth closing of the school year, preparations for the 2019-2020 school year, and transition between your permanent superintendents.

Please see my attached resume and other supporting information.

Sincerely,

*Robert*

Robert E. Schiller Ed. D

772 323 9968

# ROBERT E. SCHILLER

772-323-9968 (cell)

6520 Winged Foot Drive  
Stuart, Florida 34997

817 Island Circle West  
Dataw Island, SC 29920

## EDUCATION

Ed. D: Organizational Leadership. University of Pennsylvania (Graduate School of Education and The Wharton School)

M.S: Organizational Leadership and Curriculum. University of Pennsylvania (Graduate School of Education)

Certification program in school administration, finance, collective bargaining and arbitration. Rutgers University

M.A: English. University of Mississippi

B.A: Economics/Finance/English. Uppsala College, New Jersey and Sweden.

## EXPERIENCE

### STATE LEVEL

**State Superintendent of Education; President/Chairman, Board of Trustees State Teacher Retirement System; President and Chairman State Education Assistance Board; Chairman of the State Teacher Certification Board). State of Illinois:** 100 North First Street, Springfield, Illinois 62777-0001 and 100 West Randolph Street, Suite 14-300 Chicago, Illinois 60601-3169. 2002-2004. 2,400,000 public and non-public students, 888 local districts, 45 Regional Offices, 4290 public and 1391 non-public schools, \$8 billion state budget.

**State Superintendent of Public Instruction and Chairman of the State Board of Education, Chairman of the State Board for Community Colleges and Universities, Chairman of the State Interagency Coordinating Council; Chairman of the Michigan Higher Education Assistance Authority; Chairman of the Michigan State Teachers Retirement System; Chairman of the State Teacher Certification Board; Chairman of the Michigan Schools for Deaf and Blind. State of Michigan Administrative Officer: State of Michigan.** Department of Education. Box 30008, Lansing, Michigan 48909. 1991-1996. 1,800,000 students, 560 local districts, 57 Intermediate districts, 3500 schools, \$10.5 billion k-12 state budget \$855 million MDE budget. 29 Community Colleges, 15 Public Universities, 55 Private Colleges, \$2.5 billion loan and scholarship portfolio.

**State Deputy Superintendent of Public Instruction (Curriculum and Instruction): State of Delaware.** Department of Public Instruction, Townsend Building, Dover, Delaware. 1989-1991. 109,000 students, \$434 million state budget.

**State Deputy Superintendent of Education: State of Louisiana.** Department of Education, Baton Rouge, Louisiana. 1988-1989. 800,000 students, \$1.4 billion state budget.

## **ELEMENTARY AND SECONDARY LEVEL**

**Superintendent (Interim) Falls Church City Public Schools (VA).** 2016-2017 2700 students, 6 schools, \$40mm budget

**Senior Deputy Superintendent (Interim), Los Angeles Unified School District:** 333 So. Beaudry Avenue, Los Angeles, CA. 2007- 2008. 720,000 students, 920 schools. 77,000 employees, \$6.5 billion budget.

**Superintendent: Caddo Parish Public School District:** 1961 Midway Street, PO Box 32000, Shreveport, Louisiana 71130-2000, 318-603-7106, 1999-2002. 48,000 students, 6,900 employees, \$360mm budget, 77 facilities, (Magnet, neighborhood, and alternative schools), Eight (8) National Blue-Ribbon Schools, and the three (3) top-rated schools in State of Louisiana.

**Chief Executive Officer, as well as Chief Academic Officer (Interim), Baltimore City Public Schools, Baltimore MD:** 200 East North Avenue, Baltimore Maryland 21202. May 1997-August 1998. 109,000 students, 12,000 employees, \$900mm budget, 200 facilities.

**Superintendent: Bloomfield City School District:** Bloomfield, Essex County, New Jersey. 1987-1988.

**Superintendent: Bridgewater-Raritan Regional School District:** Martinsville, Somerset County, New Jersey. 1984-1987.

**Superintendent: Southern Ocean County Regional School District:** Long Beach Island-Manahawkin, New Jersey. 1981-1984.

**Assistant Superintendent–Curriculum and Instruction: Englewood City School District:** Englewood, Bergen County, New Jersey. 1980-1981.

**Principal: Watchung Hills Regional High School District:** Warren, Somerset County, New Jersey. May 1976-June 1980.

**Teacher of English and varsity baseball and basketball coach: West Morris Regional School District:** Chester, Morris County New Jersey, 1969-1976. (Interrupted by military active duty and graduate school)

## **HIGHER EDUCATION LEVEL**

**Chairman of the State Board of Higher Education (15 Public Universities, 55 Private Colleges); Chairman of the State Board for Community Colleges (29 Community Colleges); Chairman of the Michigan Higher Education Assistance Authority (\$2.5 billion loan and scholarship portfolio), State of Michigan.** 1991-1996.

**Director of the Department of Education and Behavioral Sciences (Psychology, Legal Studies), and Professor of Education.** Farquhar Center for Undergraduate Studies, Nova Southeastern University, Ft. Lauderdale, Florida 33314. 1996-1997. 2000 students, 35,000 credit hours, \$8.1 million budget.

**Adjunct Professor/ Visiting Professor:** University of Illinois. (Conducted seminars in educational leadership, human resources, school finance, and curriculum and instruction). Michigan State University, University of Michigan, Southeastern Louisiana University, University of Illinois, (Taught graduate courses in educational leadership, human resources, school finance and administration).

## **CONSULTING**

RES and Associates: Provide client services in state and school district efficiency and effectiveness studies: specializing in district administration, human resources, and finance; strategic planning; state and district finance studies; organizational analysis and staff development; research studies, curricula/programmatic/fiscal audits; superintendent and senior staff searches. Completed over sixty 60 consulting studies: 2007-present.

Director of Consulting Services: Education Services Division MAXIMUS, Inc. 11419 Sunset Hills Road, Reston, Virginia 20190. 2005-2006. completed eleven (11) school district studies.

Director of State Governmental Relations: The American Board for Certification of Teacher Excellence. 1225 19<sup>th</sup> Street NW, Suite 400, Washington D.C. 20036 2004-2005.

## **PUBLICATIONS:**

Over 40 professional articles, over 100 presentations, and 11 novels in print. Bibliography available.

## **PERSONAL:**

Excellent health and physical condition (6'2", 195lbs). Married since 1971. Served in New Jersey Army National Guard 1969-1976. Hold state (NJ, NY, LA, IL, MD, MI, DE) certification as Superintendent, Assistant Superintendent, Chief Financial Officer-School Business Administrator, Principal, Supervisor, and teacher. Hold NJ (Rutgers University) certificate in labor relations, collective bargaining, and arbitration.

## **SELECTED HONORS AND RECOGNITIONS:**

Falls Church Public Schools and Falls Church City Council (VA) Proclamation honoring Robert E. Schiller for distinguished leadership as Interim Superintendent (2017)

Los Angeles Unified School District Teachers Association Recognition of Outstanding Contributions to Schools and Community (2008)

Chief State School Officers Recognition Award for Distinguished Service to the State of Illinois (January 2005)

Teachers Retirement System of the State of Illinois Award for Outstanding Service as Chairman 2002-2004 (January 2005)

Illinois Parents Teachers Association Award for Service and Dedication to State PTAs (May 2004)

Illinois Special Educators Association Award in Recognition of Distinguished Service to the Special Needs Population (May 2004)

Beijing Municipal Education Commission for Recognition of Partnership in Global Education (March 2004)

Illinois Career and Technical Education Association Award in Recognition for Leadership of Career

Technical Education in State of Illinois (April 2004)

Kohl McCormick Early Childhood Education Foundation Award in Recognition for Leadership of Early Childhood Education in Illinois (July 2003)

Teach for America Award for Recognition of Educational Leadership of State of Illinois (February 2003)

Chicago Southland Chamber of Commerce Award for Recognition of Outstanding Support for Education in Illinois (September 2003)

Caddo Parish Federation of Teachers and Support Personnel Award in Honor of Dedication to Public Education in Caddo Parish (July 2002)

Senior Citizens of Caddo Parish Award for Outstanding Community Service to Senior Citizens of Shreveport (2002)

City of Shreveport Proclamation for recognition of commitment, dedication, and outstanding leadership to Caddo Parish Schools (2002)

National School Boards Association Magna Award for a District Accountability and Reporting System (2002)

Caddo Parish Parents and Teachers Association Award for Outstanding Service to Children and Community (2001)

Champion for Children's Award, Baltimore Fund for Educational Excellence and the Greater Baltimore Committee (1998)

Maryland Congress of Parents and Teachers Award for Outstanding Service to Children and Youth (1998)

Baltimore City Council Proclamation Honoring for Outstanding Leadership (1998)

Maryland State Department of Education Resolution for Distinguished Leadership (1998)

The Maryland Press Club Distinguished Service Award (1997)

Phi Delta Kappa Distinguished Service to Education Recognition Award (1997)

Chief State School Officers Recognition Award (1995)

Point of Excellence Award presented by Kappa Delta Pi (1993)

Michigan School Business Officials Recognition Award (1993)

State of Michigan Commendation for Outstanding Leadership of the State Department of Disabilities and Rehabilitation Services (1995)

State of Michigan Commission on Spanish Speaking Affairs Honoring Robert E. Schiller for Distinguished Service (1992)

State of Delaware Order of Excellence for Exemplary Service and Distinctive Contributions (1990)

State of Louisiana Governor's Proclamation for Outstanding Service (1989)

National Association of State Councils on Vocational Education and the National Alliance of Business Commendation for Exemplary Achievement in strengthening the nation's Vocational Technical Education Programs (1988)

Bridgewater-Raritan Regional School District Parent Teacher Organization's Award in Recognition of Outstanding Achievements (1986)

Southern Regional School District Board of Education's Recognition for Dedicated Service (1984)

## **SELECTED ACCOMPLISHMENTS:**

### **STATE LEVEL**

**State Superintendent of Education, President, Board of Trustees State Teacher Retirement System; President and Chairman State Education Assistance Board; Chairman of the State Teacher Certification Board). State of Illinois:**

State assessments climbed to record highs: ISAT, PSAE, IAA, IMAGE, SAT, ACT, and AP exams. These increases evidence the closing of the achievement gaps for Hispanic, African-American, limited English speaking, special education and economically disadvantaged children.

For five consecutive years the math scores at all grade levels increased on ISAT, PSAE, IMAGE, and IAA.

SAT scores were 77 points higher than the national average.

100% of high school juniors took ACT tests and scores increased each year (20.3 composite in 2004).

73,000 AP exams taken with average score 3.29 in 2005.

Increased state graduation and attendance rates for regular and special education students and lowered dropout rates each year.

Received an "A- "grade for the Accountability, Assessments and Standards in Education Week's Quality Counts annual report

Received an "A" rating for the Illinois Early Learning Standards in a national study of state early childhood content standards

Designed and disseminated state assessment and curricula frameworks, grade by grade, in math, science, reading, and writing which are integrated with statewide assessment and professional development reforms and programs.

Developed Standards and Implementation Rubrics for seven dimensions: affective responses, district infrastructure, professional development, curriculum development, instruction, student learning and assessment, and community awareness. These rubrics provide a clear definition of what schools/educators/ and communities should know and be able to do to effectively implement the Illinois Learning Standards.

Redesigned statewide assessment program to implement performance/authentic assessment components in math, science, reading, writing, and social studies and bring it into compliance with requirements of NCLB.

Illinois was the only state to receive an "A" from the National Council on Teacher Quality for the Illinois standards for high quality veteran teachers

Developed standards-based state teacher certification competency tests in 63 areas of subject matter and professional teaching.

Created the Online Teacher Information System (OTIS) and the online Certificate Renewal Tracking System (CERTS) to improve customer service and reduce paperwork burden.

Transformed the state's teacher certification system, raising expectations of quality and aligning requirements with Illinois standards, the No Child Left behind Act and changes in state law.

Significantly increased monitoring of special education through the Office of Special Education Programs (OSEP) by successfully completing 260 monitoring compliance visits to ensure that all students with disabilities receive a high-quality education in the least restrictive environment possible.

Received recognition as one of the top three states in the nation in state funded Pre-K program quality in a study conducted by the National Institute for Early Education Research.

Successfully implemented all NCLB requirements statewide: Supplemental Services, Choice, and System of Support for schools not making AYP, and Highly Qualified Teacher standards.

Designed and implemented Spotlight School Recognition Award Program for schools that have achieved high academic performance in an environment in which a majority of students come from low-income families.

Expanded early childhood education for 8,000 additional students and expanded the providers to include not-for-profit centers.

Established School Finance Authorities for the Hazel Crest School District #152.5 and Round Lake School District #116 to provide a secure financial basis for the continued financial and educational operation of the public schools.

Established Financial Oversight Panels for Cairo School District, Livingston School District, and Venice School District to assist these districts in obtaining sound financial management to assure the continued availability of educational opportunities.

As Chairman of the State Teacher Retirement System, revamped the investment policy and guided organization to an increase of over \$6Billion in assets in 2003-2004 with the highest return on investments for a public retirement system in the nation with assets over \$20Bil; 29.2% return for year ending 2/29/04

**State Superintendent of Public Instruction (Chairman of the State Board of Education, Chairman of the State Board for Community Colleges and Universities, Chairman of the State Interagency Coordinating Council; Chairman of the Michigan Higher Education Assistance Authority; Chairman of the Michigan State Teachers Retirement System; Chairman of the State Teacher Certification Board; Chairman of the Michigan Schools for Deaf and Blind. State of Michigan Administrative Officer: State of Michigan.**

Results on the state assessment program (MEAP), the SAT, and ACT climbed to their highest level in Michigan's history for all students, particularly for black and economically disadvantaged children

Designed School Quality Reform Agenda, which served to structure the 1994 School Code. Over 95% of the agenda was incorporated into the school code and implemented one of the most comprehensive and sweeping systemic reform programs in the nation by restructuring entire state educational system, improving teaching and learning in the schools throughout the state, and implementing a high degree of accountability in the system for the first time in the state's history.

Developed School Finance Reform principles, approved by SBE, upon which the 1994 School Aid Reform Act was based: radically transformed the revenue and distribution system in making the funding of our entire educational system more equitable: increased the state's share of funding the elementary and secondary schools from 34% to 80% in one year; reduced property taxes by 2/3rds; Reduced inequities among school districts, created a per pupil foundation grant, and eliminated a multitude of categorical funding programs

Established a statewide high profile in the field with an average of two days of visits per week to school districts and classrooms. Established a high media profile with numerous television and radio interviews, frequent publications in journals, magazines, and newspapers and representation at highest level of statewide professional and social functions

Developed essential relationships and linkages with the leadership in higher education and business communities to assure the support and success of our systemic reform initiatives

Established education as a key member of the state's multiage cabinet (public health, mental health, social services, and services to the aging) and implemented extensive interagency initiatives to improve the quality of life for Michigan's citizens

Established a high profile and level of credibility with the Michigan Legislature and frequently testified/presented to subcommittees and caucuses

Reconnected pre-k-12 educational communities with postsecondary community of community colleges, 4-year colleges and universities by means of cementing relationships with university and college presidents, academic officers, and deans

Established high credibility with state's labor organizations and lobby corps

Reformed the state teacher tenure and evaluation system: guided policy initiative into state legislation to reform tenure act

Designed and implemented a statewide, integrated school accountability system of evaluation, assessment, annual reporting, and sanctions: guided policy initiative into state legislation known as Michigan's Summary Accreditation Program

Designed and promulgated state assessment and curricula frameworks in math, science, reading, and writing which are integrated with statewide assessment and professional development reforms and programs

Created a Michigan High School Proficiency Test to be used for diploma endorsements in reading, writing, math, and science

Redesigned statewide assessment program to implement performance/authentic assessment components in math, science, reading, writing, and social studies

Created a program of assessment leading to endorsements of advanced course proficiencies

Implemented a state teacher competency testing system in 72 areas of certification

Assisted with the design and state legislation creating Charter Schools: Determined which of the new charter schools would receive per pupil funding

Consolidated the Michigan School for the Deaf and School for the Blind onto a single campus  
Developed and implemented an alternative route for teacher certification in conjunction with state universities

Reorganized a stagnant SDE and transformed it into a dynamic state agency founded on principles of Total Quality Management and cross function action teams. Implemented a semi-annual SBE focus goal reporting system to align work of MDE to SBE's policy and initiative agenda

**State Deputy Superintendent of Public Instruction (Curriculum and Instruction): State of Delaware.**

Developed an articulated system of state goals, initiatives, and outcomes-based indicators that serve as the state's strategic education plan for the 1990s: implemented a strategic planning process for all school districts

Spearheaded the state's systemic change initiative to promote restructuring by means of middle level education changes (Carnegie grant), statewide assessment and curricular changes in math and science (NSF grant), statewide early childhood initiative, and within the conceptual framework of the principles guiding Re: Learning

Created the framework and focus for policy development that led to the State Board of Education adoption of the following policies: middle level education, multicultural education, strategic planning, curriculum, teacher and administrator appraisal, counseling, alcohol and substance abuse, health and family life education, certification, and early childhood education

Established a professional standards council to guide all revisions to certification, alternate routes to certification, performance assessment, and related issues

Redesigned the organization of the Department of Public Instruction as well as the performance evaluation system for all employees

Restructured the monitoring process for all proprietary schools

## **State Deputy Superintendent of Education: State of Louisiana.**

Supported the leadership of the first appointed state superintendent of education and managed all state reform efforts, including statewide teacher evaluation system, statewide criterion referenced assessment program, statewide compensatory education program, statewide school accountability, evaluation and improvement process, statewide process approach to writing program, overhauling certification standards, among others

Served as chief operating officer of the Department of Education and responsible for daily operations of 1100 employees

Served as the interactive point person for the Department of Education with the state legislature and State Board of Elementary and Secondary Education

Revised and upgraded state certification program including unique alternative certification options

Redesigned the state's vocational education curriculum and program impacting 94 vocational schools

Developed and administered the state education budget of \$1.4 billion

Redesigned the state Administrators Leadership Academy and training program for all school administrators

Revised all SBESE and Department of Education appeals, waivers and hearings procedures

Prepared all agenda and materials for the SBESE meetings, presided at all SBESE committee meetings, and substituted for the state superintendent as needed

Served on the Board of Directors for the Louisiana Public Television and Educational Television Commission

## **ELEMENTARY AND SECONDARY LEVEL**

### **Senior Deputy Superintendent (Interim)/Consultant, Los Angeles Unified School District:**

Designed and Implemented Corrective Action Plan for District: approved by California State Board of Education (March 2008)

Designed and Implemented a Strategic Plan for High Priority Schools (impacting 110,000 students)

District API increased 21 points over the previous year (outpaced State of California gain by 7 points); elementary schools gained 34 points compared to a statewide gain of 13 points; middle schools grew 32 points compared to state gains of 15; high schools gained 22 points compared with state gains of 13 points. Eight of the major subgroups increased by double digits including a 15-point gain by ESL students and 16 points for students with disabilities.

Implemented required core curriculum, periodic assessments, concept lessons, and standardized textbooks and materials for all secondary (grades 6-12) schools

Designed and Implemented school based consolidated planning process for all secondary schools

Designed and implemented a reorganization of central offices

Designed and implemented Cross Functional Performance Teams (CFPT) using established project management tools and methodologies, e.g., a Plan of Action and Milestones (POA&M) template.

Held CFPTs accountable and provide periodic guidance to ensure the teams executed in accordance with their POA&M.

Ensured that the CFPTs were trained and had the requisite resources to execute assignments.

Coordinated CA SDE audit of all state and federal categorical programs resulting in no citations and multiple commendations

### **Interim Superintendent: Falls Church City Public Schools, Falls Church, VA.**

Developed a transparent, zero-base budget process which lead to 100% support and approval by both Board of Education and City Council

Generated a Feasibility Study to create options for a new high school. Guided the design, RFP process, and ultimately the 100% support and approval by both Board of Education and City Council

Restarted a planned but stalled construction project of a new elementary school and ultimately the 100% support and approval by both Board of Education and City Council to initiate construction  
Developed a high level of trust with residents, Board of Education and City Council

Seamlessly transitioned the district from former superintendent to interim superintendent to new superintendent

Created a 10-year plan for facilities due to projections of increased enrollments

All schools certified as International Baccalaureate. First district in Virginia to do so

Highest performing district in the state

### **Superintendent: Caddo Parish Public School District:**

Raised student achievement on Louisiana State assessment program, ITBS, ACT, SAT, and DRA to district's highest levels and exceeded state and reference district levels

Designed and implemented a Strategic Plan for years 2000-2005 that included building a new school, adjustments in attendance boundaries, closings of two schools, creation of magnet, professional development schools with three universities, and alternative schools, educational enhancements to meet all Consent Decree requirements

Designed a Master Plan for 1999-2001 that accomplished 82 measurable objectives to assure implementation of the District's 5 goals

Raised levels of accountability throughout district: Assured efficiency, effectiveness, and attention to detail. Transformed the culture of the institution to become results-centered and proactive

In partnership with Educational Alliance of Greater Shreveport, designed and implemented a Leadership and Management Institute and extensive training program for all individuals with supervisory responsibilities

Revised evaluative criteria, standards, and expectations: Designed and implemented the performance-based evaluation and compensation system for all administrators and at one school for all staff

Developed a strategic Plan for Professional Training and Development that is integrated, site-based, job embedded and systemic

Analyzed district curriculum, conducted an audit of gaps that exist between curricula, national and state standards: Developed new content standards for English, math, science, social studies, and all elementary curricula. Disseminated totally revised curricula to teachers and community

Assured vertical (grade to grade) and horizontal (among grades and schools) curricular continuity and articulation with revised scope and sequence, content standards, and 9-week benchmark assessments at all grade levels in all core subjects

Implemented middle school programs at all middle school locations previously using junior high school curricula and programs (18 sites)

Designed and implemented a strategy to improve the lowest performing schools, meet the needs of at-risk students, decrease the dropout rate, and reverse the attendance rates of selected schools

Maintained a high level of visibility and credibility in the schools, community (Caddo Parish and City of Shreveport), Chamber of Commerce, corporate partners, the media, and Legislature

### **Chief Executive Officer (Interim), Baltimore City Public Schools, Baltimore MD:**

Successfully met all statutory deadlines and requirements of Senate Bill 795 and implemented all necessary actions—administrative, personnel, financial, legal—to separate the school system from being a City of Baltimore department/agency and to become an independent school district

Established and implemented a reform agenda to turnaround a failing educational system, one in financial deficit, and to change the culture of the system by transforming a politically driven, stagnant system into a professional, dynamic organization

Created and implemented a state approved Strategic Master Plan for years 1998-2002. Accessed additional \$50million in state funds for each year (total \$250mm) because of gaining approval by the State of Maryland

Created and implemented a state approved Transition Plan for years 1997-1998. Accessed additional \$30million in state funds for 1997-1998 because of gaining approval by the State of Maryland

Developed a state approved strategic plan for 78 schools identified as Reconstitution Eligible Schools. Secured additional \$10.1 mm in state funds to assist the schools. Implemented reconstitution of 78 schools.

Served as Financial Officer as well as Academic Officer from June 1997-January 1998 in addition to duties as Chief Executive Officer while conducting national searches to fill the positions

Identified an inherited shortfall of \$24.7mm in FY97; closed the books with a balanced FY97 budget; analyzed deficit in FY98 budget and quantified unfunded items, closed the deficit of \$12.2mm with a closing balance of \$2mm. Constructed a balanced, zero-based budget of \$759mm for FY99

Raised student achievement on Maryland MSPAP assessment program to district's highest level since inception of state assessment in 1993. Total Composite index increased 17% in one year, from 13.9 to 16.3. Reading (grade 3) increased by 41 % ( 11.8 to 17.2); math (grade 3) by 22% (10.8 to 13.2). All other grades and disciplines tested show same type of increases.

Raised district attendance in all grades to highest point in district's history and lowered district dropout rate to its lowest point in district's history 10.5%(decrease of 20% from 13.4 to 10.4)

Maintained a high level of visibility and credibility in the schools, City of Baltimore, with the media. Legislature, and throughout state of Maryland: Worked collaboratively with all members of the city-state partnership overseeing the reform of the Baltimore City Schools—Governor, Legislature, State Superintendent, Mayor's critical cabinet

Designed and implemented the performance-based evaluation system for all teachers and administrators

Evaluated and replaced 72 out of 183 principals; 29 of 35 central office directors

Completed a comprehensive facilities assessment of all schools (183) and facilities (17) in district: identified a \$500mm capital needs program

Secured additional commitment of \$40mm for capital projects

Initiated very successful, nationwide teacher recruitment campaign with relocation incentives. Established highest rate of filling all teacher positions in district's history. Recruited and hired 2100 new teachers for 1997-98 and 1998-99 school years: Reduced class sizes in all elementary schools' grades 1-3 from 30:1 to 19:1

Developed content standards for English, math, science, social studies, and all elementary curricula.

Implemented district wide curricula: language arts/reading program for all elementary (phonics based) and middle schools; selected and ordered materials more than \$10mm; selected and implemented district wide materials for all English, algebra, geometry, biology and government courses in secondary schools

Developed a Strategic Plan for Professional Training and Development: Trained four thousand teachers and five hundred administrators in teaching of reading techniques for one week during summer of 1998 and established additional training of four hours per month for all teachers

Implemented a portfolio assessment system for all teachers

Implemented the consent decree required Special Education Long Term Compliance Plan to comply with state and federal regulations

Declassified 1273 students who no longer required special education services

Implemented with a 99% accuracy level, a special education tracking system for 19,000 classified students

Reduced the fines assessed district for noncompliance of special education services from over \$10,000 per month to less than \$1000 total during my tenure

Designed and implemented nine elementary, middle, and one high school charter schools (new and conversion) with non-profit organizations and foundations; these are the first such schools in State of Maryland

Completed construction of one new school, twenty-four major facility renovation projects; completed certification of all boilers. Closed one school, created a new high school, and changed school attendance zones.

Computerized and consolidated routing for all student transportation routes; staggered all schools opening and closing schedules at savings of \$2.2mm

Identified an inherited shortfall of \$24.7mm in FY97; closed the books with a balanced FY97 budget; analyzed deficit in FY98 budget and quantified unfunded items, closed the deficit of \$12.2mm with a closing balance of \$2mm. Constructed a balanced, zero-based budget of \$759mm for FY99

Implemented middle school programs at all middle school locations previously using junior high school curricula and programs (18 sites)

Implemented a strong safety initiative which resulted in a 10% decrease in reported crime and a 45% decrease in high school student arrests

**Superintendent: Bloomfield City School District, New Jersey:**

Revitalized urban school district: raised morale level of district and city; restored confidence in schools and programs, raised expectation levels, upgraded student outcomes

Provided leadership that lead to cooperation and consistency of a previously fractioned board of education and fractured community

Raised student achievement on state assessments and SATs to highest level in district's history

Implemented middle level education program

Managed extensive district building reorganization, renovation, conversion, and disposition of facilities

Implemented all-day kindergarten and preschool programs

Represented board of education for all employee collective bargaining and contract administration

**Superintendent: Bridgewater-Raritan Regional School District, New Jersey:**

Introduced performance-based evaluation and salary program for district administrators

Managed reorganization of district: consolidated schools, altered grade patterns, created middle schools, sold unneeded facilities, managed major renovation of existing facilities

Raised district's student test scores on SATs and state assessment to highest levels in district's history

Represented board of education for all employee collective bargaining and contract administration

**Superintendent: Southern Ocean County Regional School District, New Jersey.**

Restructured district to achieve New Jersey state full accreditation and approval: reinvigorated staff and enhanced district morale

Moved district off split sessions

Guided construction of new and renovation of existing buildings, athletic facilities, and property acquisition to accommodate rapid growth, facilities expansion, and program revision

Represented board of education for all employee collective bargaining and contract administration

Implemented process approach to writing program which raised district's student test scores

Raised student achievement on SATs and state assessment program to highest, historical levels

**Assistant Superintendent-Administration: Englewood City School District, New Jersey:**

Represented board of education for all employee collective bargaining and contract administration

Created a performance-based evaluation system for all certificated and non-certificated staff

Managed all personnel and daily administrative functions

**Director of the Department of Education and Behavioral Sciences (Psychology, Legal Studies), and Professor of Education. Nova Southeastern University, Ft. Lauderdale, Florida:**

Restructured the undergraduate teacher education program for the largest such program in the State of Florida.

Hired nine new professors.

Opened three new sites throughout State of Florida.

## **SELECTED BIBLIOGRAPHY**

### **ARTICLES IN PROFESSIONAL JOURNALS/MAGAZINES:**

Schiller, Robert E. "Keeping Your Eye On The Ball: Improving the Performance of Schools, Students, and Staff." (Under consideration for publication).

Schiller, Robert E. "Quality and Costs of Special Education Programs and Services: A Time of Challenge; A Time for Justification." (Under consideration for publication).

Schiller, Robert E. "Designing and Implementing a Performance Incentive System at the School and District Levels." (Under consideration for publication).

Schiller, Robert E. "Using Data Driven Decision-Making to Address the 35% Solution." School Business Affairs. (January 2007. Volume 73, No.1. pp 14-17.

Schiller, Robert E. "No Child Left Behind? A Report on Progress and Problems in the Chicago Public Schools." Commissioned by the Civic Committee of Chicago. (January 2005). Pp.1-68.

Schiller, Robert E. The Great Quest: Shaping Educational Policy in America from 1983 to 2010. (Book in progress).

Schiller, Robert E. A Decade of Educational Reform-1988-1998: Efforts of Five States. (Book in progress).

Schiller, Robert E. "The Changing Role of State Leadership in Education." (Under consideration for publication).

Schiller, Robert E. "From Highly Qualified Teacher to the Highly Proficient Teacher." What Is a Qualified, Capable Teacher? National Evaluation Systems, Inc. (October 2004), pp. 43-49.

Schiller, Robert E. "At the Crossroads of Education Reform in Michigan." Michigan Principal, (Fall, 1995), Vol. LXXI, No. 3, pp. 7-12.

Schiller, Robert E. "A Common Goal: Higher Performance of Students, Teachers, and Schools." Secondary Education Today. (Fall, 1995), Vol. 37, No. 1 pp. 47-50.

Schiller, Robert E. and Dorothy Van Looy. "Why All the Fuss about Teacher Certification?" Secondary Education Today. (Fall, 1995), Vol. 37, pp. 19-22.

Schiller, Robert E. "A Common Goal: Higher Performance of Students, Teachers, and Schools." Secondary Education Today. (Spring, 1995), Vol. 36, No. 4. pp. 35-41.

Schiller, Robert E. "A Common Goal: Higher Performance of Students, Teachers, and Schools." Michigan Forward, (August 1995), pp. 9, 17.

Schiller, Robert E. "Who Should Govern Schools?" Michigan Association of School Boards Journal. (Spring, 1995), pp. 20, 31.

Schiller, Robert E. and Dorothy Van Looy. "Why All the Fuss about Teacher Certification?" Michigan Principal. (Spring, 1995), Vol. LXXI, pp. 9-11.

Schiller, Robert E. "A Common Goal: Higher Performance of Students, Teachers, and Schools." Enterprise, (June 1995), pp. 19-21.

Schiller, Robert E. and Robert Harris. "Michigan: Meeting the Challenge of Funding Schools and Implementing a Systemic Reform Agenda." Michigan Principal, (Winter, 1994), Vol. LXX, pp.18-21.

Schiller, Robert E. and Robert Harris. "Michigan: Meeting the Challenge of Funding Schools and Implementing a Systemic Reform Agenda." Secondary Education Today, (Fall, 1993), pp. 2-11.

Schiller, Robert E. "Public Act 25: It's Implications." Secondary Education Today, (Summer, 1993), pp. 11-17.

Schiller, Robert E. "Performance Assessment-A New Direction for Michigan's Assessment Program." Michigan Forward, (August 1993), pp. 9-11.

- Schiller, Robert E. "New Goals - A New Direction for Michigan Education." Michigan Forward, (August 1992), pp. 12, 13, 24.
- Schiller, Robert E. and Chester W. Freed. "Who Will Be at the Helm in the 1990s?" The School Administrator, Vol. 49, No. 3 (March 1992), pp. 46-47.
- Schiller, Robert E. and Chester W. Freed. "State Education Reform in the 1990s: One State's Strategy." ERS Spectrum, Vol.9, No.2 (Spring, 1991), pp. 17-24.
- Schiller, Robert E. and William B. Keene. "Foundations for Success: Early Childhood and Family Education." Perspectives on Early Childhood Education. National Education Association Publication, (May 1991), pp. 77-84.
- Schiller, Robert E. "Understanding Secular Humanism: Maintaining the Wall of Separation." School Leader-The New Jersey School Board Journal, Vol. 17, No. 4 (January/February 1988), pp. 28-33.
- Schiller, Robert E. "Avenue to Leadership: A School District's Preparation Program for Aspiring Administrators." ERS Spectrum, Vol. 6, No. 2 (Spring, 1988), pp. 9-12.
- Schiller, Robert E. "The District Report Card: A Standardized Method to Assess and Report the Performance of the Public Schools." School Leader, Vol. 17, No. 6 (September/October 1988), pp. 17-22.
- Schiller, Robert E. and George L. Sutton. "Sold! So, You Have a School for Sale? Anatomy of a Successful Experience." American School and University, Vol. 61, No. 1 (September 1988), pp. 28-31.
- Schiller, Robert E. "Student Members Are a Boon to Boards." The American School Board Journal, Vol. 174, No. 5 (May 1987), pp. 34-37.
- Schiller, Robert E. "Attracting the Best and the Brightest." School Leader-The New Jersey School Board Journal, Vol. 16, No. 1 (July/August 1986), pp. 21-22.
- Schiller, Robert E. "Dealing with a Defeated School Budget: The Consultation Process." Perspective, Vol. IV, No. 2, (Summer, 1986), pp. 31-33.
- Schiller, Robert E. "Boards of Education and Interscholastic Athletics." School Leader, Vol. 15, No. 5, (March/April 1986), pp. 28-29.
- Schiller, Robert E. and John Nolan. "The Job Campaign." Educational Viewpoints, Vol. 6, No. 1 (Spring, 1986), pp. 16-19.
- Schiller, Robert E. and Joseph McGarry. "Improving an Administrator Evaluation Program: A Case Study." ERS-Spectrum, Vol. 4, No. 2 (Spring, 1986), pp. 24-29.
- Schiller, Robert E. and Jann Azumi. "Public Education in New Jersey: The Increased Social Responsibilities of the Public Schools Over the Past Decade." Critical Issues, Vol. I, No. 1 (January 1985), pp. 1-6.
- Schiller, Robert E. "New Jersey Public Schools: Meeting the Challenges." Critical Issues, Vol. I, No. 1 (January 1985), pp. 1-16.

Schiller, Robert E. and Richard Saxer. "Career Mobility for Superintendents: An Abstract." The School Administrator, Vol. 42, No. 2 (February 1985), p. 36.

Schiller, Robert E. and Richard Saxer. "Superintendents' Mobility: Some Observations." The Executive Educator, Vol. 7, No. 12 (December 1985), p. 11.

Schiller, Robert E. and Paul Houston et al. "The Search for Excellence: New Jersey's Public Schools and The National Reports." Perspective, Vol. II, No. 2 (Spring, 1984), pp. 19-26.

Schiller, Robert E. "Reorganization of a School District's Supervisory Structure: An Ethnographic Case Study." Perspective, Vol. II, No. 4 (Fall, 1984), pp. 12-14, 23.

Schiller, Robert E. "Locating True North on the Educational Compass." Perspective, Vol. II, No. 1 (Spring, 1984), pp. 7-9, 31.

Schiller, Robert E. "Statue of Liberty--Ellis Island Centennial Celebration: A Commitment as Educational Leaders." Target, Vol. X, No. 5 (February 1984), pp. 6-7.

Schiller, Robert E. "Restoration Projects Need Support." The School Administrator, Vol. 40, No. 11 (December 1983), p. 30.

### **BOOK REVIEWS:**

Schiller, Robert E. "The Public School Monopoly." Review of The Public School Monopoly: A Critical Analysis of Education and the State in American Society, by Robert B. Everhart, editor. The School Administrator, January 1986, Vol. 43, No. 1, pp. 41-44.

Schiller, Robert E. "The Structure of School Improvement." Review of The Structure of School Improvement, by Bruce Joyce et. al. The School Administrator, October 1983, Vol. 40, No. 9, p. 54.

Schiller, Robert E. "Free to Teach: Achieving Equity and Excellence." Review of Free to Teach: Achieving Equity and Excellence in Schools, by Joe Nathan. The School Administrator, October 1983, Vol. 40, No. 9, p. 56.

Schiller, Robert E. "The Public Relations Almanac for Educators, Volume II." Review of The Public Relations Almanac for Educators, Volume II, by Albert E. Holliday. The School Administrator, February 1983, Vol. 40, No. 2, pp. 53-54.

### **DISSERTATION AND THESIS:**

Schiller, Robert E. "Consequences of State Initiatives as They Influence Educational Practice, Services, and Management on the Local District Level--A Case Study: The New Jersey State Department of Education from 1982 to 1984." Unpublished doctoral dissertation. University of Pennsylvania, 1984.

Schiller, Robert E. "The Quest for Freedom in the Novels of John Updike." Unpublished master's thesis. University of Mississippi, 1972.

### **SELECTED PAPERS AND PRESENTATIONS:**

Schiller, Robert E. "Using Data Driven Decision Making Tools for Higher Performance and Better Results." Presentation at the FETC Convention, January 26, 2007. Orlando, Florida.

Schiller, Robert E. "Leading and Managing for Higher Results." Keynote Presentation at the MAXIMUS Executive Summer Institute July 30, 2006. Atlanta, Georgia.

Schiller, Robert E. "Large Scale Assessment: The Illinois Experience." Presentation at ACT's Education Symposium. August 6, 2004. Denver, Colorado.

Schiller, Robert E. "Curriculum Frameworks and Statewide Assessments: Planning for 2006." August 1, 2004. Illinois ASCD Leadership Institute, Galena, Illinois.

Schiller, Robert E. "Illinois State Budget for Non-profits: What You Need to Know." Presentation at the Center for Tax and Budget Accountability Donors Forum. July 27, 2004. Chicago, Illinois.

Schiller, Robert E. "Removal of Tenured Teachers: What Can Be Done from the State and District Perspective." Presentation at the Education Leaders Council Annual Conference. September 28, 2003 Nashville Tennessee

Schiller, Robert E. "From Highly Qualified Teacher to Highly Proficient Teacher," presentation at the National Evaluation Systems 19<sup>th</sup> Annual Conference on Teacher Certification and Higher Education Testing. October 28-29. Chicago Illinois.

Schiller, Robert E. "The Illinois Financial Profile System" presentation at the Education Writers National Conference. October 24, 2003 Vanderbilt University, Nashville, Tenn.

Schiller, Robert E. "Success through Collaboration: Pre-k-20" presentation at the Illinois Association of Teacher Educators Conference, November 7, 2003, Naperville, Illinois

Schiller, Robert E. "Reforming the State's Education Funding Structure". Presentation at the Center for Tax Equity and Accountability Symposium. January 30, 2004, Chicago, Illinois.

Schiller, Robert E. "The Future of Education in Illinois." Keynote address at the Illinois Association of School Administrators Annual Conference, April 30, 2004, Springfield, Illinois

Schiller, Robert E. "Education in Illinois at a Crossroads". Keynote Address at the Illinois Parents Teachers Association Annual Conference, May 2, 2004, Peoria, Illinois.

Schiller, Robert E. "Direction of High School Education Reform", Presentation at Eureka College, May 3, 2004, Eureka, Illinois.

Schiller, Robert E. "Challenges of Preparing Tomorrow's Educational Leaders", presentation at National Louis University, May 14, 2004, Wheeling, Illinois.

Schiller, Robert E. "Education 2004 and Beyond." Keynote Address to Quad Cities Education and Business Leaders Symposium, April 22, 2004. Rock Island, Illinois.

Schiller, Robert E. "Today's Challenges, Tomorrow's Results". Keynote address at the Western Illinois University and Administrators Annual Conference, April 23, 2004, Western Illinois University, Macomb Illinois.

Schiller, Robert E. "Critical Issues in Teacher Certification," keynote address at the Annual Meeting of the Illinois Council of Academic Deans of Teacher Education, April 16, 2004 Springfield, Illinois.

Schiller, Robert E. "Politics of Education," Presentation to faculty and graduate students at the University of Illinois, April 13, 2004, Springfield, Illinois.

Governance of Education in Illinois, Illinois Business Roundtable State Forum, March 22, 2004, Bloomington, Illinois.

Schiller, Robert E. "Illinois Response to NCLB" keynote address at the National School Public Relations Association Annual Conference, March 19, 2004, Downer's Grove, Illinois.

Schiller, Robert E. "State of Education in Illinois and its Governance", Presentation to the Illinois Senate Committee of the Whole, March 3, 2004, Springfield, Illinois

Schiller, Robert E. "Keys to Improving Middle Grades Reading" keynote address at the, Middle School Administrator's Conference, February 27, 2004, Chicago Illinois.

Schiller, Robert E. "NCLB's Impact on Illinois Education", presentation at the Annual State Title I Conference, February 5, 2004, Chicago, Illinois.

Schiller, Robert E. "A New Look for Baltimore City Schools: An Innovative City-State Partnership." Invited paper and presentation to the National Conference of State Legislatures. November, 1997.

Schiller, Robert E. "Improving Urban Education: Baltimore City Public Schools and the City-State Partnership", presentation to the Council of Great City Schools Annual Conference, November, 1997.

Schiller, Robert E. "City-State Partnership: Takeover or Local Control?" Presentation to the Johns Hopkins University chapter of Phi Delta Kappa, November, 1997.

Schiller, Robert E. "Leadership at the Building Level", Presentation to the Maryland Association of Elementary and Secondary Principals Association. December 1997.

Schiller, Robert E. "Accountable Administrators Assuring Achievement", Keynote Address at PSASA Annual Fall Conference. October, 1997.

Schiller, Robert E. "Schools and the Media: Forging a Partnership", Maryland Press Club. November 1997.

Schiller, Robert E. "Current Strategies and Future Directions for Melding Societal Change and Education Reform." Invited paper and presentation to the 20th Annual Conference of the Society of Educators and Scholars. San Juan, Puerto Rico, March, 1997.

Schiller, Robert E. "Rural Education: Future Choices and Opportunities." Invited paper and presentation to The University of Oklahoma's 6th National Conference on Creating the Quality School. Oklahoma City, Oklahoma, March, 1996.

Schiller, Robert E. "Goals 2000: What Is It? What Are The Results? Where is It Going"? Invited paper and presentation to the 20th Annual Conference of the Society of Educators and Scholars. San Juan, Puerto Rico, March, 1997.

Schiller, Robert E. "Aligning Federal, State, and District Policies and Practices." Presented to the United States Department of Education, Office of Elementary and Secondary Education. Washington, D. C., August, 1996.

Schiller, Robert E. "State Education Finance Reforms in 1996: What Have We Learned? What Can We Do?" Invited paper and Presentation to National Association of State Boards of Education, Summer Regional Conference. Chicago, June 1996.

Schiller, Robert E. "The State of Washington's Unified State Education Plan: An Analysis. Presented to the Office of the Governor, State Legislative Leadership, State Board of Education, and State Superintendent of Public Instruction in the State of Washington, and report presented to Secretary of Education Richard Riley. June 1996.

Schiller, Robert E. "The State of West Virginia's Unified State Education Plan: An Analysis." Presented to the Office of the Governor, State Legislative Leadership, State Board of Education, and State Superintendent of Public Instruction in the State of West Virginia, and report presented to Secretary of Education Richard Riley. January 1996.

### **NOVELS:**

Schiller, Robert E. Home. April 2019

Schiller, Robert E When Illusions Die. 2018.

Schiller, Robert E. Goodbye, Jimmy! 2017.

Schiller, Robert E. Just Hanging On. 2016.

Schiller, Robert E. When It Was All So Simple. 2015

Schiller, Robert E. Papaya Sunset. 2015

Schiller, Robert E. Just Annie. 2015.

Schiller, Robert E. Ralston: The Other Stories. 2015.

Schiller, Robert E. The Haughters of Ralston. 2014.

Schiller, Robert E. A Gullah Neap Tide. 2014.

Schiller, Robert E. When It Was All So Easy. 2014.

### **ILLUSTRATED CHILDREN'S STORY:**

Schiller, Robert E. Sebastian: The Shy, Sleepy, Silly, Shaggy-Haired Sheepdog. 2018.

### **SCREENPLAY:**

Schiller, Robert E. Neap Tide. 2016.



**This page intentionally left blank.**



May 4, 2019

Subject: Interim Superintendent

Greetings Ms. Messina:

I am submitting this letter in interest of the faculty position of Interim Superintendent as advertised. I believe I can offer the leadership skills necessary to benefit and further the aims and interests of Indian River School District.

To summarize the value I can bring to your administrative team, I have:

- In excess of 30 years of experience in teaching and administration.
- An adaptable and flexible nature attained through working in situations of a demanding, mission-centered nature where the overall success of the organization, as well as each individual, is the desired outcome.

I believe in building strong relationships with team members and fellow workers, whether equals or superiors. I have no doubt that my positive, team-centered attitude, coupled with my constant drive to produce solid results, will provide a constructive advantage to Indian River School District.

I feel sure that a meeting would be in both our interests and I would appreciate the opportunity to discuss how my experience and qualification can contribute to Indian River School District. Please contact me at (863)-529-6689, or email me at [lrgiammatteo@seu.edu](mailto:lrgiammatteo@seu.edu)

*Lenny Giammatteo, Ed.D.*

**Leonard R. Giammatteo, Ed. D.**  
**“Lenny”**  
1116 Kells Court  
Lakeland, Florida 33813  
863-529-6689  
lrgiammatteo@seu.edu

**Objective:** *To obtain a senior level administrative position employing my experience and proven skills in leadership, teamwork and professional development.*

### **HIGHLIGHTS OF QUALIFICATIONS**

- University and public school experience in teaching and administration
- Experience in effective management of human, fiscal, and physical resources
- Evidence of superior interpersonal communication skills
- Ability in inspire respect, trust, and confidence
- Effective collaborative skills working with students, faculty, and staff

### **EDUCATIONAL BACKGROUND**

**Doctorate Degree** in Human / Child Development 1991, Nova Southeastern University

**Master’s Degree** in Educational Leadership 1987, Nova Southeastern University

**Master’s Studies** in Counseling 1988, Liberty University

**Bachelor’s Degree** in Biology, Health & Physical Education 1980, Florida Southern College

### **POST DOCTORAL LEVEL TRAINING**

**Graduate Studies** in Sport Management, 2014, United States Sports Academy

**Graduate Certificate** in College Teaching 2007, University of South Florida

**Certificate:** in Managing and Training people 1981, Cornell University

## **RELEVANT SKILLS AND EXPERIENCE**

### **Marketing & Public Relations**

- Devised and surprised program promotional projects for a local association. Originated and coordinated newspaper, radio advertising, and point of sales promotion with community organizations, schools, churches, and businessmen.
- Participation in local service clubs, parades, church groups, and political action organizations to establish positive relations with the community.
- Conducted open house, parent nights, parent activities, volunteer recruitment, student awards, honor assemblies, fund raising, and special interest workshops.
- Successfully planned and organized various campaign functions for individuals running for elected office.
- Active role in university athletic programs and community activities.

### **Capital Fundraising**

- Recruited a donor for over \$300,000 to donate for a local university baseball stadium. The individual continues to be an active participant within the development office.
- While serving on the professional staff of a nonprofit organization, my duties consisted of preparing an annual budget, directing, managing, planning, promoting, evaluating, and developing precinct strategies for a political campaign for superintendent of schools.
- Have been responsible for the operation of a 58,000 square foot unit with 80 full time and 150 part time employees. Sales volume generated \$530,000 weekly. Numerous accomplishments in managing a staff skillfully.
- Participation in weekly staff meetings, arranging monthly department statistical reports, advising the work of committees in establishing policies.

## **Human Resource Management**

- Have been responsible for the challenges of employee recruitment, relations, benefits, administration, reward/recognition, program development, interviewing and evaluation of personnel.
- Coordinated the supervision of personnel through observations. Counseled staff members on areas of strength and places of improvement. Advised personnel regarding retention, tenure, transfer, or termination.
- Conducted staff needs assessment, set goals, and implemented staff development training activities of 100 employees.
- Observed and evaluated custodial, grounds and maintenance services.

## **Financial Operations**

- Assisted in supervision of payroll verification, distribution, finance, record maintenance, and auditing.
- Streamlined the cost of all program needs and established short and long term priorities for meeting instructional needs.
- Wrote a tentative annual budget and submitted the budget to the director of comprehensive planning for approval.
- Determined program priorities of projects that can be funded from funds available during the fiscal year.

## **Employee Motivation**

- Personal attributes include dedication to the job, ability to affect strong loyalty from subordinates, effectiveness in working independently or as part of a team, and capacity to get things done.
- Designed and taught a course in principles and practices of college teaching to motivate, promote success, and build confidence in first year college faculty.

- Organized and taught sport psychology principles to coaches, players, and parents for local public schools, colleges, and universities.
- Designed and implemented a mentoring program for new staff and faculty at a local university.

### **Technical Knowledge**

- Computer skills in Microsoft word. PowerPoint and other computer tools as well as internet and intranet.
- Able to adopt new technologies professionally and quickly

### **Work Experience-Educational Leadership**

#### **Associate Chair: MBA/Sport Management-2014-Present**

#### **Associate Dean: College of Education**

Southeastern University, Lakeland, Florida **2006-2010**

- I coordinated and administered all functions related to personnel, students, scheduling, organizing student advising, and curriculum development.
- I was responsible for recruiting faculty, orientation, course assignments, management, and professional development.
- I supervised, observed and conducted evaluation for full and part time faculty. I oversaw attendance, grades and matriculation and adhered to compliance with academic policy and procedure.
- I attended meeting for accreditation readiness and accreditation visits. I collaborated on planning, budget, and overall visibility of issues with other colleges on the campus. I assisted and attended graduation ceremonies.
- Have a working knowledge of federal, state statutes (FERPA. Etc.)
- I was a member of the search committee for selection, interviewing, reference checking

and recommended faculty for full time employment.

- I have prepared budgets/reports and managed expenditures of funds.
- I hired, trained and supervised adjunct faculty both face to face and online. I developed the schedule for the faculty in the College of Education for the graduate programs.
- I lead graduate open houses to recruit new students into the program. I have worked in unison with other departments at the university such as the registrar, financial aid, and information technology and other colleges.
- I advised graduate students within the programs. I handled problems from students, faculty, and from the office of admissions.

### **Director of Faculty Development**

Southeastern University, Lakeland, Florida **2004-2006**

- Here I developed & implemented a school wide faculty mentoring program and a graduate level course for new faculty.
- I taught the course in principles & practices of effective college teaching. I coordinated the faculty seminars & best practices sessions.
- I was the chair of the faculty evaluation committee. I went into the classroom to do observations as needed for the vice president of academic affairs & deans.
- I was in charge of reviewing the school wide course evaluations and making recommendations to the VPAA.
- I did consultations with faculty regarding improving their student evaluations.
- I coordinated the new faculty orientation & faculty mentoring program.

### **Principal Intern**

Polk County Public Schools, Bartow, Florida **2001-2003**

- In this position I learned the various roles of the principal.
- I learned the functions of the principal as instructional leader of the school.
- The leadership influence the principal has on setting the tone for the school and how to run the school successfully.
- In the role I realized that the principal's attitude makes the difference in the how the students, teachers & parents will be able to achieve the best possible outcomes

### **Assistant Principal**

Polk County Public Schools, Various Lakeland, Schools, **1992-2002**

- I was responsible for the school wide curriculum & discipline.
- Faculty development, textbook ordering & inventory, visiting classroom & checking teacher's lesson plans.
- Evaluating teachers & staff, working with the maintenance personnel & work orders.
- I was the coordinator of school wide testing & accountability reports.
- I worked closely with school advisory boards, parent teacher groups and other local city & county officials.
- Contacted the media regarding positive programs happening at the school such as reading & math incentive programs and achieving an A score on the FCAT.

### **Coordinator of Guidance & Counseling**

Polk County School, Barlow, Florida, **1990-1992**

- I provided counseling services to the students for behavior, emotional, and academic issues.

- Organized and planned the career & “Just Say No” events on campus. Contacted the media for promotion of the school.
- Was responsible for the submission of students to be evaluated for the special education programs from initial consultation to placement.
- Worked closely with the teachers, administration, and the psychological services personnel in meeting the needs of the students,
- Assisted the school leadership with various discipline problems, child abuse cases and any other situations that may need my assistance.

### **Work Experience-Instructional Leadership**

#### **Professor of Sport Management 2012-present**

#### **Professor of Education 2003-2012**

Southeastern University, Lakeland, Florida,

- In this role of full professor & senior faculty member within the College of Education.
- I teach sport marketing, sport finance, facilities & event management, sociology of sport, and sport psychology.
- I am involved in doing workshops for public & private schools, scholarship activities, and conference presentations.
- 
- I assist the dean with various tasks as needed and work on several education committees. I perform peer observations of other faculty and write a report to the associate dean.
- In this position I teach four courses per semester, advised students, and supervised student teaching interns.
- I work on college wide committees & went through a Florida Department of Education site visit. I developed graduate programs and began offering various minors in education.

#### **Adjunct Professor**

Florida Southern College, Lakeland, Florida 1992-1994 & 1999-2002

Polk Community College, Winter Haven, Florida, 1994-2002

- My positions consisted of working in the evenings, summer workshops, and Saturdays.
- I presented excellent lessons, hands on activities, and motivated students to achieve success in their chosen career.
- I integrated practical real life experiences into my instructional practices to create student interest in the various topics. Courses taught: ethics, general Psychology, classroom management & teaching diverse populations.
- Participated in the process of the presidential selection committee. My classes were actively involved in the hearings, letter writing to the local papers and the board of trustees.
- Represented the adjunct faculty on the faculty senate committee.

### **Instructor**

Polk County Public Schools, Barlow, Florida, **1982-1990**

- Prepared middle grades science & high school biology lesson plans to be delivered daily with formal & informal presentations & discussion group sessions.

- I worked with parents, teachers and other school personnel to improve student achievement. I was an athletic coach & club sponsor.
- Made positive connections with student, parents & administrators.

### **HONORS AND ACTIVITIES**

- **Polk County Schools Vice Principal of the Year**
- **Who's Who Among College Educators- Several time nominee**
- **Empires Who's Who Among Executives-Several time nominee**
- **Florida Department of Education-Drug Free Schools Program Excellence Award**
- **Golden School Award-Volunteer Coordinator**
- **National Community College Athletic Scholarship**
- **Seminar and Paper Presenter at Several Universities and Local Schools**
- **Published Three Books on the Following Topics-Classroom Management, Effective College Teaching and Sport Psychology**
- **Mental Game Coach for Various Local and State Sport Organizations**

### **MEMBERSHIP AFFILIATIONS**

- 1 American Psychological Association (APA)
- 2 Association of Applied Sport Psychology (AASP)
- 3 Florida Association of Colleges and Universities (FACU)
- 4 National Association of Athletic Marketing Administrators (NAAMA)

### **HOBBIES:**

Chess, photography, aquatics, golf, youth sport coaching, and vacationing on Anna Maria Island.

**EXCELLENT REFERENCES FURNISHED UPON REQUEST**

**This page intentionally left blank.**

## Statement of Interest and Qualifications Superintendent of Schools

Please accept this letter as my statement of interest/cover letter for the position of Superintendent of Schools. My 20-year journey as an educator has afforded me the opportunity to serve in a variety of progressively responsible positions that have prepared me to serve in the role of Superintendent. My career in urban education started in a high school Biology classroom as a substitute teacher. My passion for serving, educating, and equipping youth propelled me from that classroom as a substitute to the following positions along my journey: High School Biology and Chemistry Teacher, Secondary Curriculum Administrator, Master Lead Teacher, Technology Coordinator, Alternative School Teacher, Dean of Students/ Assistant Principal, Director of Student Achievement, Principal (Co-Ed and Single Gender), and Charter School Founder. Moreover, each of these experiences prepared me to serve as the current Founder and Chief Executive Officer of the Sims-Fayola Foundation, whose mission is to improve the life outcomes of young men and boys of color through direct programming and increasing the capacity of those who serve them.

With each assignment and changing levels of responsibility, I appreciated the impact that each role uniquely played in helping students *make their futures look like their dreams*. Additionally, at each level, my understanding and skill level of what it takes to create an impactful and meaningful learning experience surged. Through both successes and failures, I was able to increase my ability to design, develop, and implement quality-learning experiences for students and capacity building support for teachers and other administrators. Also, increasingly, at each level, I desired to have a greater impact on more students and teachers. Serving in the role of Principal, Curriculum and Instruction Coordinator, and school founder allowed me to impact more students, teachers, and administrators using my school design knowledge, leadership experience, and expertise. In each of these roles, I gained valuable experience while collaborating with, serving in, and leading teams that had significant impact on students from monoculture communities with a majority of African American students like New Orleans, to multicultural communities with a significant Latino presence like Denver. As a Superintendent in a growingly diverse U.S. demographic, knowing how to design and develop school policies with supportive best practices for leadership development, through an equity lens, is a vital skill to possess in building and maintaining a healthy district while maintaining integral community relationships and partnerships. I feel proud that my experiences and the roles I have played have prepared me for this changing public school demographic.

Once again, I find myself at a pivotal point in my career where I am ready to use my wealth of experiences and expertise to tackle the challenges of education for a greater number of students, teachers, and administrators. I am now eager and prepared to lead a district and its community in elevating its educational experiences and outcomes for its students and families. Over the years, I have realized at each level how important it is to have a “collective-responsibility” view of education. Meaning, having the greatest impact on the students we serve is inclusive of the efforts of the community at large, not just the efforts of the school district. This is an asset-based view to have in light of the fact that a Superintendent’s role frequently extends beyond the district’s organizational boundaries.

## **Statement of Interest and Qualifications Superintendent of Schools**

In my career, at both teacher and administrative leadership levels, I used my strong communication skills to actualize this ideology and established robust and mutually supporting partnerships with community industries, private foundations, faith-based groups, parent groups, non-profits, and local government. It also added authenticity to the learning experience for students by including the community's diverse cultural, social, and intellectual resources. In my opinion, understanding the value and impact of having a collective-responsibility view of education is what separates a great district from a good district and a good superintendent from a transformational superintendent.

A district with this perspective emphasizes and values collective (district and community) achievement rather than single pockets of success in building a supportive constituency. In addition to the usual institutional and professional challenges of a district, inadequate funding, heightened political action, school choice, school safety, and changing social structures are contemporary challenges that are increasing for a superintendent. I am confident that having a collective-responsibility view of education, as well as an optimistic and solution-oriented disposition, will increase my ability to work with district and school-based teams to turn these potentially destructive challenges into opportunities for collaboration and ultimately growth of a school district and the establishment of credibility, confidence, goodwill, and social harmony with the community. In my opinion, all of the aforementioned attributes enhance the likelihood of the success of strategic school improvement efforts.

In the end, my dispositions, experiences, and roles during my career have allowed me to establish and build capacity in the pertinent knowledge and skills that are associated with district-level leadership and the community leadership demands the role requires. These knowledge and skills are inclusive of, but not limited to, a deep understanding of pedagogy and curriculum design and development, staff development, school law, board relations, personnel, finance/budgeting, facility development, public relations, equity and diversity, transportation, politics, governance, public speaking, media relations, community relations, and charter schools. Each of these skills is key to a superintendent's ability to establish a strategic plan that's not only effective for the district, but one that is also congruous with the values and beliefs of the larger community.

My proven abilities as a skilled professional and community leader are assets that I will bring to the position of Superintendent of Schools.

I look forward to a conversation regarding my candidacy.

Dedrick J. Sims

**DEDRICK J. SIMS**  
**720-298-8898**  
**1545 South De Gaulle Way**  
**Aurora, CO 80018**  
**dedrick.sims1@gmail.com**

---

## **HIGHLIGHTS**

- An accomplished and visionary leader and organization builder who knows how to form and lead a talented team in addressing challenges and scaling impact.
- Experience as a school administrator and non-profit leader at levels of significant scope and responsibility.
- Extensive experience in establishing and building equally beneficial relationships between the business community and schools.
- Experience with board development, policy development, and policy change.
- Experience with turnaround and increasing student achievement.
- Experience with and knowledge of English language learning, special education, and a commitment to educating all children.
- Extensive knowledge of curriculum development and instructional design and development.
- Demonstrated success in fundraising, strategic planning, and implementation.
- Managed funds and budgets and assets in excess of \$15 million dollars.
- A track record of effectively marshaling people and systems (management, operations and planning, financial and human resources) to achieve business objectives.
- A management style that is goal-oriented but flexible, respecting the capabilities and entrepreneurship of staff members while providing them with a clear sense of direction.
- A passion for providing high quality education in high-need communities.
- The highest level of personal and professional integrity.
- A reflective and self-aware persona, adaptable to the work style of others.
- Strong communicator as well as creative and reflective thinker.

## **PROFESSIONAL EXPERIENCE**

---

**CHIEF EXECUTIVE OFFICER:** Sims-Fayola Foundation (Denver, CO): (2014 – Present) As the Chief Executive Officer of the Sims-Fayola Foundation I am primarily responsible for carrying out the organization’s strategic plans and policies, on behalf of the board of trustees. The mission of the Sims-Fayola Foundation is to improve the life outcomes of young men and boys of color through direct programming and increasing the capacity of those who serve them.

Along with the Board Chair, I enable the Board to fulfill its governance function. Specifically, my responsibilities are to:

- Work with the board to craft and align organizational resources to the strategic plan.
- Set an effective agenda and ensure performance goals are established and achieved.
- Responsible for administrative procedures and processes to maintain fiscal accountability and control, equitable and fair personnel practices, and efficiency of operations.
- Oversee and coordinate fundraising and donor management activities.
- Develop other revenue sources including business partnerships and funding proposals.
- Develop and maintain effective working relationships with the board of directors.
- Ensure compliance with all appropriate state and federal operational and grant regulations.
- Ensure appropriate information flow both within and outside the organization.

- Represent the organization and serves as the public face as appropriate.
- Oversee marketing, media relations, and public relations.
- Oversee program development and implementation through the Programs Manager.
- Serve as the primary workshop leader for programs for educators.

**NATIONAL BOARD CHAIR:** Hill Harper’s Manifest Your Destiny Foundation: (March 2016-Present)  
As a partner to the chief executive officer (CEO) and other board members, I provide leadership to Manifest Your Destiny Foundation as it transitions from a newly formed 501(c)(3) organization into a sustainable national entity. As the Board Chair I work with the CEO to develop a strategic plan and priorities, provide governance leadership, and strategic fundraising support. Specific responsibilities include:

***Leadership, governance, and oversight***

- Serving as a trusted advisor to the CEO
- Developing and managing relationships and communicating with: funders, partners, and other stakeholders
- As a board member, approving Manifest Your Destiny Foundation’s annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Reviewing outcomes and metrics created by Manifest Your Destiny Foundation for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics
- Coordinating an annual performance evaluation of the CEO
- Assisting the CEO and Nominating Committee in recruiting board members
- Periodically consulting with board members on their roles and helping them assess their performance
- Planning, presiding over, and facilitating board and committee meetings; partnering with the CEO to ensure that board resolutions are carried out
- Acting as an ambassador for the organization
- Ensuring Manifest Your Destiny Foundation’s commitment to a diverse board and staff that reflects the communities Manifest Your Destiny Foundation serves

***Fundraising***

- In collaboration with the CEO, generating substantial annual revenue and fostering Manifest Your Destiny Foundation’s overall financial health
- Ensuring that 100 percent of Manifest Your Destiny Foundation’s board members make an annual contribution that is commensurate with their capacity
- Identifying, qualifying, cultivating, soliciting, and stewarding major individual donors, corporate, and/or foundation gifts

**DIRECTOR OF STUDENT ACHIEVEMENT:** Adams 14 School District (Commerce City, CO):  
(August 2015 – June 2016) As the Director of Student Achievement, I was primary responsible for the oversight of curriculum, instruction, assessment, and professional development leading to improved student achievement. Specifically, I was charged to:

**Curriculum**

- Supervise and coordinate all curriculum revisions and the creation of course outlines, grade level content, performance standards and curriculum alignment.
- Provide leadership and support with selection of instructional materials.

- Serve as liaison in researching state/federal legislation, policies, and grant opportunities that relate to student achievement.
- Work with building instructional coach to ensure appropriate curriculum delivery in all classrooms.

#### Instruction

- Develop, implement, coordinate, and supervise instructional interventions/supplemental instruction opportunities.
- Support administration and individual instructional staff on the improvement of instructional methodologies and techniques.
- Assist in the recruitment, screening, hiring, training, and assigning of instructional personnel.
- Ensure instructional staff meets certification requirements as defined by federal and state guidelines.

#### Assessment

- Create and coordinate the implementation of the assessment plan.
- Supervise the administration of assessments and coordinate calendar for administration of the assessments.
- Direct the administration and implementation of appropriate state testing programs.
- Provide leadership in the design, development, modifications, and implementation of student progress-reporting materials including, but not limited to, report cards, progress reports, grading rubrics, and course requirements.

#### Professional Development

- Provide leadership on selecting appropriate professional development opportunities for administrative and instructional staff.
- Coordinate the schedule and activities for professional development days.
- Work collaboratively with district personnel on matters pertaining to curriculum, instruction, assessment, and professional development.
- Provide supplementary professional development aligned to the needs of the district and the strategies and activities outlined in the district improvement plan.

#### General

- Develop effective partnerships with building leaders and teaching staff to secure high levels of student academic achievement and ensure curriculum alignment and continuity.
- Provide recommendations on general fund and categorical budgets related to curriculum, instruction, assessment, and professional development.
- Serve as lead “data person”. Create reports, analyze data, and provide recommendations based on reviews of data.
- Oversee creation/submission of School Improvement Plans.
- Provide staff evaluations

**EXECUTIVE DIRECTOR/PRINCIPAL/FOUNDER:** Sims-Fayola International Academy (Denver, CO): (2011-2014) As the organizational leader I was overall responsible for providing leadership to achieve the strategic goals established by the Board of Directors and to develop and administer a college preparatory academic program based on research and innovation. As an educational leader and manager, I was responsible for setting and achieving the highest standards of excellence in educational programs and operating systems. This position included responsibility to ensure financial stability and sound management of budget and finance. I was also responsible for completing duties as related to the board, managing risk, assuming all operational responsibilities, ensuring compliance with the pertinent state and federal laws,

maintaining a culture of high expectations and accountability, developing and maintaining a positive image, and cultivating support and goodwill within the community. Specifically, I performed the following:

#### *Vision & Strategic Planning*

- Designed and developed the school charter model.
- Recruited and set training objectives for Founding Board of Directors as well as initial Governing Board.
- Collaborated with the Board of Directors, other school administrators, and instructional staff to develop the school strategic plan.
- Collaborated with Chief Financial Officer to develop financial policies and procedures to include fiscal safeguards.
- Worked with Board of Directors to develop board bylaws and articles, to include the establishment of board policies and procedures as well as board professional development plans.

#### *Organizational Development & Financial Management*

- Managed all operations of the organization including fiscal oversight, academic leadership, personnel services, transportation, nutrition services, custodial services, maintenance, facilities, and technology.
- Oversight of a capital campaign that raised \$5 million dollars for tenant improvements for our new school facility. Secured over \$1million through grants, foundations, and private donors.
- Developed and managed a school operations budget of \$4 million dollars and assets worth over \$2 million dollars.
- Managed over \$900K in information technology (IT) infrastructure.
- Secured \$585K federal CSP grant to support school operations.
- Secured \$250K for capital construction from the Mile High Community Fund department within the City of Denver offices.

#### *Instruction & Learning*

- Provided leadership, coaching, feedback, and performance evaluation, to ensure that school leaders and instructional staff were on track to meet school goals.
- Provided targeted professional development for instructional staff that aligned with school's strategic plan and goals.
- Responsible the design and implementation of the school model, including standards, assessments, instructional guidelines, and school culture.
- Scored among the top high schools in Denver in all growth indicators for core subjects on the 2013 state TCAP exam.
- Responsible for curriculum design, development, and implementation that supported student achievement on internal and state assessments.
- Responsible for the design and delivery of instruction and instructional supports for students with IEPs and 504s in alignment with all state and federal regulations.

#### *External Relations*

- Managed public relations in various capacities: newsletter development, website design, panelists, and conference presentations.
- Secured and managed 10 external partnerships for our school that supported our mentoring, STEM, and "college going" programs.
- Collaborated with Denver Public Schools district leadership to enhance school health and wellness goals through grant work.
- Served as a member of the Denver Public Schools "Compact Blue" cohort which liaised for charter school interests in the 2012 Mill Levy Bond.
- Worked with state senators, representatives, and district councilmen on school finance act legislation and collaborated with local district councilmen on developing youth leadership initiative.

**PRINCIPAL:** Miller McCoy Academy of Mathematics and Business: (New Orleans, LA): (2010-2011)

As the principal of Miller McCoy Academy of Mathematics and Business, I was responsible for supervising the students and staff, implementing and managing the policies, regulations, and procedures of the Board of Education to ensure that all students meet and exceed the state core curriculum content standards, following the approved curricula and directives of the school. Inherent in the position are the responsibilities for discipline of students, supervision of staff, curriculum development, program evaluation, supervision of extracurricular activities, and financial management.

- Implemented Heart of A Champion Character Education program and its 9 core values, which contributed to a 40% reduction in discipline referrals.
- Reduced Out Of School suspensions by 35% using a Restorative Justice discipline approach.
- Established Freshman Academy orientation program for incoming freshmen to help with middle to high school transition.

**PRINCIPAL: KIPP McDonough 15 Middle School (New Orleans, LA): (2009 – 2010)**

As the principal of KIPP McDonald 15, I was responsible for leading and developing a dynamic faculty who would prepare our students to succeed to and through college and lead virtuous and inspired lives. I was responsible for setting a powerful vision for student achievement, strategically implement the school's mission through effective leadership and management of all stakeholders, including faculty, staff, student, parents, and the community. I was also responsible for managing and overseeing all functions of the individual school site including all aspects of the instructional program and school environment.

- Increased student proficiency by 9% in Math and Reading
- Reduced negative discipline counseling by 25%
- Led staff in data analysis, assessment development and implementation, and reteach cycles based on student performance data.

**DIRECTOR OF CURRICULUM AND INSTRUCTION, Moss Point School District (Moss Point, MS): (2007-2009)**

As the Director of Curriculum and Instruction, having both content and instructional expertise, I primarily worked as a colleague with classroom teachers and instructional coaches to design an instructional framework, support student learning, and improve instructional practices. I also focused on providing individual and group professional learning experiences that expanded and refined the understanding about researched-base effective instruction. I provided personalized, 1:1 support based on the goals and identified needs of individual teachers. Specifically, I:

- Collaborated with teachers to develop standards aligned curriculum and curriculum resources.
- Collaborated with teachers and district instructional coaches on the development of assessment framework and data analysis.
- Coached and supported teachers on instructional approaches and differentiation techniques.
- Collaborated with Special Education teachers on curriculum and assessment practices for students with IEPs.
- Facilitate the intellectual and professional development of teachers with a focus on improving student achievement.
- Communicate and demonstrate researched-based instructional practices that result in increased student performance
- Provide organized, individual and/or group learning opportunities for teachers as needed.
- Encourage ongoing professional growth for all teachers.
- Assist teachers in aligning their teaching with appropriate standards, curriculum and assessments.
- Work collaboratively and collegially with other Instructional Coaches, curriculum specialists and district specialists.

**INSTRUCTIONAL POSITIONS HELD**

- Alternative School Science Instructor, Baldwin County Alternative School, Fairhope, AL: 2006-2007
- Adjunct University Instructor (Weekend Classes), University of South Alabama, Mobile, AL: 2006-2008
- High School Biology Teacher, Williamson High School, Mobile, AL: 2000-2006

## **ADDITIONAL LEADERSHIP EXPERIENCE**

- United States Army Officer, 1997-2001 (2000-2001 reserve)

---

## **ACADEMIC PREPARATION**

- **Ph.D in Instructional Design/Development**, College of Education, University of South Alabama, Mobile, AL (Completed all but the dissertation)
- **M.S in Instructional Design/Development**, College of Education, University of South Alabama, Mobile, AL, May 2013
- **M.Ed in Secondary Science**, College of Education, University of South Alabama, Mobile, AL, May 2005
- **B.S in Biology**, College of Arts and Science, University of Arkansas at Pine Bluff, Pine Bluff, AR, December 1997

---

## **LEADERSHIP TRAINING**

- University of Kentucky Superintendent Preparation Program, 2016
- Leadership Denver- 2014 Cohort
- SUPES Superintendent Program- 2011 Cohort
- Harvard University- Project Zero Leadership and Critical Thinking course (summer 2007)
- New York University- KIPP School Leadership Institute (summer 2009)
- New Leaders for New Schools- Instructional Leadership Training (fall 2009 and spring 2010)
- Gulf Coast Business Council- Leadership Masters Cohort (fall 2008)
- Mississippi Administrators Alternative Quality Leadership Program- 2008-2009)
- United States Army- Officer Training School

---

## **HONORS/ACHIEVEMENTS**

- Selected by Black Enterprise Magazine as one of the 100 BE Modern Men (2018)
- Denver My Brother's Keeper Initiative Honoree (2017)
- Selected as a Community Star by Colorado Beautillion, Inc. (2015)
- 9 News Leader of the Year Finalist (2015)
- Selected as the Charter School Leader of the Year (2014)
- Selected as a Man Of Distinction by the Alpha Kappa Alpha Sorority (2014)
- Selected as an African American Who's Making A Difference (2014)
- Nominee for the Kathy Hill-Young Community Spirit Award (2013)
- Nominee for a CNN Hero Award 2012 & 2013

---

## **PAST AND CURRENT PROFESSIONAL AFFILIATIONS AND SERVICE**

- National Board Chairman, Manifest Your Destiny Foundation by Hill Harper (2016-Current)
- Senior Education Advisor to Mississippi State Representative Jeremy Anderson, (2013 –2018)
- Board Member, The University of Denver: Burns Center for Homelessness and Poverty (2016-2018)
- Board Member, The University of Denver: The Bridge Project (2016-2017)
- Board Chair, Young Philanthropist Foundation (2014-2016)
- Member, Denver African American Philanthropist (2013- 2017)
- Denver Metro Chamber of Commerce (2013-2014)
- Metro Denver Leadership Denver (2014)
- Metro Denver Urban League Young Professionals (2012-2013)

- Gubernatorial appointee for the Colorado Juvenile Justice and Delinquency Prevention Council (2013-2017)
- Gulf Coast Business Council Educational Research Committee
- Co-Chairperson, Jackson County Effective Education Committee
- University of South Alabama Diversity Council
- Mobile Alabama Mayor's Educational/Workforce Taskforce
- Member, Kappa Alpha Psi Fraternity, Inc.

---

## PUBLICATIONS

---

### **Books**

- Sims, D.J. (2008). *Hardwired by nature: What we as educators underestimate about our minority students*, Xlibris Publishing
- Sims, D.J. (2008). *The dedrick sims reader: A collection of personal and professional writings*, Xlibris Publishing

### **Articles**

- Sims, D.J., (2005). Lack of Culture Acceptance, Preparation Limit Educational Opportunities, *Mobile Press Register*, p 2D
- Sims, D.J., (2005). Lack of Culture Acceptance, Preparation Limit Educational Opportunities, *Pine Bluff Commercial*
- Sims, D.J., (Summer, 2006). How Cultural Dynamics and Teacher Preparation can Affect the Educational Opportunities of Minority Students, *Essays in Education (online at [www.usca.edu/essays](http://www.usca.edu/essays))*
- Sims, D.J., (Spring, 2007). Minority culture and education technology: Considerations for designing instruction for rural and urban minority students and their educators. *Call and Response (online at [www.nbgsa.org/journal/volume1-1.htm](http://www.nbgsa.org/journal/volume1-1.htm))*

---

## PRESENTATIONS AND CONFERENCES

---

### **Workshops Conducted:**

- "Working with boys of color: culture and the brain," Denver, CO 2019
- "Working with boys of color: an issue of equity," Denver, CO 2018
- "The boys are talking forum," Presented at University of Colorado Denver, 2018, Denver, CO
- "Building Teams and Community," Play Works of New Orleans, 2017, New Orleans, LA
- "Working with boys of color: an issue of equity," Atlanta Public Schools, 2017, Atlanta, GA
- "The brain and how boys learn," Atlanta Public Schools, 2017, Atlanta, GA
- "Creating the ultimate classroom for boys," Atlanta Public Schools, 2017, Atlanta, GA
- "Educating adolescent boys," Atlanta Public Schools, 2017, Atlanta, GA
- "Strategies for improving instruction for boys of color," Atlanta Public Schools, 2017, Atlanta, GA
- "The boys are talking forum," Presented at Smoky Hill High School, 2017, Denver, CO
- "The boys are talking forum," Presented at the Potter's House Denver, 2016, Denver, CO
- "Working with boys of color," Present at the Gulfport Summer Retreat for their Teachers, 2015, Gulfport, MS
- "The effects of gender on education", Presented at the Gulfport Summer Retreat for their Teachers, 2012, Gulfport, MS
- "The effects of culture on education", Presented at the Mississippi Rising Summer Conference 2008, Biloxi, MS
- "How cultural dynamics and teacher preparation can affect the educational opportunities of students of color", Presented at the Closing the Achievement Gap Conference 2007, Hartford, CT.
- Minority Student Instruction Improvement Plan, Presented at Yazoo Mississippi County Schools Teachers Conference, 2008

- Minority Student Instruction Improvement Plan, Presented at Woodcock Elementary, 2008, Mobile, Alabama
- Drop Out Prevention Plan, Presented for the Mobile County Parent Managers, 2008, Mobile, Alabama
- Minority Student Instruction Improvement Plan, Presented at Forest Hill Elementary, 2008, Mobile, Alabama
- How Assessment Works, 2008, Presented at Moss Point High School, Moss Point, MS
- “Minority Student Instruction Improvement Plan”, 2006, Presented at Williamson High School, Mobile, AL.
- “How cultural dynamics and teacher preparation can affect the educational opportunities of students of color”, 2006, Presented at the University of South Alabama in Professor Andre Green’s Multicultural class of pre-service educators.
- “The value of using research in the classroom”, 2006, Presented at the Baldwin County Alternative School.

#### **Conferences:**

- Working With Boys of Color in Mentoring, Presented at the Colorado Mentoring Summit 2019, Denver CO
- “10 essential things that mentors of males of color need to know,” Presented at Colorado Mentoring Summit, 2017, Denver, CO
- “Factors that Facilitate the Infusion of Technology into K-12 Schools”, 2006, Presented at the Mid-South Educational Research Association Annual meeting, Birmingham, AL.
- “The Impact of A Tailored Educational Environment (Freshman Academy) On Urban High School Minority Students’ Academic Achievement and Truancy Rates”, 2006, Presented at the Mid-South Educational Research Association Annual meeting, Birmingham, AL.
- “The Impact of Freshman Academies on African-American Students”, 2006, Presented at the University of South Alabama Research Forum, University of South Alabama, Mobile, AL.

#### **Panelist:**

- Moderator for NAACP Community Forums, 2016
- Panelist for the Education Inequalities Conference at Metro State University of Denver, 2014
- Panelist for the Division of Human Services presentation of health disparities among boys of color, 2014
- 2013: Panelist- Best Practices for Improving Participation & Success of Men of Color in Higher Education
- 2013: Panelist- Colorado Policy and Facility Summit For Charter Schools
- 2013: Panelist- Colorado Educator Preparation Facility Summit
- 2013: Panelist- Denver (L.E.A.D) Leadership, Education and Diversity Conference and Career Fair
- Panelist for the University of Denver’s Diversity Panel, 2013
- Panelist for the Colorado Black Caucus Black Male Initiative, 2012

#### **Keynotes:**

- Keynote Speaker for the African Leadership Group Public Speaking Class Graduation, 2019
- Keynote Speaker for Aurora Central High School graduation, 2016
- Keynote Speaker at the Celebration of African American Teachers by the Educator Excellence Institute, 2015
- Keynote Speaker at the Jackson County Youth Court Graduation, 2009
- Keynote Speaker at the “Faith Jackson-Save a Child” Graduation, 2008
- Keynote Speaker at Moss Point High School Senior Project Graduation, 2008



# STATE OF COLORADO

In accord with Colorado State Law and  
Rules of the Colorado Board of Education

**Dedrick Juranez Sims**

Is granted this

**Administrator**

License to teach or serve in the following areas:

School Administrator (K-12)

English learner  
professional learning  
designation met?

**Optional**

If **No** or **Optional**, see  
the attached letter.

Type: **Initial**

Number: **304352**

Effective: **04/10/2019**

Expires: **04/10/2022**



**COLORADO**  
Department of Education

This e-certificate was printed on: **April 17, 2019**

Employers: **Always verify this credential against the status online at: <https://www.colorado.gov/cde/licensing/Lookup/LicenseLookup.aspx>**

271912

182792 6240



Educator Licensing  
6000 East Evans Avenue, Building #2, Suite 100  
Denver, CO 80222

Dedrick Juranez Sims

To better support Colorado students who are English language learners, the State Board of Education adopted new rules in June 2018 requiring teachers with elementary, English language arts, math, science and social studies endorsements to complete Culturally and Linguistically Diverse education training or English Learner Professional Development.

While a requirement for holders of teacher licenses with these five endorsements only, it is optional for all other educators. As such, one of three designations has been added to your certificate:

- “No” indicates that you have not yet met the requirement and will need to do so (information about the timeframe follows).
- “Yes” indicates that you have met the requirement and do not need to do anything additional with regard to it.
- “Optional” indicates that, based on the license and endorsement(s) you presently hold, you do not need to fulfill this requirement but have the option to do so. It is important to note that should you add one of the five endorsements to your license at a later date, the designation will change to “No” and you will need to meet the requirement at the time of your next renewal.

Teachers holding a professional five-year license endorsed in elementary, English language arts, math, science or social studies endorsement must meet the new licensing requirement as follows:

- If the effective date of your professional license is 9.1.2018 or later, you will need to meet this requirement within your present five-year license renewal period. (For example, if your professional license was issued on 9.1.2018, you will need to provide evidence of meeting this requirement when you submit a renewal application in 2023.)
- If the effective date of your current professional license is *prior to* 9.1.2018, you may renew this license one time before needing to show evidence that you have fulfilled the requirement. (For example, if your license was issued on 8.31.2018, you would not have to submit this documentation until you renew in 2028.)
- If you do not fulfill this requirement accordingly, your license will not be renewed.
- You need only to satisfy this requirement once during the course of your Colorado professional educator licensure history.

Detailed information about the English Learner PD requirement, the timeline for meeting it and how you may document and demonstrate that you have done so may be found on our website at <http://www.cde.state.co.us/educatortalent/elpdeducators>.

Sincerely,  
Educator Licensing Office



**DEDRICK J. SIMS**  
**720-298-8898**  
**1545 South De Gaulle Way**  
**Aurora, CO 80018**  
**dedrick.sims1@gmail.com**

---

## **HIGHLIGHTS**

- An accomplished and visionary leader and organization builder who knows how to form and lead a talented team in addressing challenges and scaling impact.
- Experience as a school administrator and non-profit leader at levels of significant scope and responsibility.
- Extensive experience in establishing and building equally beneficial relationships between the business community and schools.
- Experience with board development, policy development, and policy change.
- Experience with turnaround and increasing student achievement.
- Experience with and knowledge of English language learning, special education, and a commitment to educating all children.
- Extensive knowledge of curriculum development and instructional design and development.
- Demonstrated success in fundraising, strategic planning, and implementation.
- Managed funds and budgets and assets in excess of \$15 million dollars.
- A track record of effectively marshaling people and systems (management, operations and planning, financial and human resources) to achieve business objectives.
- A management style that is goal-oriented but flexible, respecting the capabilities and entrepreneurship of staff members while providing them with a clear sense of direction.
- A passion for providing high quality education in high-need communities.
- The highest level of personal and professional integrity.
- A reflective and self-aware persona, adaptable to the work style of others.
- Strong communicator as well as creative and reflective thinker.

## **PROFESSIONAL EXPERIENCE**

---

**CHIEF EXECUTIVE OFFICER:** Sims-Fayola Foundation (Denver, CO): (2014 – Present) As the Chief Executive Officer of the Sims-Fayola Foundation I am primarily responsible for carrying out the organization’s strategic plans and policies, on behalf of the board of trustees. The mission of the Sims-Fayola Foundation is to improve the life outcomes of young men and boys of color through direct programming and increasing the capacity of those who serve them.

Along with the Board Chair, I enable the Board to fulfill its governance function. Specifically, my responsibilities are to:

- Work with the board to craft and align organizational resources to the strategic plan.
- Set an effective agenda and ensure performance goals are established and achieved.
- Responsible for administrative procedures and processes to maintain fiscal accountability and control, equitable and fair personnel practices, and efficiency of operations.
- Oversee and coordinate fundraising and donor management activities.
- Develop other revenue sources including business partnerships and funding proposals.
- Develop and maintain effective working relationships with the board of directors.
- Ensure compliance with all appropriate state and federal operational and grant regulations.
- Ensure appropriate information flow both within and outside the organization.

- Represent the organization and serves as the public face as appropriate.
- Oversee marketing, media relations, and public relations.
- Oversee program development and implementation through the Programs Manager.
- Serve as the primary workshop leader for programs for educators.

**NATIONAL BOARD CHAIR:** Hill Harper’s Manifest Your Destiny Foundation: (March 2016-Present)  
As a partner to the chief executive officer (CEO) and other board members, I provide leadership to Manifest Your Destiny Foundation as it transitions from a newly formed 501(c)(3) organization into a sustainable national entity. As the Board Chair I work with the CEO to develop a strategic plan and priorities, provide governance leadership, and strategic fundraising support. Specific responsibilities include:

***Leadership, governance, and oversight***

- Serving as a trusted advisor to the CEO
- Developing and managing relationships and communicating with: funders, partners, and other stakeholders
- As a board member, approving Manifest Your Destiny Foundation’s annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Reviewing outcomes and metrics created by Manifest Your Destiny Foundation for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics
- Coordinating an annual performance evaluation of the CEO
- Assisting the CEO and Nominating Committee in recruiting board members
- Periodically consulting with board members on their roles and helping them assess their performance
- Planning, presiding over, and facilitating board and committee meetings; partnering with the CEO to ensure that board resolutions are carried out
- Acting as an ambassador for the organization
- Ensuring Manifest Your Destiny Foundation’s commitment to a diverse board and staff that reflects the communities Manifest Your Destiny Foundation serves

***Fundraising***

- In collaboration with the CEO, generating substantial annual revenue and fostering Manifest Your Destiny Foundation’s overall financial health
- Ensuring that 100 percent of Manifest Your Destiny Foundation’s board members make an annual contribution that is commensurate with their capacity
- Identifying, qualifying, cultivating, soliciting, and stewarding major individual donors, corporate, and/or foundation gifts

**DIRECTOR OF STUDENT ACHIEVEMENT:** Adams 14 School District (Commerce City, CO):  
(August 2015 – June 2016) As the Director of Student Achievement, I was primary responsible for the oversight of curriculum, instruction, assessment, and professional development leading to improved student achievement. Specifically, I was charged to:

**Curriculum**

- Supervise and coordinate all curriculum revisions and the creation of course outlines, grade level content, performance standards and curriculum alignment.
- Provide leadership and support with selection of instructional materials.

- Serve as liaison in researching state/federal legislation, policies, and grant opportunities that relate to student achievement.
- Work with building instructional coach to ensure appropriate curriculum delivery in all classrooms.

#### Instruction

- Develop, implement, coordinate, and supervise instructional interventions/supplemental instruction opportunities.
- Support administration and individual instructional staff on the improvement of instructional methodologies and techniques.
- Assist in the recruitment, screening, hiring, training, and assigning of instructional personnel.
- Ensure instructional staff meets certification requirements as defined by federal and state guidelines.

#### Assessment

- Create and coordinate the implementation of the assessment plan.
- Supervise the administration of assessments and coordinate calendar for administration of the assessments.
- Direct the administration and implementation of appropriate state testing programs.
- Provide leadership in the design, development, modifications, and implementation of student progress-reporting materials including, but not limited to, report cards, progress reports, grading rubrics, and course requirements.

#### Professional Development

- Provide leadership on selecting appropriate professional development opportunities for administrative and instructional staff.
- Coordinate the schedule and activities for professional development days.
- Work collaboratively with district personnel on matters pertaining to curriculum, instruction, assessment, and professional development.
- Provide supplementary professional development aligned to the needs of the district and the strategies and activities outlined in the district improvement plan.

#### General

- Develop effective partnerships with building leaders and teaching staff to secure high levels of student academic achievement and ensure curriculum alignment and continuity.
- Provide recommendations on general fund and categorical budgets related to curriculum, instruction, assessment, and professional development.
- Serve as lead “data person”. Create reports, analyze data, and provide recommendations based on reviews of data.
- Oversee creation/submission of School Improvement Plans.
- Provide staff evaluations

**EXECUTIVE DIRECTOR/PRINCIPAL/FOUNDER:** Sims-Fayola International Academy (Denver, CO): (2011-2014) As the organizational leader I was overall responsible for providing leadership to achieve the strategic goals established by the Board of Directors and to develop and administer a college preparatory academic program based on research and innovation. As an educational leader and manager, I was responsible for setting and achieving the highest standards of excellence in educational programs and operating systems. This position included responsibility to ensure financial stability and sound management of budget and finance. I was also responsible for completing duties as related to the board, managing risk, assuming all operational responsibilities, ensuring compliance with the pertinent state and federal laws,

maintaining a culture of high expectations and accountability, developing and maintaining a positive image, and cultivating support and goodwill within the community. Specifically, I performed the following:

#### *Vision & Strategic Planning*

- Designed and developed the school charter model.
- Recruited and set training objectives for Founding Board of Directors as well as initial Governing Board.
- Collaborated with the Board of Directors, other school administrators, and instructional staff to develop the school strategic plan.
- Collaborated with Chief Financial Officer to develop financial policies and procedures to include fiscal safeguards.
- Worked with Board of Directors to develop board bylaws and articles, to include the establishment of board policies and procedures as well as board professional development plans.

#### *Organizational Development & Financial Management*

- Managed all operations of the organization including fiscal oversight, academic leadership, personnel services, transportation, nutrition services, custodial services, maintenance, facilities, and technology.
- Oversight of a capital campaign that raised \$5 million dollars for tenant improvements for our new school facility. Secured over \$1million through grants, foundations, and private donors.
- Developed and managed a school operations budget of \$4 million dollars and assets worth over \$2 million dollars.
- Managed over \$900K in information technology (IT) infrastructure.
- Secured \$585K federal CSP grant to support school operations.
- Secured \$250K for capital construction from the Mile High Community Fund department within the City of Denver offices.

#### *Instruction & Learning*

- Provided leadership, coaching, feedback, and performance evaluation, to ensure that school leaders and instructional staff were on track to meet school goals.
- Provided targeted professional development for instructional staff that aligned with school's strategic plan and goals.
- Responsible the design and implementation of the school model, including standards, assessments, instructional guidelines, and school culture.
- Scored among the top high schools in Denver in all growth indicators for core subjects on the 2013 state TCAP exam.
- Responsible for curriculum design, development, and implementation that supported student achievement on internal and state assessments.
- Responsible for the design and delivery of instruction and instructional supports for students with IEPs and 504s in alignment with all state and federal regulations.

#### *External Relations*

- Managed public relations in various capacities: newsletter development, website design, panelists, and conference presentations.
- Secured and managed 10 external partnerships for our school that supported our mentoring, STEM, and "college going" programs.
- Collaborated with Denver Public Schools district leadership to enhance school health and wellness goals through grant work.
- Served as a member of the Denver Public Schools "Compact Blue" cohort which liaised for charter school interests in the 2012 Mill Levy Bond.
- Worked with state senators, representatives, and district councilmen on school finance act legislation and collaborated with local district councilmen on developing youth leadership initiative.

**PRINCIPAL:** Miller McCoy Academy of Mathematics and Business: (New Orleans, LA): (2010-2011)

As the principal of Miller McCoy Academy of Mathematics and Business, I was responsible for supervising the students and staff, implementing and managing the policies, regulations, and procedures of the Board of Education to ensure that all students meet and exceed the state core curriculum content standards, following the approved curricula and directives of the school. Inherent in the position are the responsibilities for discipline of students, supervision of staff, curriculum development, program evaluation, supervision of extracurricular activities, and financial management.

- Implemented Heart of A Champion Character Education program and its 9 core values, which contributed to a 40% reduction in discipline referrals.
- Reduced Out Of School suspensions by 35% using a Restorative Justice discipline approach.
- Established Freshman Academy orientation program for incoming freshmen to help with middle to high school transition.

**PRINCIPAL: KIPP McDonough 15 Middle School (New Orleans, LA): (2009 – 2010)**

As the principal of KIPP McDonald 15, I was responsible for leading and developing a dynamic faculty who would prepare our students to succeed to and through college and lead virtuous and inspired lives. I was responsible for setting a powerful vision for student achievement, strategically implement the school's mission through effective leadership and management of all stakeholders, including faculty, staff, student, parents, and the community. I was also responsible for managing and overseeing all functions of the individual school site including all aspects of the instructional program and school environment.

- Increased student proficiency by 9% in Math and Reading
- Reduced negative discipline counseling by 25%
- Led staff in data analysis, assessment development and implementation, and reteach cycles based on student performance data.

**DIRECTOR OF CURRICULUM AND INSTRUCTION, Moss Point School District (Moss Point, MS): (2007-2009)**

As the Director of Curriculum and Instruction, having both content and instructional expertise, I primarily worked as a colleague with classroom teachers and instructional coaches to design an instructional framework, support student learning, and improve instructional practices. I also focused on providing individual and group professional learning experiences that expanded and refined the understanding about researched-base effective instruction. I provided personalized, 1:1 support based on the goals and identified needs of individual teachers. Specifically, I:

- Collaborated with teachers to develop standards aligned curriculum and curriculum resources.
- Collaborated with teachers and district instructional coaches on the development of assessment framework and data analysis.
- Coached and supported teachers on instructional approaches and differentiation techniques.
- Collaborated with Special Education teachers on curriculum and assessment practices for students with IEPs.
- Facilitate the intellectual and professional development of teachers with a focus on improving student achievement.
- Communicate and demonstrate researched-based instructional practices that result in increased student performance
- Provide organized, individual and/or group learning opportunities for teachers as needed.
- Encourage ongoing professional growth for all teachers.
- Assist teachers in aligning their teaching with appropriate standards, curriculum and assessments.
- Work collaboratively and collegially with other Instructional Coaches, curriculum specialists and district specialists.

**INSTRUCTIONAL POSITIONS HELD**

- Alternative School Science Instructor, Baldwin County Alternative School, Fairhope, AL: 2006-2007
- Adjunct University Instructor (Weekend Classes), University of South Alabama, Mobile, AL: 2006-2008
- High School Biology Teacher, Williamson High School, Mobile, AL: 2000-2006

## **ADDITIONAL LEADERSHIP EXPERIENCE**

- United States Army Officer, 1997-2001 (2000-2001 reserve)

---

## **ACADEMIC PREPARATION**

- **Ph.D in Instructional Design/Development**, College of Education, University of South Alabama, Mobile, AL (Completed all but the dissertation)
- **M.S in Instructional Design/Development**, College of Education, University of South Alabama, Mobile, AL, May 2013
- **M.Ed in Secondary Science**, College of Education, University of South Alabama, Mobile, AL, May 2005
- **B.S in Biology**, College of Arts and Science, University of Arkansas at Pine Bluff, Pine Bluff, AR, December 1997

---

## **LEADERSHIP TRAINING**

- University of Kentucky Superintendent Preparation Program, 2016
- Leadership Denver- 2014 Cohort
- SUPES Superintendent Program- 2011 Cohort
- Harvard University- Project Zero Leadership and Critical Thinking course (summer 2007)
- New York University- KIPP School Leadership Institute (summer 2009)
- New Leaders for New Schools- Instructional Leadership Training (fall 2009 and spring 2010)
- Gulf Coast Business Council- Leadership Masters Cohort (fall 2008)
- Mississippi Administrators Alternative Quality Leadership Program- 2008-2009)
- United States Army- Officer Training School

---

## **HONORS/ACHIEVEMENTS**

- Selected by Black Enterprise Magazine as one of the 100 BE Modern Men (2018)
- Denver My Brother's Keeper Initiative Honoree (2017)
- Selected as a Community Star by Colorado Beautillion, Inc. (2015)
- 9 News Leader of the Year Finalist (2015)
- Selected as the Charter School Leader of the Year (2014)
- Selected as a Man Of Distinction by the Alpha Kappa Alpha Sorority (2014)
- Selected as an African American Who's Making A Difference (2014)
- Nominee for the Kathy Hill-Young Community Spirit Award (2013)
- Nominee for a CNN Hero Award 2012 & 2013

---

## **PAST AND CURRENT PROFESSIONAL AFFILIATIONS AND SERVICE**

- National Board Chairman, Manifest Your Destiny Foundation by Hill Harper (2016-Current)
- Senior Education Advisor to Mississippi State Representative Jeremy Anderson, (2013 –2018)
- Board Member, The University of Denver: Burns Center for Homelessness and Poverty (2016-2018)
- Board Member, The University of Denver: The Bridge Project (2016-2017)
- Board Chair, Young Philanthropist Foundation (2014-2016)
- Member, Denver African American Philanthropist (2013- 2017)
- Denver Metro Chamber of Commerce (2013-2014)
- Metro Denver Leadership Denver (2014)
- Metro Denver Urban League Young Professionals (2012-2013)

- Gubernatorial appointee for the Colorado Juvenile Justice and Delinquency Prevention Council (2013-2017)
- Gulf Coast Business Council Educational Research Committee
- Co-Chairperson, Jackson County Effective Education Committee
- University of South Alabama Diversity Council
- Mobile Alabama Mayor's Educational/Workforce Taskforce
- Member, Kappa Alpha Psi Fraternity, Inc.

---

## PUBLICATIONS

---

### **Books**

- Sims, D.J. (2008). *Hardwired by nature: What we as educators underestimate about our minority students*, Xlibris Publishing
- Sims, D.J. (2008). *The dedrick sims reader: A collection of personal and professional writings*, Xlibris Publishing

### **Articles**

- Sims, D.J., (2005). Lack of Culture Acceptance, Preparation Limit Educational Opportunities, *Mobile Press Register*, p 2D
- Sims, D.J., (2005). Lack of Culture Acceptance, Preparation Limit Educational Opportunities, *Pine Bluff Commercial*
- Sims, D.J., (Summer, 2006). How Cultural Dynamics and Teacher Preparation can Affect the Educational Opportunities of Minority Students, *Essays in Education (online at [www.usca.edu/essays](http://www.usca.edu/essays))*
- Sims, D.J., (Spring, 2007). Minority culture and education technology: Considerations for designing instruction for rural and urban minority students and their educators. *Call and Response (online at [www.nbgsa.org/journal/volume1-1.htm](http://www.nbgsa.org/journal/volume1-1.htm))*

---

## PRESENTATIONS AND CONFERENCES

---

### **Workshops Conducted:**

- "Working with boys of color: culture and the brain," Denver, CO 2019
- "Working with boys of color: an issue of equity," Denver, CO 2018
- "The boys are talking forum," Presented at University of Colorado Denver, 2018, Denver, CO
- "Building Teams and Community," Play Works of New Orleans, 2017, New Orleans, LA
- "Working with boys of color: an issue of equity," Atlanta Public Schools, 2017, Atlanta, GA
- "The brain and how boys learn," Atlanta Public Schools, 2017, Atlanta, GA
- "Creating the ultimate classroom for boys," Atlanta Public Schools, 2017, Atlanta, GA
- "Educating adolescent boys," Atlanta Public Schools, 2017, Atlanta, GA
- "Strategies for improving instruction for boys of color," Atlanta Public Schools, 2017, Atlanta, GA
- "The boys are talking forum," Presented at Smoky Hill High School, 2017, Denver, CO
- "The boys are talking forum," Presented at the Potter's House Denver, 2016, Denver, CO
- "Working with boys of color," Present at the Gulfport Summer Retreat for their Teachers, 2015, Gulfport, MS
- "The effects of gender on education", Presented at the Gulfport Summer Retreat for their Teachers, 2012, Gulfport, MS
- "The effects of culture on education", Presented at the Mississippi Rising Summer Conference 2008, Biloxi, MS
- "How cultural dynamics and teacher preparation can affect the educational opportunities of students of color", Presented at the Closing the Achievement Gap Conference 2007, Hartford, CT.
- Minority Student Instruction Improvement Plan, Presented at Yazoo Mississippi County Schools Teachers Conference, 2008

- Minority Student Instruction Improvement Plan, Presented at Woodcock Elementary, 2008, Mobile, Alabama
- Drop Out Prevention Plan, Presented for the Mobile County Parent Managers, 2008, Mobile, Alabama
- Minority Student Instruction Improvement Plan, Presented at Forest Hill Elementary, 2008, Mobile, Alabama
- How Assessment Works, 2008, Presented at Moss Point High School, Moss Point, MS
- “Minority Student Instruction Improvement Plan”, 2006, Presented at Williamson High School, Mobile, AL.
- “How cultural dynamics and teacher preparation can affect the educational opportunities of students of color”, 2006, Presented at the University of South Alabama in Professor Andre Green’s Multicultural class of pre-service educators.
- “The value of using research in the classroom”, 2006, Presented at the Baldwin County Alternative School.

**Conferences:**

- Working With Boys of Color in Mentoring, Presented at the Colorado Mentoring Summit 2019, Denver CO
- “10 essential things that mentors of males of color need to know,” Presented at Colorado Mentoring Summit, 2017, Denver, CO
- “Factors that Facilitate the Infusion of Technology into K-12 Schools”, 2006, Presented at the Mid-South Educational Research Association Annual meeting, Birmingham, AL.
- “The Impact of A Tailored Educational Environment (Freshman Academy) On Urban High School Minority Students’ Academic Achievement and Truancy Rates”, 2006, Presented at the Mid-South Educational Research Association Annual meeting, Birmingham, AL.
- “The Impact of Freshman Academies on African-American Students”, 2006, Presented at the University of South Alabama Research Forum, University of South Alabama, Mobile, AL.

**Panelist:**

- Moderator for NAACP Community Forums, 2016
- Panelist for the Education Inequalities Conference at Metro State University of Denver, 2014
- Panelist for the Division of Human Services presentation of health disparities among boys of color, 2014
- 2013: Panelist- Best Practices for Improving Participation & Success of Men of Color in Higher Education
- 2013: Panelist- Colorado Policy and Facility Summit For Charter Schools
- 2013: Panelist- Colorado Educator Preparation Facility Summit
- 2013: Panelist- Denver (L.E.A.D) Leadership, Education and Diversity Conference and Career Fair
- Panelist for the University of Denver’s Diversity Panel, 2013
- Panelist for the Colorado Black Caucus Black Male Initiative, 2012

**Keynotes:**

- Keynote Speaker for the African Leadership Group Public Speaking Class Graduation, 2019
- Keynote Speaker for Aurora Central High School graduation, 2016
- Keynote Speaker at the Celebration of African American Teachers by the Educator Excellence Institute, 2015
- Keynote Speaker at the Jackson County Youth Court Graduation, 2009
- Keynote Speaker at the “Faith Jackson-Save a Child” Graduation, 2008
- Keynote Speaker at Moss Point High School Senior Project Graduation, 2008



# ***STATE OF COLORADO***

**In accord with Colorado State Law and  
Rules of the Colorado Board of Education**

***Dedrick Juranez Sims***

**Is granted this**

**Administrator**

**License to teach or serve in the following areas:**

**School Administrator (K-12)**

English learner  
professional learning  
designation met?

**Optional**

If **No** or **Optional**, see  
the attached letter.

**Type:**Initial

**Number:**304352

**Effective:**04/10/2019

**Expires:**04/10/2022



**COLORADO**  
Department of Education

This e-certificate was printed on: April 17, 2019

Employers: Always verify this credential against the status online at: <https://www.colorado.gov/cde/licensing/Lookup/LicenseLookup.aspx> 05/10/2019

271912

182792 6240



Educator Licensing  
6000 East Evans Avenue, Building #2, Suite 100  
Denver, CO 80222

Dedrick Juranez Sims

To better support Colorado students who are English language learners, the State Board of Education adopted new rules in June 2018 requiring teachers with elementary, English language arts, math, science and social studies endorsements to complete Culturally and Linguistically Diverse education training or English Learner Professional Development.

While a requirement for holders of teacher licenses with these five endorsements only, it is optional for all other educators. As such, one of three designations has been added to your certificate:

- “No” indicates that you have not yet met the requirement and will need to do so (information about the timeframe follows).
- “Yes” indicates that you have met the requirement and do not need to do anything additional with regard to it.
- “Optional” indicates that, based on the license and endorsement(s) you presently hold, you do not need to fulfill this requirement but have the option to do so. It is important to note that should you add one of the five endorsements to your license at a later date, the designation will change to “No” and you will need to meet the requirement at the time of your next renewal.

Teachers holding a professional five-year license endorsed in elementary, English language arts, math, science or social studies endorsement must meet the new licensing requirement as follows:

- If the effective date of your professional license is 9.1.2018 or later, you will need to meet this requirement within your present five-year license renewal period. (For example, if your professional license was issued on 9.1.2018, you will need to provide evidence of meeting this requirement when you submit a renewal application in 2023.)
- If the effective date of your current professional license is *prior to* 9.1.2018, you may renew this license one time before needing to show evidence that you have fulfilled the requirement. (For example, if your license was issued on 8.31.2018, you would not have to submit this documentation until you renew in 2028.)
- If you do not fulfill this requirement accordingly, your license will not be renewed.
- You need only to satisfy this requirement once during the course of your Colorado professional educator licensure history.

Detailed information about the English Learner PD requirement, the timeline for meeting it and how you may document and demonstrate that you have done so may be found on our website at <http://www.cde.state.co.us/educatortalent/elpdeducators>.

Sincerely,  
Educator Licensing Office



# Marcus Timothy Gregory Sr.

## **PROVEN LEADER**

Seattle, WA

[gregorymarcus7@gmail.com](mailto:gregorymarcus7@gmail.com)

757.206.0593

A resourceful proven leader and team-oriented Facilities Management Specialist with more than (25) years of diverse, progressive experience.

Recognized for exceptional ability to create and implement fresh new ideas for solving problems, while maintaining high

levels of customer service and quality. Uniquely effective in hands on training, as well as verbal and written skills, while

providing motivation on all levels toward the achievement of individual and organizational goals.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Chief of Operations, Maintenance & Student Services**

Confidential - Public School District - Seattle, WA

October 2017 to Present

Annual budget responsibility: \$32 million.

This position requires that I plan, organize and direct the maintenance, custodial, facility security and utility functions of the maintenance and operations department to assure the systematic and efficient operation of facility preventative maintenance, repairs and replacement, grounds keeping and cleaning of buildings. Manage assigned operations daily to achieve goals within budgeted funds and available personnel, plan and organize maintenance and custodial workloads and staff assignments, reviews work orders and work progress, develop and set priorities and schedules to assure work is performed in a timely and efficient manner. Provide planning leadership and direction, and develop short and long-range plans, goals, and objectives for the department; gather, interpret, and prepare data for studies, reports and recommendations; coordinate department programs with other departments and government agencies; and ensure effective communication within the department and with other stakeholders. Direct the selection, supervision, and evaluation of departmental staff. Establish work rules, safety requirements and performance standards. Conduct and/or oversee performance evaluations and set standards for evaluating quality assurance. Provide training and motivation of departmental team members in order to make full use of individual capabilities and to meet changing systems and regulations. Supervise preventative maintenance and energy management programs, track utility usage and trends, maintain effective relationship with District staff and building principals to set priorities and receive feedback on maintenance & operations preventative maintenance and building operations. Prepare and monitor maintenance and custodial budgets. Monitor cleanliness of school buildings ensuring that proper custodial methods are being followed and that work standards are being maintained. Review work schedules and assignments, implement changes to improve effectiveness as appropriate. Coordinate after hours security program with contracted agency and assigned staff. Supervise and direct the District's Facility/Custodial Support Lead position. Oversee minor construction projects and alterations of District facilities; inspect and/or review inspection

reports to ensure conformance with city, county, state, and federal codes. Assure that substitute custodians are assigned at schools in case of absences. Lead and/or participate in planning and pre-construction meetings for facility upgrades/modernization to assist in the setting of project priorities and to provide input and recommendations regarding the design, equipping and layout of District facilities. Serve as an active participant on the Emergency Preparedness Team. Serve as the District's Safety Officer and chairs the District Safety Committee. Establish district standards and prepares written product specifications for the purchase of custodial materials and equipment. Establish and directs the preparation of written specifications for equipment, repairs, materials, and alteration/construction projects and recommends the award of quotations and/or bids related to Maintenance and Operations. Determine training needs of Maintenance and Operations staff, develops, implements and evaluates on-going training and development programs; conduct training activities as appropriate. Assure safety standards are observed and met by all trade and operations employees. Direct the resolution of problems and/or emergencies affecting Maintenance and Operations of district facilities including availability, quality, cleanliness and service. Respond to inquiries or service concerns in a timely manner. Serve as a member of district committees, provide leadership in the custodial, maintenance, utilities, safety, and related areas. Serve as the district's Chemical Hygiene Officer.

#### Categorical Outline of Responsibilities:

##### Departmental Leadership

- o Reporting to the Deputy Superintendent, responsible for leading a department of 130 employees including professional engineers, vendors and technicians, skilled craftsmen, laborers, and clerical personnel. Directs scheduling and execution of work to efficiently and effectively plan, build, operate, and maintain the facilities within the School District. Manages annual departmental budgets including salary, operating funds, and utility accounts. Manages capital construction budgets for both appropriated and self-liquidating programs.

##### Facilities Planning

- o Serves as the principal advisor to the Deputy Superintendent and Superintendent in developing the facilities master plan for the School District. Develops comprehensive capital improvement program to implement the master plan. Develops multi-year maintenance and repair programs to insure facilities remain functional and comply with State codes. Develops renovation and modernization plans to insure facilities support the mission and vision of the School District. Participates in the total School District planning process and integrates facility needs into the process. Develops goals, objectives, strategies, and action plans to continuously improve facilities and services in support of the School District's goals, Business Affairs' goals and the Academic Plan.

##### Maintenance and Operations

- o Manages the operation and maintenance of the School District's physical plant to include building structures, heating and air conditioning, utility systems, roads and grounds, housekeeping, waste disposal, and recycling. Manages a preventive maintenance program to keep all district facilities and infrastructure functioning properly. Oversees facilities repairs to ensure the district schools provides a quality environment. Supervises the housekeeping and grounds functions to ensure facilities appearance, cleanliness, and image are first-class.

##### Construction

- o Manages construction and renovation programs to meet the present and future needs of the School District. Oversees project design using both in-house and contracted architectural and engineering

services for capital and informal (under \$500,000) projects. Manages construction programs to ensure projects are completed on time and within budget. Oversees both in-house and contracted construction to provide a quality, cost effective products.

#### Utilities

o Ensures reliable utilities are provided to the School District to include electricity, water, sewer, and natural gas. Negotiates and coordinates with off-School District providers for the best possible rates and services. Develops and implements energy saving measures to improve efficiency and reduce costs.

#### Environmental Sustainability

o Ensures that the School District is following best practices in the areas of energy management and water conservation, pollution prevention/environmental compliance, land preservation and conservation, alternative fuel and low emission vehicles, construction practices (green buildings), waste reduction and recycling, and purchase and use of environmentally preferable materials.

#### Administrative

o Exercise full budgeting and spending authority over the Departmental funds including operating, salary, utility, and construction projects. Exercise hiring authority over positions authorized in the Department. Exercise authority over design of district improvement projects. Exercise authority over all capital construction and renovation projects within the School District.

### **Facilities Management Consultant**

MARKVII Consulting, Independent Facilities Management Consulting Services - Seattle, WA  
September 2016 to Present

Provide ongoing wide ranging facilities management consultation and support services for universities, community colleges, public school districts, higher education technical training organizations/centers, hospital and healthcare facilities. Targeted support aimed toward areas of student support services, budget optimization, staff training, project management, federal and state occupational guidelines, OSHA, HAZMAT, VOSH NFPA, CTE, LEED, ADA, DEQ, VDOT standards, capital project feasibility & oversight, green certification/standards, scheduling and problem solving.

Served as Sr. Facility Consultant for municipal capital improvement Projects for City of Portsmouth, Va., Norfolk, Va., Greenville, Nc., Cleveland, Oh., Milwaukee, Wi., New Orleans, La.

A sample of the organizations served include:

\*Case Western Reserve University

\*HLH Systems (Miami of Ohio University Custodial RFP Formulation)

\*ECO Technologies (Tunnel and Bridge Operations Management Restructuring and Staffing)

\*Longwood University (Custodial Management Restructuring)

\*Philadelphia Public Schools (Plant Trades Management & Custodial Services Reorganization)

\*University of Miami (Pesticide Management Restructuring)

\*Chesapeake Public Schools, Ches., Va.: (Custodial Services Reorganization)

\*Christopher Newport University (Student Services, Facilities Management Structuring and Reorganization)

\*Healthcare Services Group (Tampa, Florida Nursing Home Facilities)

\*Sentara Medical Group (Hospitals and Auxiliary Medical Centers Facility Management, Hampton Roads, VA.)

Provide support in developing PK-12 & University master plans including facilities condition assessment, community input strategies, development of inventories, capacity and utilization analysis,

program analysis, demographic analysis and projections including GIS mapping, and development of reports and recommendations.

Participate in management reviews of the facilities and other support functions in PK-12 school districts and Universities.

Develop clear, objective, well documented reports and recommendations.

Participate in the development of project proposals and presentations.

Past recent clients include Jefferson Parish Public School District, (New Orleans, La.), Milwaukee Public School District, (Milwaukee, Wi.), Greenville County Public School District, (Greenville, Nc.).

## **Senior Regional Facilities Manager**

GCA Services Group - Norfolk, VA

August 2006 to September 2016

Annual Budget Responsibility: \$25 million.

Provided ongoing daily management for custodial, building maintenance and capital project construction functions simultaneously for Norfolk Public School District and City of Norfolk facilities.

Provided on- going training and tools for advancement for over 500 employees, 140 facilities and a budget of over \$23M. Relied upon to troubleshoot and resolve issues with regional contracts. Assisted in the successful negotiation of large sales contracts throughout the east coast.

Negotiated cost for vendor and contractor services.

Developed Quality Assurance Scoring System for Custodial and Plant Services operations within Norfolk Public School District.

Served as part of the City of Norfolk's energy conservation task force. Provided full maintenance oversight and staffing (\$45 million annual budget) to maintain City of Norfolk's 45,000 acres/112 parks, recreation areas & facilities, Norfolk (Virginia) Zoological Park as well as City of Norfolk beaches and beach front recreation facilities. Coordinated major annual City of Norfolk festival schedule, and waterside main events such as Harbor Fest (500,000 visitors annually), Afram Fest, various art and food festivals...etc.

Provided management and oversight for capital improvement projects and renovations. Provided and coordinated emergency facilities support during inclement weather situations, acts of nature and facility emergency events. Highly effective public speaker and skilled teacher/trainer that organized and facilitated joint

review committee meetings on a monthly basis with customer clients.

Ensured fire safety and facilities management safe practices for over (140) key facilities and auxiliary sites.

Formulated and delivered annual mid year and summative evaluations for 300+ employees.

Ensured compliance where applicable to include OSHA, CLIA, UCI, FLSA, HIPAA, DHEC, LLR, HAZMAT, ADA, NFPA, EPA (Labor, Licensing and Regulation) and payor regulations.

Responsible for ensuring that all district wide facility Green efforts were operating according to plan.

Supervised the recycling protocol for all Norfolk school and municipal facilities.

Developed and managed facility quality assurance tool, and training protocol for all facilities maintenance staff.

Provided leadership regarding APPA facility standards training and documentation and adherence.

Prepared bid packages and responses to RFP documents.

Performed employee evaluations for facility maintenance staff quarterly, provided documentation and recommendations for all promotion and discipline of employees in coordination with HR.

Ensured compliance with all local and state (Virginia) codes, regulations and guidelines.

Developed annual facility operation, supply and equipment budgets, provided monthly accounting updates and reconciliation.

Served as member of the school district policy team and emergency response council.  
Handled employee union concerns, issues and initiatives.  
Served as advocate for employee improvement via ongoing education, certification and training.  
Recruited, interviewed, hired, evaluated, promoted, coached and disciplined 300+ employees in coordination with Human Resource support for 20+ years.

### **Assistant Director of Facilities Management**

Norfolk Public School System - Norfolk, VA  
January 2003 to August 2006

Annual budget responsibility: \$17 million.  
Responsibilities included but not limited to, grounds maintenance, waste collection, fire system repair and inspections, carpet repair and installation, custodial contract supervision, asbestos abatement supervision, coordinated pesticide control and training, RFP composition and contractor selection process. Spearheaded energy conservation efforts.  
Ensured OSHA compliance and guidelines.  
Supervises work order system request (School Dude Software), and ensured timely response via managing priorities.  
Provided supervision, training, performed mid year & summative evaluations and appraisals for all trades positions including...Carpenters, HVAC, Roofers, Tile Installation, Plumbers, Custodians, Chiller & Boiler Techs., Painters and numerous other contractors and vendors.  
Coordinated emergency response efforts during adverse weather situations as well as facility emergencies (flooding, power outage, acts of nature etc.)  
Served as community liaison for school plant facilities in cases of community involvement during school expansion, renovation and new construction efforts.  
Personally directed/supervised the work of countless vendors and constructors during no less than (25) Norfolk Public Schools Capital Improvement Projects as well as (12) City of Norfolk Municipal Facility improvements.

### **Facilities Area Manager**

Sodexo Marriott - Norfolk, VA  
January 1996 to August 2003

Annual budget responsibility: \$7 million.  
Provided management and training for all custodial and facilities functions for up to 17 schools a specified zone. This included ordering, delivering and supplies management. Disciplinary and promotion recommendations within the assigned zone.  
Provided reporting to plant services regarding facility operations and employee performance.  
Responded to emergency situations, provided leadership during all recovery efforts.  
Ensured OSHA, NFPA, ADA, EPA and HAZMAT compliance and adherence.  
Ensured Pesticide certification and applications for the schools assigned. Performed Human resource functions and quality assurance checks at 100% reporting.

### **Assistant Manager**

Central Parking System (Evening Position) - Norfolk, VA  
January 2000 to February 2003

Annual Budget Responsibility: \$500k.  
Parking Management.

Managed all phases of parking garage/parking lot management at the Norfolk MacArthur Mall Complex located in downtown city of Norfolk, Virginia.

Daily managed (77) employees, (2) assistant manager's, (3) repair technicians and (4) administrative assistants, encompassing a (24) hour parking operation.

Handled payroll for entire staff, training, coaching and discipline.

Coordinated and supervised all outside vendor activity, approved invoices and payments.

Initiated parking lot repairs and maintenance responsibilities.

Performed daily collections of parking booth monies, reconciled and made daily bank deposits.

Hired personnel and provided recommendation for promotion.

Communicated daily with Mall security and upper management in regards to urgent situations, daily operation and financial matters.

Formulated contract renewal documents/response to RFP.

### **Teacher K-6, Special Education**

Norfolk Public Schools District - Norfolk, VA

July 1993 to December 1995

Provided special education students with learning activities and experiences designed to help them fulfill their potential for intellectual, emotional, physical, and social growth. Developed or modified curricula and prepared lessons and other instructional materials in accord with student ability levels. Worked in a self-contained, team, departmental, and itinerant capacity during tenure.

### **Computer Technology Instructor**

Computer Dynamics Institute - Virginia Beach, VA

June 1993 to December 1995

Night school instructor for transitioning military personnel.

Taught computer hardware architecture, programming, on board repair and installation.

Assisted students with job placement.

Participated in job fair events and company recruitment to promote student job placement.

### **Owner-Operator**

Gregory's Janitorial Services - Virginia Beach, VA

January 1985 to June 1993

Annual budget responsibility: \$215k

Provided various cleaning and floor care services for major clients such as K-Mart Corporation, Southland Corporation and other various grocery & department store chains.

This business served as my first introduction into the Facility Management/Services Industry.

### **Support Center/Manufacturing Director**

Schlumberger Technologies - Chesapeake, VA

March 1989 to May 1993

Annual budget responsibility: \$370k.

Provided supervision/oversight for (70+) technical support staff members, within a call center setting. Supervised over the phone field repairs and upgrades on electronic petroleum control, communication and metering devices.

Core duties include management of staff, staff training, development of processes to ensure the continuous improvement and excellence in the delivery and quality of services for existing and new service lines and customers. Responsible for overall employee morale, business profitability

and financial P&L success. Worked closely with Sales team, actively supported sales initiatives & campaigns, with upper management/board reporting responsibilities. Ensured ongoing success and call center customer service excellence by close management of the following areas:

- \*Call Abandonment Rate
- \*Service Level/Response Time
- \*Average Speed of Answer
- \*Percentage of Calls Blocked
- \*Average Time Spent in Queue
- \*Average Call Handling Time
- \*First Call Resolution
- \*Agent Occupancy Rate
- \*Agent Occupancy Rate
- \*Customer Satisfaction

Received annual recognition (consecutive years), for outstanding departmental performance.

Provided complete oversight/management for production of "Micro-Max" petroleum control and data devices. Responsible for the following key manufacturing metrics:

- \*On Time Delivery
- \*Customer Returns/Problems
- \*Manufacturing Cycle Time
- \*Time/Make Changeovers
- \*Incoming Supplier Quality
- \*Throughput Efficiency
- \*Safety
- \*Energy Cost
- \*EBITDA
- \*New Product Pilot Testing
- \*Customer Fill Rate/On Time Delivery.
- \*Customer/Client Satisfaction

### **Computer Repair/Installation Technician**

Computerland of Virginia Beach - Virginia Beach, VA  
May 1988 to February 1989

Performed shop and In-house repairs, software upgrades and installation of personal computer units, printers and auxiliary communication devices.

Provided component level repair services and diagnostics.

### **Stocker/Store Attendant**

Giant Open Air/Farm Fresh Market - Virginia Beach, VA  
June 1983 to January 1987

Stocked shelves, priced items, bagged groceries, collected shopping carts, provided overall customer assistance and support.

This position provided my first introduction into organized corporate operations.

### **Operations Manager**

Gregory's Adult Home Care - Virginia Beach, VA  
October 1980 to December 1985

Assisted with various assignments aimed toward advancing a licensed private home for the elderly company.

Duties varied from cleaning areas of the elderly home...to assisting senior's with meals, grooming and other physical needs.

This position forged my appreciation for those that came before me, and helped me to fully appreciate their unique gifts.

## Education

---

### **Doctoral Candidate in Organizational Leadership**

Northcentral University - Scottsdale, AZ

January 2013 to October 2017

### **MBA in Business Management**

Florida Technology Institute - Melbourne, FL

December 2010 to June 2012

### **Magna Cum Laude, BBA in Business Management**

Strayer University - Chesapeake, VA

May 2008 to November 2010

### **Associate Degree in Electronics Technology**

Commonwealth College - Virginia Beach, VA

August 1986 to May 1988

## Skills

---

Word (10+ years), Windows Xp (10+ years), Excel (10+ years), Event Planning (10+ years), Employee Relations (10+ years), Recruiting (10+ years), Risk Management (10+ years), Relationship Management (10+ years), Training (10+ years), Typing (10+ years), Team Building (10+ years), Technical Writing (10+ years), Teaching (10+ years), Urinalysis Testing (10+ years), Inventory Management (10+ years), Inventory Control (10+ years), Office Management (10+ years), Operations Management (10+ years), Organizational Development (10+ years), Powerpoint (10+ years), Project Management (10+ years), Public Speaking (10+ years), Account Management (10+ years), Accounting (10+ years), Sales (10+ years), Strategic Planning (10+ years), Data Entry (10+ years), Data Analysis (10+ years), Database Management (10+ years), Documentation (10+ years), Forecasting (10+ years), Financial Analysis (10+ years), Human Resources (10+ years), Hiring (10+ years), Employee Promotion (10+ years), Employee Discipline (10+ years), Kronos (10+ years), Key Account Management (10+ years), Knowledge Management (10+ years), Legal Research (10+ years), Logistics (10+ years), Leadership Development (10+ years), Customer Service (10+ years), Change Management (10+ years), Vendor Management (10+ years), Business Development (10+ years), Business Analysis (10+ years), Budgeting (10+ years), Bookkeeping (10+ years), Billing (10+ years), Negotiation (10+ years), New Business Development (10+ years), New Product Development (10+ years), Management (10+ years), Marketing (10+ years), Branding (10+ years), Brand Management (10+ years), Brand Development (10+ years), Conflict Resolution (10+ years), Conflict Management (10+ years), Contract Negotiation (10+ years), Consulting (10+ years), Content Management (10+ years), Supplier Management (10+ years), Supply Chain Management (10+ years), Warehouse

Management (10+ years), Equipment Purchasing (10+ years), Equipment Repair Management (10+ years), Capital Project Management (10+ years), Uniform Management (10+ years), Laundry Supply Management (10+ years), Administrative Support (10+ years), Administrative Skills (10+ years), Customer Relations (10+ years), Customer Relationship Management (10+ years), Report Preparation (10+ years), Public Relations (10+ years), Troubleshooting (10+ years), Training & Development (10+ years), Vendor Relationships (10+ years), Accident Investigation (10+ years), Facilities Management (10+ years), Competitive Analysis (10+ years), Process Improvement (10+ years), Professional Presentations (10+ years), Profit and Loss Analysis (10+ years), Budget Management (10+ years), Operational Excellence (10+ years), Sales Management (10+ years), Employee Supervision (10+ years), Corporate Communications (10+ years), Executive Management (10+ years), Executive Support (10+ years), Expense Reports (10+ years), Transportation/Vehicle Management (10+ years), Safety Management (10+ years), Professional Development Training (10+ years), Employee Evaluations (10+ years), OSHA Compliance (10+ years), Lean Manufacturing (10+ years), Six Sigma Green Belt (10+ years), Security, Electrical, maintenance, MS Office, Scheduling, Outlook, budget, Receptionist, HVAC, Carpentry, Plumbing

## Links

---

<https://m.youtube.com/watch?v=ULHtopumhDI%203:57TimeMark>

<https://vimeo.com/321284346>

## Awards

---

### **Top Performing Account**

January 2006

GCA Services Group award for best managed account.

### **Bailey Family Scholarship Recipient**

March 2009

Excellence in Writing

### **Spain Study Abroad Ambassador Program**

April 2011

Awarded the opportunity for Spain Study Abroad program for elite MBA candidates. This Educational opportunity provided management experience within a large international corporation.

## Certifications/Licenses

---

### **Pesticide/Termitetricide Applicator**

Certified by VDACS (Virginia Department of Agriculture and Consumer Services).

## Groups

---

### **Community Servant**

Actively assist in my community in regards to helping families during crisis situations, coupled with ministry services/support.

**Mentor**

Provide ongoing support and ministry services for inmates within the St. BRIDES and Indian Creek Correctional Facilities.

Aimed toward preparing inmates for reentry into society as productive citizens.

Additional Information

---

\*Kidney Organ Donor 2007 (To my Father)

Reference/Commendation Letters provided upon request.

2443 Fair Oaks Blvd., # 192  
Sacramento, CA 95825  
May 4, 2019

Andrea Messina  
Executive Director  
Florida School Boards Association

This letter of application and supporting documents come from an educational professional who fulfills the desired qualifications for the position of Interim Superintendent with the School District of Indian River County.

Positions held by me were: Interim Superintendent, Assistant Superintendent for Personnel, Assistant Superintendent of Instruction in the Center Joint Unified School District. Other positions in education include: head master, principal and teacher. At the beginning of my career with Center we were a K-8 school district. Our enrollment was 950 students, housed in 3 facilities, taught by 45 teachers with 12 support staff. Our district office staff consisted of the superintendent, business manager, and me.

We transformed our K-8 district into a K-12 district. That transformation required a two-year process involving parents, Board members, teachers and a special election. When I left Center, 20 years later, our enrollment expanded to 5,680 students, housed in 10 facilities, taught by 250 teachers with 125 support personnel.

While living abroad, as a Peace Corps Volunteer, and as a contract worker, I taught ESL in grades K-9. My familiarity with students of diversity is very solid, having lived in the Philippines, Micronesia, and rural Hawaii for a total of 10 years.

My latest position in public education was that of Principal, EAGLE Charter School, K-5, in Salem, Oregon from August 2016- to December 2017. While there we were successful in obtaining a five-year reauthorization of our charter from the Oregon State Board of Education. That reauthorization was contingent on fulfilling a self-designed, four-pronged, accountability model. The model included: metrics for academics and formative assessments; attendance and behavioral measures; Oregon State testing/SBAC; and the Nine (9) Essential Skills which prepare students as ready to learn and ready to work citizens.

Other accomplishments were: providing each student with a ChromeBook; development and implementation of a Five-Year Technology Plan; beginning work on a Strategic Plan; implementing a Comprehensive Achievement Plan, for continuous student improvement; beginning an after school music program; implementing a garden program; increasing school attendance from 93% to 95%; and implementing research-based, vertically articulated, computer assisted curricular in reading and math. Those curricula were chosen because their reliability rate is .87% in relation to the mandated Oregon State test administered to students in grades 3-6.

I look forward to learning about the status of my application and the next steps in your process.

John P. Trotta, Ph.D.

---

# JOHN P TROTTA, PH.D.

---

2443 Fair Oaks Blvd. # 192, Sacramento, California 95825 | H: (916) 929-8458 | C: (916) 505-2524 |  
johntrotta@hotmail.com

---

## Executive Profile

---

Ambitious professional who creates strategic alliances with all stakeholders to effectively align with and support key organization initiatives. Builds and retains high performance teams by hiring, developing and motivating skilled professionals.

---

## Skill Highlights

---

- Leadership/communication skills
  - Employee relations
  - Self-motivated
  - Negotiations expert
  - Human resources
  - Project management
- 

## Core Accomplishments

---

- Assisted in the development of and taught at institutions of higher education in the Philippines, Micronesia, and the United States of America over fifteen year period of time.
  - Considered a dynamic teacher eliciting praise and respect from students and colleagues.
  - Complementing teaching career includes a successful and innovative career as a K-12 educational administrator for human resources, instruction, and budget for over twenty-five years.
  - Possesses an earned Ph.D. in higher education administration with a cognate area in cultural anthropology from the University of Oregon.
- 

## Education

---

### Ph. D.: Higher Education Administration

University of Oregon

Eugene, OR, USA

### M.Ed.: Education Administration

University of Hawaii

Honolulu, HI, USA

### B. A.: General Elementary Education

Jersey City State College

Jersey City, NJ, USA

---

## Professional Experience

---

### Interim Superintendent 1.5

#### Center Joint Unified School District

Antelope, CA

- Eliminated a negative ending fund balance of (\$517,453).
- Increased ending fund balance to a positive \$ 1,221,561.
- Developed and monitored a \$ 20,000,000 budget.
- Collaborated with a five (5) person Board of Trustees developing a strategic plan for the district school construction, instruction and personnel needs.
- Planned for and participated in the design of school facilities.
- Obtained \$ 3,000,000 in State Building Funds.
- Supervised and evaluated twelve district-level managers.

### Assistant Superintendent for Personnel & Administration 5 years

#### Center Joint Unified School District

Antelope, CA

- Developed, administered and monitored personnel policies and procedures for a six hundred (600) employee organization, both exempt and non-exempt.

- Negotiated contracts, on a monthly basis, with credentialed employee's union and classified employee's union.
- Maintained position-control records to avoid duplication of positions.
- Recruited, on-boarding activities throughout the fiscal year.
- Supervised and evaluated department heads in: transportation, food service, maintenance and operations, grounds and security services.
- Assured compliance with all federal and state legislation, regarding ADA FMLA, FSLA, EEO, sexual harassment.
- Conducted staff development regarding sexual harassment, ADA, FMLA, FSLA, EEO, performance supervision and evaluation.
- Assisted all managers with the development of and monitoring of employee performance improvement plans.
- Member of Superintendent's Cabinet.

### **Assistant Superintendent of Instruction 18.5 years**

**Center Joint Unified School District**

**Antelope, CA**

- Assured compliance with state and federal mandated policies regarding special education, textbook adoptions, and annual testing requirements.
- Budget development and oversight for ten categorical grants and programs ranging from \$ 350,000 to \$ 3,000,000.
- Planned for and conducted staff development in-service programs for special education programs and law, English Language Learners, program budgeting and monitoring.
- Supervised and evaluated an office staff of seven, four psychologists, three nurses, four speech pathologists.
- Conducted SARB, suspension and expulsion hearings for seventeen years.
- Participated in human resources activities, namely, advertising, interviewing, hiring.

### **Assistant Professor 7 years**

**Chapman University College**

**Roseville, CA**

- Established, supervised, and evaluated student internships and fieldwork experiences.
  - Conducted intake as well as assigned advisee activities.
  - Developed a two-year education plan model for students.
  - Recruited, interviewed, hired, and supervised adjunct faculty.
  - Conducted comprehensive examinations.
  - Wrote/revised syllabi.
  - Elected to Faculty Council twice for four years.
- Taught: Management of Personnel, Resources, and Operations; Education Finance and Law; Leadership for Diversity, Equity, and Community; Comparative Education.

### **Adjunct Professor 5 years**

**California State University, Sacramento**

**Sacramento, California**

- Taught Legal Bases of Education- Graduate Level.
- EDTE 309, Secondary School Teaching Methods-Undergraduate Level
- Supervised of eight student teachers each semester.

### **Director of Curriculum 2 years**

**Fern Ridge District**

**Elmira, OR**

- Same responsibilities as in 1976-1987.

### **Program Coordinator 1 year**

**Community College of Micronesia**

- Acquired six-year WASC accreditation.
- Supervised and evaluated a staff of fifteen instructors.
- Developed plans for expansion of the college throughout Micronesia.

### **Instructor 1 year**

## **Community College of Micronesia**

- Established the Community College of Micronesia in Ponape, Eastern Caroline Islands (now Federated States of Micronesia).
- Taught educational psychology, ESL, curriculum development.
- Supervised and evaluated student teachers.

---

### **Professional Credentials**

---

- CA Administrative Services Credential, K-12; CA Teaching Credential, K-8; CA Community College Instructor; CA Community College, Supervisor; CA Community College, Student Personnel.

---

### **Professional Activities**

---

Elected to Faculty Council, Chapman University College, 2003-2005. Re-elected to faculty Council, Chapman University College, 2005-2007. Member, Chapman University College, Restructure Committee for Education Administration Credential Program, 2004-2005. Course Custodian for EDAU 676- Educational Law and Finance. Chair, Faculty and Staff Awards Committee, Chapman University College, 2005.  
California Association of Professors of Education Administration.  
Association of California School Administrators

# Wesley Wells

**Where there is a Wells, there is a way.**

Port Byron, IL 61275

[wellsywellsy@hotmail.com](mailto:wellsywellsy@hotmail.com)

217-825-6174

It is my goal to serve others in a quality organization. My extensive experience and a strong work ethic have allowed me to become a confident, well organized, and goal directed individual. I have developed strong written and oral communications skills and have a record of success in working in school and business organizations. Teams and organizations will find me friendly, cordial, hardworking, and focused. Those with knowledge of my background would call me a self starter with the ability to work cooperatively with others, or work independently. A passion for serving children and ability to adjust to change make me an asset in any organization.

Authorized to work in the US for any employer

## Work Experience

---

### **Substituting and Consulting**

Varied Districts - Quad Cities

I currently substitute teach two to three days per week.

### **Superintendent of Schools**

Morrisonville CUSD - Morrisonville, IL

2005 to 2011

Successfully balanced budgets, procured grants, evaluated teachers, advanced and aligned the curriculum with state and federal expectations for achievement and oversaw elementary discipline.

### **Superintendent**

Pleasant Hill CCSD - Peoria, IL

2002 to 2005

Lead a team of educators, parents, and students as superintendent.

### **Superintendent**

Riverview CCSD - East Peoria, IL

1999 to 2002

I lead education team as superintendent and principal.

### **Principal**

Orion Middle School - Orion, IL

1993 to 1999

### **ACTIVITIES**

Gardening, Music, Village Trustee, Music Organizer, Convention Presenter, Special Education Coop Chair, Kiwanis, Shriners, Reading Horizons Training, Curriculum Conference Attendee, Music Videos

### **Volunteer Work**

Village of Port Byron - Port Byron, IL  
May 2014

Serving as a trustee,  
Planning and Zoning Committee member  
Economic Development Committee Chair

## Education

---

### **Educational Specialist in Educational Administration**

Western Illinois University - Macomb, IL  
August 1992 to December 1995

### **M.S. in Educational Administration**

Western Illinois University-Macomb - Macomb, IL  
1985

### **B.S. in Social Science Education**

Illinois State University-Normal - Normal, IL  
1978

## Skills

---

public speaking, management, coaching, music, technology, interpersonal skills, problem solver, team player

## Certifications/Licenses

---

**Teacher, Principal, Superintendent Retired Certification in Illinois. Certified to substitute teach in Iowa.**

# Femi Obasun

## **CEO - Group Del**

Hayes, VA 23072

[femi35351@aol.com](mailto:femi35351@aol.com)

7575068004

Experienced chief executive officer has run operations with a demonstrated history of working in the Hospital Management and government connections industry. Also, skilled in Budgeting, sales, team Building, public speaking, and management. Strong in finance and with a Doctor of Philosophy (Ph.D.) focused Business Administration and Management from Northcentral University. Also, working on finishing a 2nd doctorate in Health Administration at Liberty University, with top class honor from Liberty University charter Omega Anu Lambda Honor Society.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **CEO**

Group Del - Hampton, VA

January 2010 to Present

of the company.

#### CEO - Chief Executive Officer

Maintenance of 5 Financial Accounts through daily bookkeeping, financial deposits, monthly reconciliations, general ledger entries, etc. Inflows and Outflows through estimates, invoicing, payment processing, job costing, vendor payments, etc. Weekly Payroll for staff of 5 and multiple subcontractors. Quarterly tax payments and form filing, Monthly Worker's Comp Reporting, budget analysis.

Successes include:

◇ Recovery of outdated collections assignments which recovered over \$5,000 of stale invoices, automated monthly reoccurring invoices and payments saving both time and money, applied current state required payroll percentage fees, saving \$700 quarterly, updated the office to online QB software allowing for remote access from any location, updated Worker's Comp reporting procedure, saving 3 hours monthly, updated HR forms and procedures.

Chief Operations Executive/CEO for 657-bed regional health system which includes three acute care hospitals, long term care facilities, home health and hospice agency and a critical access facility. Demonstrated leadership in insuring that operations run effectively and efficiently at the medical centers. Assist in performing all tasks necessary to achieve the organization's mission and help execute staff succession and growth plans. Train the Finance Unit and other staff on raising awareness and knowledge of financial management matters. Work with the CFO and executive team on the strategic vision including fostering and cultivating stakeholder relationships on city, state, and national levels. As well as assisting in the development and negotiation of contracts. Participate in developing new business, specifically: assist the CFO and CCO in modeling new funding opportunities, the drafting of prospective programmatic budgets, and determining the cost effectiveness of prospective delivery. Assess the financial benefits of all potential contracts and advise the Executive Team on programmatic

design and implementation matters. Ensure adequate controls are installed and that substantiating documentation is approved and available such that all purchases may pass independent and governmental audits. Provide the CFO and Board members with an operating budget. Work with the board member and medical directors to ensure programmatic success through cost analysis support, and compliance with all contractual and programmatic requirements. Oversee the management and coordination of all fiscal reporting activities for the organization including organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets. Oversee all purchasing and payroll activity for staff and participants. Develop and maintain systems of internal controls to safeguard financial assets of the organization and manage federal awards and programs. Oversee the coordination and activities of independent auditors ensuring all audit issues are resolved, and all compliance issues are met, and the preparation of the annual financial statements is by U.S. GAAP and federal, state and other required supplementary schedules and information. Monitor banking activities of the organization. Ensure adequate cash flow to meet the organization's needs. Investigate cost-effective benefit plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals and positively impact the community. Assist in the design, implementation, and timely calculations of wage incentives, commissions, and salaries for the staff. Oversee Accounts Payable and Accounts Receivable and ensure a disaster recovery plan is in place. Oversee business insurance plans and health care coverage analysis. Oversee the maintenance of the inventory of all fixed assets, including assets purchased with government funds (computers, etc.) assuring all are by federal regulations • Designed and implemented the first regional comprehensive cancer care center in for the company.

Lead the organization through a redesign process to improve the patient satisfaction scores from the 80th percentile to the 90th percentile. • Developed patient flow, case management and productivity systems for the medical center with outcomes achieved by reductions in length of stay, hours per patient day and wait times in emergency department. • Developed, through process redesign, an active bottom line with increased patient satisfaction and employee satisfaction (Awarded one of the best places to work in Connecticut). • Administrative lead for the installation of a new PACS (Picture Archiving and Communication System), RIS (Radiology).

### **CFO/Controller**

Havasu Regional Medical Center - Lake Havasu City, AZ  
2003 to January 2010

### **quality and customer service**

Trauma Center - Lake Havasu City, AZ  
2003 to January 2010

Open Heart, Neurosurgery and Cancer Center. Annual net revenue of \$208M and 675 FTEs. Leads the Accounting, Patient Experience, HIM, IT&S, Patient Access and Supply Chain teams, as well as, shared oversight of Case Management.

- The ability to build and retain a team, communicate a vision, and produce operating results while balancing cost, quality and customer service.
- Development and implementation of strategic plan focused on measurable outcomes such as revenue growth and cost reduction. Average annual net revenue growth since 2014 is 4.93%. From \$172M in 2014 to projected 2018 of \$208M. Received overall Operational Award for Financial Growth for 2015.
- Received 2016 Compliance and Ethics award for highest Compliance scores in the company.

- Focused on HPG compliant spend through creation of products committee (eliminated use of amniotic cell products for an annual savings of \$1.9M).
- Increased annual EBITDA 17.5% from \$58M in 2014 to \$68.2M in 2017. Projecting annual EBITDA of \$70M for 2018. Improved margin from 33.02% in 2016 to 34.03% in 2017 and continuing that trend in

### **Hired facility's first Physician Advisor**

Emergency Department

expansion and renovation and Linear

Accelerator replacement. Currently working on securing funding for DaVinci Robot.

- Hired facility's first Physician Advisor, working closely with denial reduction team, reduced denials as a % of net revenue from 3.8% to 2.1%. Working currently to hit goal of under 2%.
- Assumed responsibility for Patient Satisfaction and Culture Transformation in mid-2017. Created the Culture Transformation Committee, which works to change culture and promote patient satisfaction through employee satisfaction. Implemented new rounding process for all leaders. Overall HCAHPS hospital rating is up YOY by 9%, from 65.7% to 71.4%. ED and OP are up as well, ranking in the top 15% of hospitals.
- Successfully transitioned facility to Parallon Revenue services in 2014.

## Education

---

### **Doctorate in DHA-Health Administration in DHA-Health Administration**

Liberty University - Lynchburg, VA

January 2017 to February 2020

### **Doctorate-D.B.A. in Business Management in Business Management**

Northcentral University

January 2013 to January 2016

### **M.B.A. in Finance in Finance**

University of Baltimore

1999

### **Master's in Business in Business**

Lagos university - Lagos, NG

December 1997 to December 1998

### **Bachelor's in Business Management in Business Management**

Lagos university - Lagos, NG

January 1996 to December 1997

### **Bachelor's in econ in econ**

Virginia Military Institute - Lexington, VA

January 1994 to March 1996

## Skills

---

Fundraising, Strategic Planning, budget, Public Speaking, Operations

**This page intentionally left blank.**

Greetings.

I would like to express my interest in the Indian River Interim Superintendent position posted on Indeed.com. I have several years of experience working as a teacher and school leader in multiple states. In my most current role, I serve as the Assistant Vice President of K12 Programs for a large non-profit organization. In this capacity, I oversee three programs that provide programming and support to middle and high school students, pre-service teachers, and in-service teachers.

I've reviewed the current job posting on your website and feel that this would be a great role for me. I have several years of experience working as a school leader in schools that are highly innovative in the approach to teaching and learning. Additionally, I have served as a peer reviewer for the Department of Innovation for multiple federal K-12 competitions. I embrace this role as a peer reviewer because it gives me great insight into new and innovative approaches to serve students in fragile communities. I am able to travel as often as necessary to various regions and I am willing to consider relocation.

I've uploaded my resume' as an initial step in exploring a career with your school district. I believe my experience, qualifications, and passion will be a great asset to the talent that currently exists with your district.

Should you like to speak with me directly, please contact me directly at (954) 478-0257 (mobile) or via email at [thornton96@msn.com](mailto:thornton96@msn.com).

I thank you in advance for your careful consideration.

*Kindest regards,  
Dawna Taylor-Thornton*

# Dawna Taylor-Thornton

## **Assistant Vice President of K-12 Programs / Executive Director - Thurgood Marshall College Fund**

Jacksonville, FL 32225  
[dawnath71@gmail.com](mailto:dawnath71@gmail.com)  
954-478-0257

A dynamic leader with over 20 years of experience in education and training. Experience in designing and managing school programs. Proven ability to design and facilitate successful training programs with at-risk students, parents and community leaders. Strongly committed to helping at-risk youth through leadership development programs and community activities. In-depth knowledge of charter schools and blended learning programs. Proven ability to manage multiple programs across various locations.

Willing to relocate: Anywhere  
Authorized to work in the US for any employer

## Work Experience

---

### **Assistant Vice President of K-12 Programs / Executive Director**

Thurgood Marshall College Fund - Washington, DC  
November 2015 to Present

and Principal Investigator of STEM Pilot Initiative November 2015 - Present

- Establish ownership, provide leadership and direction to TMCF's K12 team
- Cultivate existing relationships with partners/vendors with the goal of ensuring sufficient space and resources, and access to services
- Develop and implement strategies that will maximize the synergies among program areas
- Collaborate with funder to ensure program participants have access to resources
- Manage relationships and ensure execution of project plans with strategic partnerships and internal stakeholders alike
- Identify new partnerships that bring mutual benefit to TMCF and other partner organizations and our member-schools
- Recruit, hire, and oversee training and orientation of all staff members
- Provide opportunities to address employee skill gaps
- Develop objective performance measurements for each program to effectively
- Develop accountability system to ensure that all team members are meeting team goals and organization performance standards
- Evaluate the skill, experience, and professional development needs of all team members
- Develop appropriate year-round programming for all K12 programs
- Develop contracts for all program participants
- Identify and manage all project consultants
- Prepare quarterly reports for Board of Directors and Funder
- Manage program budget and determine need for program materials and resources
- Work with external evaluators to coordinate regular and ongoing program evaluations

## **Director of Blended Learning Program**

Commonwealth Connections Academy - Philadelphia, PA

November 2011 to 2015

- \* Develop /Implement/ Manage Start-Up Plans for Blended Learning Programs across (5) states
- \* Develop and Manage Program Budgets
- \* Oversee Program Managers and Teachers
- \* Develop Parent/Student Handbook
- \* Develop job descriptions for staff members of Blended Learning Programs
- \* Evaluate staff members against program objectives
- \* Recruit and select candidates for new staff vacancies
- \* Coordinate monthly staff development activities
- \* Provide direct support to Project Stakeholders
- \* Lead project collaboration with weekly status meetings and reporting
- \* Track issues and resolutions
- \* Track project costs
- \* Provide regular communications to stakeholders
- \* Prepare reports for Governing Boards

## **Head of School**

K12, Inc - Wilmington, DE

August 2010 to November 2011

- \* Develop /Oversee/ and Implement Start-Up Plans for Opening of School
- \* Develop and Manage School Budget
- \* Assist in preparation of school charter applications
- \* Develop Parent/Student Handbook
- \* Assign specific duties to staff members
- \* Work with students/parents to resolve discipline concerns
- \* Supervise consistent and fair school-wide discipline system in accordance with laws and regulations
- \* Recruit new staff members for existing vacancies
- \* Interview candidates for existing vacancies
- \* Plan curriculum with Department Chairpersons
- \* Coordinate monthly staff development activities
- \* Responsible for staff evaluations of instructional and non-instructional staff members
- \* Review student quarterly progress reports with classroom teachers
- \* Interpret state test results for school, parents, and community leaders
- \* Develop school improvement plan with school advisory committee
- \* Prepared and reviewed monthly reports for the State Department of Education
- \* Prepare monthly reports for School Governing Board
- \* Write and publish school newsletter and correspondences for parents and community members
- \* Maintained files for annual audits
- \* Planned student activities to coordinate with monthly themes or goals
- \* Reviewed and approved monthly invoices for accounts
- \* Negotiated contracts with vendors for selected services

## **Consulting Principal**

RISE Academy Schools - North Lauderdale, FL

August 2008 to August 2010

- \* Prepare Charter Renewal Application

- \* Plan curriculum with Department Chairpersons
- \* Coordinate monthly staff development activities
- \* Responsible for staff evaluations of instructional and non-instructional staff members
- \* Coordinate and administer all standardized tests according to district testing calendar
- \* Review student quarterly progress reports with classroom teachers
- \* Interpret state test results for school, parents, and community leaders
- \* Develop school improvement plan with school advisory committee

### **Interim Principal / Director of Middle School / Assist. Principal**

Imagine Schools - North Lauderdale, FL

August 2008 to August 2010

- \* Develop Parent/Student Handbook
- \* Assign specific duties to staff members
- \* Work with students/parents to resolve discipline concerns
- \* Supervise consistent and fair school-wide discipline system in accordance with laws and regulations
- \* Recruit new staff members for existing vacancies
- \* Interview candidates for existing vacancies
- \* Prepare school class rosters for scheduling
- \* Plan curriculum with Department Chairpersons
- \* Coordinate monthly staff development activities
- \* Responsible for staff evaluations of instructional and non-instructional staff members
- \* Coordinate and administer all standardized tests according to district testing calendar
- \* Review student quarterly progress reports with classroom teachers
- \* Interpret state test results for school, parents, and community leaders
- \* Develop school improvement plan with school advisory committee
- \* Prepared schools in preparation for SACS Quality Assurance Review Visit
- \* Prepared application for National School Lunch Program
- \* Oversee the Operations of the Breakfast and Lunch Program
- \* Prepared monthly reports for reimbursement for the Department of Education
- \* Prepare narrative information for pending grants
- \* Write and publish school newsletter and correspondences for parents and community members
- \* Maintained files for annual audits
- \* Planned student activities to coordinate with monthly themes or goals
- \* Reviewed and approved monthly invoices for accounts
- \* Negotiated contracts with vendors for selected services

### **Founding Principal**

RISE Academy Schools - Lauderdale, FL

June 2008 to August 2010

- \* Develop /Oversee/Implement Start-Up Plans for Opening of School
- \* Identify fund-raising opportunities to supplement school budget
- \* Assist in identifying facilities for approved charter applications
- \* Develop Parent/Student Handbook
- \* Assign specific duties to staff members
- \* Work with students/parents to resolve discipline concerns
- \* Supervise consistent and fair school-wide discipline system in accordance with laws and regulations
- \* Recruit new staff members for existing vacancies
- \* Interview candidates for existing vacancies

- \* Prepare school class rosters for scheduling
- \* Plan curriculum with Department Chairpersons
- \* Coordinate monthly staff development activities
- \* Responsible for staff evaluations of instructional and non-instructional staff members
- \* Coordinate and administer all standardized tests according to district testing calendar
- \* Review student quarterly progress reports with classroom teachers
- \* Interpret state test results for school, parents, and community leaders
- \* Develop school improvement plan with school advisory committee
- \* Reviewed monthly reports for reimbursement for the Department of Education
- \* Prepare monthly reports for Governing Board
- \* Write and publish school newsletter and correspondences for parents and community members
- \* Maintained files for annual audits
- \* Planned student activities to coordinate with monthly themes or goals
- \* Reviewed and approved monthly invoices for accounts
- \* Negotiated contracts with vendors for selected services

### **SACS CASI Quality Assurance Review Team Member**

ADVANC-ED SACS/CASI

August 2004 to June 2010

- \* Represent AdvancED during the Quality Assurance Review Visit
- \* Assess the school's adherence to the AdvancED Standards and policies through artifact review, on-site interviews, and general observations
- \* Assess adherence to the AdvancED Accreditation Standards for Quality Schools
- \* Assess Implementation of a process for continuous improvement; and methods to monitor and maintain quality assurance across the system
- \* Identify strengths deserving of commendations
- \* Develop recommendations to help the school improve student learning and overall school effectiveness
- \* Develop a brief exit report to be shared with the school community
- \* Prepare a written report summarizing the team's findings
- \* Make accreditation recommendation

### **Principal / Academic Dean / Reading Specialist**

Charter Schools USA - Fort Lauderdale, FL

August 2001 to November 2003

- \* Develop Faculty Handbook
- \* Develop Parent/Student Handbook
- \* Implement academic enrichment programs for low performing students
- \* Assign specific duties to staff members
- \* Work with parents to resolve concerns
- \* Recruit new staff members for existing vacancies
- \* Prepare school master schedule
- \* Prepare student schedules each semester
- \* Plan curriculum with Department Chairpersons
- \* Prepare monthly reports to district
- \* Align school curriculum to the Sunshine State Standards
- \* Coordinate monthly staff development activities
- \* Coordinate and administer all standardized tests according to district testing calendar

- \* Review student quarterly progress reports with classroom teachers
- \* Interpret state test results for school, parents, and community leaders
- \* Develop school improvement plan with school advisory committee
- \* Assess student reading deficiencies through testing and monitoring
- \* Develop remedial reading curriculum for high school students
- \* Teach reading strategies to remedial reading students
- \* Work with Department Chairpersons to develop a comprehensive integrated reading program for students school wide
- \* Modeled teaching strategies for fellow staff members

## **Teacher**

Broward County Schools - Fort Lauderdale, FL  
August 1994 to June 2001

- \* Prepared and taught daily lessons that correlated with the Florida Sunshine State Standards.
- \* Prepared modified curriculum to address the various learning needs.
- \* Participated on School Improvement Committee.
- \* Served as the Career Education Coordinator.
- \* Served on School Technology Committee
- \* Served as PTA Teacher Liaison.
- \* Coordinate field trips and extra-curricular activities for parents, students and teachers.
- \* Developed educational incentive plan for students and parents.
- \* Served as Department Chairperson for a team of (4) teachers.
- \* Served as Supervising Teacher to 1st year teachers.
- \* Served as Directing Teacher for Student interns from local universities.

GRANT PEER GRANT REVIEWER EXPERIENCE

## **Learning and Development Trainer**

AT&T Broadband - Miami, FL  
August 1999 to February 2001

- \* Facilitate Customer Sales & Service training for over (600) Frontline Employees
- \* Facilitate and Coordinate Diversity Training for over (300) employees
- \* Facilitate and Coordinate Sexual Harassment Training for Frontline Employees
- \* Facilitate Technical Upgrade Training for (250) Incumbent Employees
- \* Implement and oversee Career Development program for Frontline Employees
- \* Prepare Needs Analysis reports and monthly ROI reports

## Education

---

### **Master of Science in Educational Leadership in Administration, & Supervision**

Jones International University  
2008

### **Bachelor of Science in Elementary Education in Elementary Education**

Florida A&M University  
1994

## Skills

---

Microsoft Office (10+ years), Google Docs (7 years), Public Speaking (10+ years), Consulting (10+ years)

## Certifications/Licenses

---

**Florida Professional Educator Certification in Educational Leadership (All Levels)**

**Pennsylvania Professional Educator Certification in Educational Leadership (All Levels)**

## Additional Information

---

Grant Peer grant reviewer experience

2010	Florida Department of Education Office of School Choice Charter School Planning & Implementation Grant
2010	US Department of Education Office of Innovation and Improvement School Leadership Program
2013	US Department of Education Office of Innovation and Improvement
2016	i3 Full Development Grant
2014	US Department of Education Office of Innovation and Improvement
2016	i3 Development Grant i3 Validation Grant i3 Scale-Up Grant
2017	US Department of Education Office of Innovation and Improvement Education Innovation and Research (EIR) Program: Early Phase
2017	US Department of Education Office of Innovation and Improvement Education Innovation and Research (EIR) Program: Mid- Phase
2017	US Department of Education Teacher and School Leader Incentive Program (TSL)
2017	US Department of Education Education, Innovation, and Research Grant
2018	US Department of Education Charter School Grant (Developer Competition)

**This page intentionally left blank.**

# Sylvia Hall, Ph.D.

## **Principal - Cascade Elementary School**

Peachtree City, GA 30269

[sylviahall3890@gmail.com](mailto:sylviahall3890@gmail.com)

(770) 298-7465

To work in the field of education within a leadership position offering support and expertise to increase Student achievement and move schools from failing to achieving.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Principal**

Cascade Elementary School (IB School) - Atlanta, GA

December 2012 to Present

Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior. Lead IB Implementation for Mays Cluster of Schools including Cascade Elementary.

- Manage, evaluate and supervise effective and clear procedures for the operation and functioning of the school consistent with the philosophy, mission, values and goals of the school including instructional programs, extracurricular activities, and discipline systems to ensure a safe and orderly climate, building maintenance, program evaluation, personnel management, office operations, and emergency procedures.
  - Ensure compliance with all laws, board policies and civil regulations. Establish the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the school's philosophy, mission statement and instructional goals.
  - Supervise the instructional programs of the school, evaluating lesson plans and observing classes (teaching, as duties allow) on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development.
- Duval Charter School @ Arlington (K-8) 850 Students

### Turnaround Principal

- Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior.
- Manage, evaluate and supervise effective and clear procedures for the operation and functioning of the school consistent with the philosophy, mission, values and goals of the school including instructional programs, extracurricular activities, and discipline systems to ensure a safe and orderly climate, building maintenance, program evaluation, personnel management, office operations, and emergency procedures.
- Ensure compliance with all laws, board policies and civil regulations. Establish the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the school's philosophy, mission statement and instructional goals.

- Supervise the instructional programs of the school, evaluating lesson plans and observing classes (teaching, as duties allow) on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development.
- Title I Contact for District for Charter School.
- Board Liaison for Duval Charter School @ Arlington
- Wrote and Developed the CSUSA Curriculum Turn Around Model
- Member of Charter Schools USA Site Team, which visits other school campuses, completing focused walkthroughs and providing feedback on various instructional practices.
- Member of Interview Team for various CSUSA openings to assist with screening of applicants for possible solutions within the CSUSA network.

### **Board Liaison**

Downtown Miami Charter School - Phoenix, AZ  
January 2010 to June 2012

Complete Informational Sessions for opening of new schools in Georgia.

- Member of Charter Schools USA Site Team, which visits other school campuses, completing focused walkthroughs and providing feedback on various instructional practices.
- Member of Interview Team for various CSUSA openings to assist with screening of applicants for possible solutions within the CSUSA network.

University of Phoenix 1/2010-6/2012

Faculty Supervisor

- Describe expectations for the student teacher and the role of the designated cooperating teacher.
- Conduct site visits to each student teacher assigned for the purposes of:
  - a) Monitoring student teacher progress in an accurate and timely fashion
  - b) Verifying attendance
  - c) Troubleshooting problem areas
- Meet with the Cooperating Teacher to discuss the student teacher's performance and to answer any questions.
- Perform formal evaluations of the student teacher, which includes a mid-term, final evaluation, and final grade through Task Stream.

### **Transformational Principal**

America's Choice @ SAND School  
2011 to 2012

Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior.

- Increased Student Achievement by more than 10% in Mathematics on the CMT, 15% in Reading on the CMT, and 25% in Writing on the CMT for the 11-12 school year.
- Developed Afterschool Academic Program utilizing School Improvement Grant targeting 186 students.
- Manage, evaluate and supervise effective and clear procedures for the operation and functioning of the school consistent with the philosophy, mission, values and goals of the school including instructional programs, extracurricular activities, and discipline systems to ensure a safe and orderly climate, building maintenance, program evaluation, personnel management, office operations, and emergency procedures.
- Ensure compliance with all laws, board policies and civil regulations. Establish the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the school's philosophy, mission statement and instructional goals.

- Supervise the instructional programs of the school, evaluating lesson plans and observing classes (teaching, as duties allow) on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development.
- Responsible for Student Based Budgeting (Manage all school funds including Title I, Priority Funds and School Improvement Grants, as well as General Based Budget)
- America's Choice School Design Coordinator for District.

Downtown Miami Charter School (K-6) 640 Students

### **Principal**

Downtown Miami Charter School - Atlanta, GA

2009 to 2011

Increased school grade within one school year from a "D" to a "B"- 5 points shy of an A.

- Establish and promote high standards and expectations for all students and staff for academic performance and responsibility for behavior.
- Wrote and Received multiple grants for DMCS in excess of 50,000 for one school year.
- Manage, evaluate and supervise effective and clear procedures for the operation and functioning of the school consistent with the philosophy, mission, values and goals of the school including instructional programs, extracurricular activities, and discipline systems to ensure a safe and orderly climate, building maintenance, program evaluation, personnel management, office operations, and emergency procedures.
- Ensure compliance with all laws, board policies and civil regulations. Establish the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the school's philosophy, mission statement and instructional goals.
- Supervise the instructional programs of the school, evaluating lesson plans and observing classes (teaching, as duties allow) on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development.
- Title I Contact for District for Charter School.

### **Cluster Leader (State Turn Around Specialist)**

NCEE/America's Choice Inc

2007 to 2009

Arkansas & Mississippi.

- Provide direct services to various schools with a focus on program improvement and educational interventions in key areas of leadership, literacy and/or mathematics.
- Administer workshops for math academies and literacy academies focusing on conceptual math teaching and best teaching practices for standards based instruction in reading and literacy.
- Use AC diagnostic tools to collect qualitative data on the strengths and weaknesses of the educational program at the assigned schools.
- Meet with the Leadership Team (including the principal, lead teachers and other appropriate individuals) on a weekly basis to analyze student performance data, determine resource and professional development needs and problem solve.
- Meet with the District leadership to discuss observed needs, plans of action, and next steps.
- Observe teachers during instruction in literacy and mathematics. Coach teachers in strategies to differentiate instruction and meet assessed student needs.

- Meet with teachers by grade level and/or subject area to discuss problems or issues associated with the addition of displaced students to the school community. Problem solve with them.
  - Plan professional development and training for school leadership, ELA teachers and/or math teachers based upon data, observations, and information gained from staff members.
  - Conduct Focus Walks with the school Leadership Team and appropriate staff and plan action steps to improve the educational program
  - Work directly with district officials, school leadership teams and teachers, at three schools in Mississippi to improve student performance. Required to work independently with general supervision from the project director.
- Administer workshops and in-service trainings to district officials, school administrators, and teachers weekly. Present information at Principal's meetings for several counties within Mississippi.
- Technology Coordinator for Project Asst Group, Set up WebPages, set up discussion groups, provide in-service trainings on use of computer software and programs for various groups of people.
- National Keynote Presenter at 2008 America's Choice Conference in Hollywood, CA on conceptual math teaching and math interventions for K-12.

### **5th Grade Teacher, Model Teacher Leader, Mentor Teacher, Trainer, Safety Net Instructor**

Georgia Public School System

2002 to 2007

2002-2007)

LP Miles Elementary School, America's Choice Design , 5th Grade Teacher, Model Teacher Leader, Mentor Teacher, Trainer, Safety Net Instructor,

Hightower Elementary School, America's Choice Design 5th Grade Teacher, Odyssey Learning Coordinator for Upper Grades, After school Tutor, and Reading Safety Net Instructor for at risk students. Trainer for new Georgia Performance Standards.

McLendon Elementary School, 4th Grade Teacher, Reading Recovery Specialist and MEBA math.

### **Pinellas County Schools**

Florida Public School System - Saint Petersburg, FL

2000 to 2002

Lakewood Elementary School, St. Petersburg, Florida

Taught 1st Grade and 5th Grades

## Education

---

### **Ph.D. in Educational Leadership**

Capella University

May 2007

### **M.S. in Education**

Walden University

April 2004

## **BS in Elementary Education**

Florida A & M University

2000

### Additional Information

---

#### SKILLS

Outstanding Technology Skills (Familiar with various computer programs/applications, Type 85 wpm)

Outstanding Leadership & Supervisory Skills

Very proficient in the use of computers and technology integration.

Familiar with Success and Kagan Cooperative Learning.

Familiar with the America's Choice School Design and teaching with standards based instruction.

Highly organized, with attention to detail.

Proven ability to work in chaotic situations and still maintain a sense of humor.

Exceptional leadership skills and teacher mentoring.

Familiar with math workshop, reader's workshop and writer's workshop.

**This page intentionally left blank.**

# Brett McGlynn

Sebastian, FL

[Brettmcglynn13@gmail.com](mailto:Brettmcglynn13@gmail.com)

7726461816

Previous General Manager with management experience and exceptional people skills desiring a new challenging role. I moved my way into management after so many years with the same company. While I learned all managerial duties including but not limited to; scheduling, payroll, hiring, training, opening & closing procedures, customer service, and public relations work for the business. I'm effective in creating positive environments where employees can thrive and succeed. I'm Reliable, dedicated, detail oriented, & looking for a new role where hard work and dedication will be highly valued.

Authorized to work in the US for any employer

## Work Experience

---

### **Material Handler**

Piper Aircraft - Vero Beach, FL

September 2018 to Present

- Carry out Daily Routines for all Aircraft equipment & materials
- Punctual Time Lines
- Ensuring safety of aircraft equipment & materials
- Fork Lift Certified
- Well versed in LN program

### **Manager**

Giuseppe's Pizzeria and Ristorante - Sebastian, FL

February 2015 to October 2018

General Manager with management experience and exceptional people skills desiring a new challenging role. I moved my way into management after so many years with the same company. I've served, cooked, & made pizzas. While also learning all managerial duties including but not limited to; scheduling, payroll, hiring, training, opening & closing procedures, customer service, and public relations work for the business. I'm effective in creating positive environments where employees can thrive and succeed. I'm Reliable, dedicated, detail oriented, & looking for a new role where hard work and dedication will be highly valued.

#### Duties Included

- Inventory / Inventory Ordering
- Performed cycle counts and monthly inventory audits.
- Supervised, developed, and delegated tasks to employees.
- Scheduling for all 6 departments of the Company
- Oversaw the opening and closing of the store, which included reconciling cash drawers, & making bank deposits.
- Managed Company Payroll
- Customer Service & Satisfaction

- Regularly checked on guests to ensure satisfaction with each food course and beverages.
- Facilitated on-site staff training and developed processes and procedures to increase accuracy.
- Followed all food safety and health code standards.
- Recruited, hired, and trained new employees, including monitoring and review of individual performance.
- Boosted Sales Volume by directing and hosting Pizza / Cooking classes for our Community, and Events for Fundraisers to help our Local Community & Oceans.
- Public Relations work for the business (Website Design, Facebook, Instagram, News Paper & Radio Advertising)

## Education

---

### **AA in Business**

University of Phoenix-Online Campus - Tampa, FL  
August 2008 to April 2010

## Skills

---

Customer Service (10+ years), Forklift, Picker Packer, Warehouse Associate, Shipping Receiving, Point of sales, Community Relations, Microsoft office, Computer proficient, Multi task management, Time management, Forklift Operator, General Labor

## Certifications/Licenses

---

### **ServSafe**

March 2018 to March 2023

Food Service & Safety Managers Certification  
(2013-2018) (2018-2023)

The purpose of Food Safety Manager Training is to prepare managers to implement proven food safety practices and systems, maintain a safe and hygienic foodservice operation, and oversee the training and daily practices of hourly food workers to prevent the spread of foodborne illness. We are taught to identify managerial responsibilities for employee training, imminent health hazards, facility tours, food recalls, menu and product labeling, and serving food to highly susceptible populations. This is a nationally-accredited Certified Food Protection Managers Certificate.



- Partnered with Sikorsky Aircraft in developing a summer high school internship program. Many students were offered full time employment or continued internships throughout college

**Norwalk Public Schools – Norwalk CT**

2011 – 2013

**Science Department Chair – Norwalk High School**

- Administered the development, implementation and monitoring of a comprehensive subject area action plan for each phase of the curriculum cycle including assessment, program support and staff development.
- Collected and analyzed data regarding the quality of programs and the expected student learning results
- Supervised, developed and evaluated teaching staff of 18
- Improved number of dual enrollment courses offered by 300%
- Improvement of CAPT Science scores after creation of a review program, and modification of curriculum
- Adjunct Professor University of Connecticut Dual enrollment Calculus based Physics 1 & 2

**University of Phoenix**

2011 - 2013

**Math and Natural Science Lead Faculty Chair – Norwalk CT**

- Oversaw the development, implementation and monitoring of a comprehensive subject area action plan for each phase of the curriculum cycle including assessment, program support and staff development
- Recruited, trained and supported new and existing faculty

**MILITARY EXPERIENCE – United States Navy**

- United States Naval Commander (retired) 2004
- Functional Integration Manager – Submarine Learning Center
- Department Head – Commander Submarine Development Squadron Twelve
- Executive Officer – USS LaJolla (SSN 701)
- Engineering Officer – USS Tucson (SSN 770)

**OTHER EXPERIENCE**

- Lead Physics Teacher – Stratford High School, Stratford CT 2004 – 2011
- National Honor Society adviser 2005 - 2011
- Elected as a Representative Town Member – Fairfield CT 2000-2014
- Sailing Director – Town of Fairfield, CT (summers 2005 – 2013)
- Sailing Coach – Fairfield Prep, Fairfield CT (2005-2013)
- Coordinator for the New England Scholastic Sailing Association (NESSA). Team advanced to the Mid Atlantic Championships 2010, 2011 and 2012
- US Sailing and Powerboat Instructor 2005-Present

# Joseph Lipp

## **LEADER IN STEM EDUCATION**

Westport, CT 06880

[jlipp3@aol.com](mailto:jlipp3@aol.com)

(203) 260-8414

Educator with expertise in urban education leading an award winning secondary STEM magnet school; raising student achievement; increasing teacher professional development focusing on student success; implementing Project Lead the Way into curriculum. Brings professional experience as a retired US Naval Commander to the STEM environment for all stakeholders.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Principal of Multi-Award Winning STEM Magnet School**

Aero/Hydrospace Engineering and Physical Sciences Magnet High School - Bridgeport, CT

July 2013 to Present

Awarded the Magnet Schools of America School of Distinction 2017 and School of Excellence for 2018 and 2019

- Science fair competition among 7 city high schools. School had 7 of 12 finalists advanced to the state competition resulting in 2 of the school's finalists winning scholarships
- Coordinated and developed one of three new STEM high schools in an urban district. Freshman class consisted of 150 students from city and other surrounding districts. Current enrollment of 500 students. 98% graduation rate. 85% of students went to college
- Developed and collaborated on STEM curriculum for themed based school with a concentration on aerodynamics, engineering and robotics
- Minority students reached benchmarks on SATs at 3X more than the district and state.
- Lowest chronic absent rate of all district high schools from 17% to 11%.
- Supervises and evaluates staff and administrators to ensure optimum student achievement and instructional leadership
- Secured funding of \$60,000 through Project Lead the Way and Fitch grants for extended profession development and purchase of STEM equipment
- Promotes the school as an integral part of the local and instructional communities
- Partnered with Sikorsky Aircraft in developing a summer high school internship program. Many students were offered full time employment or continued internships throughout college

### **Sailing Director**

Town of Fairfield - Fairfield, CT

June 2005 to August 2013

Ran the waterfront programs for the town of Fairfield

US Sailing Certified School

Taught US Sailing courses and US Powerboat courses

### **Science Department Chairman**

Norwalk High School - Norwalk, CT  
July 2011 to July 2013

- Administered the development, implementation and monitoring of a comprehensive subject area action plan for each phase of the curriculum cycle including assessment, program support and staff development.
- Collected and analyzed data regarding the quality of programs and the expected student learning results
- Supervised, developed and evaluated teaching staff of 18
- Improved number of dual enrollment courses offered by 300%
- Improvement of CAPT Science scores after creation of a review program, and modification of curriculum
- Adjunct Professor University of Connecticut Dual enrollment Calculus based Physics 1 & 2

### **Sailing Coach**

Fairfield Prep - Fairfield, CT  
August 2005 to June 2013

Coached sailing Fall and Spring and brought my team to the Atlantic Coast Conference Championships 4 times- Top 20 Teams for entire east coast of the USA

### **Lead Physics Teacher**

Stratford High School - Stratford, CT  
August 2004 to July 2011

- Lead Physics Teacher - Stratford High School, Stratford CT 2004 - 2011
- National Honor Society adviser 2005 - 2011

### **US Naval Submarine Officer**

US Navy - Various  
May 1985 to September 2004

- Functional Integration Manager - Submarine Learning Center
- Integrated scoring and training into existing and future combat and sonar systems.
  
- Department Head - Commander Submarine Development Squadron Twelve
- Worked with contractors to develop and test new combat and sonar systems
- Improved existing submarine but replacing hardware with Commercial Off The Shelf (COTS) servers and processors allowing upgrades to be made 10 times faster and at 20 times less cost.
  
- Executive Officer - USS Lajolla (SSN 701)
- Arranged the logistic for two home port changes prior to and after refueling overhaul
- Acted commanding officer
- Managed the crew and families of 142 sailors
  
- Engineering Officer - USS Tucson (SSN 770)
- New construction engineer, initial manning, testing and sea trials
- Trained engineering department to perform outstanding on inspections and deployments

## Education

---

**Doctorate in Educational Leadership**

Fordham University - Bronx, NY

August 2012 to Present

**Sixth year in Educational Leadership and School Administration in Educational Leadership**

University of Connecticut - Storrs, CT

June 2008 to May 2009

**Master's in National Security and Strategic Studies**

United States Naval War College - Newport, RI

March 1997 to March 1998

**Bachelor's in Engineering**

State University of New York Maritime College - Bronx, NY

August 1981 to May 1985

**Skills**

---

Microsoft Word, CPR, Organizational Skills, Public Speaking, Teaching

## Official Statement of Status of Eligibility

MR. JOSEPH J LIPP III  
94 EASTLAWN STREET  
FAIRFIELD, CT 06824

Florida DOE Number: 1367136  
Applicant ID Number: [REDACTED]  
Processing Date: 07/20/2018  
Expiration Date: 07/20/2021

### **DO NOT DESTROY. PLEASE RETAIN UNTIL ALL REQUIREMENTS ARE COMPLETE**

This Official Statement of Status of Eligibility outlines requirements for issuance of a Florida Educator's Certificate. Florida school district personnel will advise you of any additional requirements for employment in the school district and including compliance with applicable federal laws and regulations.

For Florida educator certification purposes, college degrees and credits must be earned at institutions that are either accredited by an agency recognized by the U.S. Department of Education or approved by the Florida Department of Education. College level credits recommended by the American Council on Education (ACE) are also acceptable.

### **YOU ARE ELIGIBLE FOR A FLORIDA EDUCATOR'S CERTIFICATE AS SHOWN BELOW.**

**Professional Certificate: For issuance of a Professional Educator's Certificate valid for five years covering Educational Leadership (All Levels), official documentation of the following requirements must be submitted to the Bureau or Educator Certification:**

- Results of your fingerprint processing from the Florida Department of Law Enforcement and the FBI. Your employer will assist you in completing the fingerprint process. If your application or fingerprint report reflects a criminal offense or suspension/revocation record, your file will be referred to Professional Practices Services for further review. Issuance of your certificate will be contingent upon the results of this review.

#### **Additional Comments:**

- Your application for an evaluation in School Principal (All Levels) and Educational Leadership (All Levels) has been received. Please be advised that the base administrative coverage in Florida is

Educational Leadership. It is appropriate to qualify a person as a candidate for the principal position; therefore, we have cancelled your application for School Principal and a refund of your application fee will be processed. You may contact your employer once you are employed in Florida to enroll in their school principal program.

This evaluation outlines one educator preparation route and pathway to certification. For other options, please select 'Alternative & Traditional Certification' from our home page (<http://www.fldoe.org/teaching/certification>).

**This page intentionally left blank.**

# Robert Call

## **Sr. Director of Contracts and Business Operations - Prioria Robotics, Inc**

Alachua, FL 32615

[rcr121259@gmail.com](mailto:rcr121259@gmail.com)

301.788.2766

Senior Business Operations, Contracts, and Strategic Management Professional with 20 years multi-million dollar management experience providing goal-oriented business development, contracts, operations, strategic alliances, and program management expertise with vision and creativity in both high-profile commercial and government environments. Achieved success in defining domestic and international corporate strategic objectives, realizing broad-based consensus for action, and positioning new technologies and services to exceed performance and profit expectations. Top Secret Clearance/Special Background Investigation (TS/SBI) granted June 2006.

### KEY PERFORMANCE AREAS:

❖ Strategic Planning, Acquisitions, Business Development and Sales: Define, develop, and build long-term strategic acquisition strategies and business alliances based on portfolio requirements, performance and expertise.

❖ Contract/Subcontract Negotiations & Management: Impart leadership in areas of business strategy, operations,

contract negotiations, and program management with customers, subcontractors, vendors and suppliers.

❖ Commercial-Government Relations: Prime Negotiator for one of the largest commercial/government ventures in the

history of the US (\$6B).

❖ Program/Project Management: Managed the design, construction and implementation of the first worldwide

Wireless Satellite-based communications system.

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Sr. Director of Contracts and Business Operations**

Prioria Robotics, Inc - Gainesville, FL

2015 to Present

Direct the Contracts and Business Operations Department responsible for the overall negotiation, contracts management, capture, and business operations of the company's core business - Small,

Unmanned Aerial Vehicle systems (UAVs). Team leader for Prioria's design, development, and manufacture of our Maveric, Leviathan, and Hex UAV systems and our Merlin Vision Autopilot Navigation System. Expanded our customer base, both from a military & commercial perspective as well as domestically & internationally, with our innovative technical solutions which are both agile and easily adaptable. Introduced a UAV platform capable of readily incorporating enhancements and modifications to accommodate unique payload solutions to meet the customer's specific tactical, surveillance and mission requirements. Major emphasis placed on federal sponsored innovation programs for small businesses, specifically, Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR). Member of Senior Staff reporting directly to the CEO; P & L responsibility.

### **Subject Matter Expert**

RCR Business Operations Consultants - Berlin, MD  
2009 to 2015

Provided expert consultation to IT and Defense contractors, including small businesses and start-up ventures in the subject matter area of business operations, specifically: bid & proposals, cost-estimates, capture management, 'Must-Win' strategy, contract negotiations, program/project management, procurement, subcontract management, Mentor-Protégé Agreements and any Small Business Administration (SBA), Federal Acquisition Regulations (FAR), Defense Federal Acquisition Regulations (DFAR), and International Traffic in Arms Regulations (ITAR) issues. Mission Objective: Establishment of long-term and mutually profitable relationships and alliances, both with the client as well as the Government and civil agencies. Service Agreement (BOA) with ITT Corporation and Maden Technologies (major clients).

### **Sr. Director, Contracts & Strategic Management**

CRGT, Inc. - Vienna, VA  
2005 to 2009

Led the Contracts and Strategic Management Department for CRGT Inc.; Oversaw all strategic initiatives, contract management/negotiations, business operations and customer relations for the company. As a member of the Senior Staff, my role included developing the company's business plan and creating the inroads for long term business partnerships which focused on the company's core capabilities; achieved monthly and quarterly sales objectives each year (P & L responsibility).

Negotiated and managed the "Army Knowledge Online" (AKO) contract which was the Army's first Intranet portal, Web-enabled knowledge management application supporting 1.8M users. Total Price: \$209M. Lead point of contact for orchestrating the proposal submittal, final negotiation and management of the next generation "Defense Knowledge Online" (DKO) follow-on major subcontract with Northrop Grumman which will support up to 8M users. Total Price: \$300M. Directed the capture of all new business opportunities, including the Bureau of Alcohol, Tobacco, Firearms and Explosives Knowledge Online (ATF KO) iPASS win. Total Price: \$43.5M; managed a staff of twelve contracts, procurement, capture management, proposals and business development professionals.

### **Sr. Manager, Contracts**

Lockheed Martin Information Technology - Fairfax, VA  
2002 to 2005

Managed the Contracts and Business Strategy Department for Lockheed Martin, which as a group, was responsible for the performance of a \$295 million Operating Unit (OU) servicing the largest civil and federal agencies in the country (including the U.S Departments of Homeland Security, Justice,

Commerce, Transportation, Treasury, FBI, EPA, FAA, GAO, USDA and GSA). Major Contracts: Technology Infusion Program (TIP) and Technology Refresh Program (TRP) with the FBI (\$215M each).

Under my leadership, the department negotiated and managed all CPFF, FPIF and T&M type contracts which provided expert IT development, enterprise architecture, biometrics, management services, e-Commerce and O&M services to meet the customer's complex mission requirements. Responsible for the development and implementation of the OU's Strategic Plan, including market penetration objectives and determining the overall portfolio shape, formulating and executing acquisition strategies and managing subsequent transition plans from concept to operations.

### **Senior Director, Contracts & Commercial Relations**

Iridium LLC - Washington, DC  
1996 to 2002

Directed the international contract/subcontract negotiations and management effort during the development, construction and implementation of the first-ever-worldwide wireless satellite-based communications system. Total project budget: \$6 billion. Oversaw ongoing negotiations and contracts management of the design, construction and implementation of the Iridium wireless satellite-based communications system. Reported directly to the SVP/General Counsel and managed a staff of 12 (Business/Operations Management, Contracts, Procurement) and all monthly/yearly departmental budgets. Smoothly reorganized and established a commercial relations transitional group from the components of a previous Motorola communications group.

### **Director, Contracts & Strategic Alliances**

American Mobile Satellite Corporation - Washington, DC  
1992 to 1996

Managed the contracts/program management department which was responsible for the overall negotiation, contracts, procurement and business management functions for the company's key mobile satellite communications services project. Led contracts and program management effort in conjunction with Westinghouse Electric. Total project dollars: \$77.4 million. Also provided leadership on a similar \$46 million project with Mitsubishi Electronics.

## Education

---

### **MBA in Economics**

Pepperdine University - Malibu, CA

### **BBA in Business Administration, English Minor**

University of San Diego - San Diego, CA

## Skills

---

Contract Negotiations, Contracts Management (FAR/DFAR/ITAR) , Project Management, Program Management, Bid & Proposals, Business Development, Finance (Budget/Forecast), Pricing & Estimating, Mergers & Acquisitions, and Sales (10+ years)

**This page intentionally left blank.**

# Iran Floyd

## **Interim Superintendent - Kankakee Valley School Corporation P.O**

Wheatfield, IN 46392

[ifloyd@kv.k12.in.us](mailto:ifloyd@kv.k12.in.us)

219-628-0725

Willing to relocate: Anywhere

## Work Experience

---

### **Interim Superintendent**

Kankakee Valley School Corporation P.O - Wheatfield, IN

December 2018 to Present

46392

2016/12/1/18 Volunteer Asst. Elementary Principal - Wheatfield Elementary School

### **Board/Superintendent Relations**

Kankakee Valley School Board

2018 to 2018

Renamed Administration Building

Many local awards and presentations

Presented at National School Board Conference two years.

### Philosophy:

My total approach is always based on what is best for the students. If something new is presented to me for consideration the first question to be answered by the person making the request is how it will benefit the students. If it does not improve the student learning opportunity it probably is not a good suggestion or worth spending dollars for. Everyone must remember schools were established to educate students. Because without students you would not have schools.

I see re-establishing education as the top priority for all levels of government for funding and respect for education. Without the above I do not see the challenge being addressed. The why is very simple. Education will not get good strong students in the field, funding needs will not be met and education leaders, teachers will not receive the support and respect they deserve and need to be a positive influence on students. I believe it is up to everyone involved in education to start selling education and what we are accomplishing with students to every person in government leadership roles that can make change. We must use every form of media to get the education story out and discussed at all levels. The more schools can involve parents and community the stronger the education program becomes and the more parents and community demand more progress for local schools.

### Personnel:

I try to hire the best for any open position. Teachers should always have at least two teaching areas on the license because of the flexibility it provides in filling positions and offering additional curriculum area with no additional staff costs. The same should also apply to classified employees.

#### Fiscal Management:

My budget experience is very in substantial having developed over 39 budgets with cash balances ranges from 9 million to less \$40,000. I also was hired as the interim superintendent to correct the problem in a school corporation that knew they were over budget by 2 million. The major problem I found after reviewing expenses was complete over staffing and not using licenses to solve teaching areas instead of hiring additional staff. I have never had a budget were I allowed expenses to exceed revenue. My goal has always been to end the budget year with a balance and to grow the cash balance so the budget is always protected. All corporations also implement the use of encumbered funds on PO's to pay for reoccurring expenses that occur yearly like insurance, fuel, power, health insurance just to name a few. The same procedure is used with build budgets. My model for department and building budget is based on spending 7.5 per cent of given budget monthly. Which allows the corporation to keep a little over 4 per cent in reserve to cover unknown expenses. In addition I keep close track in reviewing of the budget with the treasure so funds are not over spent. The board is given monthly summaries of the budget so you are always on the same page as the central office. Nothing is hidden It is standard practice for purchases over \$2500 two received 3 quotes where possible. If not possible the lack of quotes must be explained.

#### Communications:

Open at all times. I want to be informed so I am always on top of issues or problems. I am one who is visible in the school and community and speak to any one that has a question or concern. My office door is always open. I have always been listed in the phone book. I make an effort to have contact with everyone who have left messages before I leave the office. I am willing to listen to any person.

#### Experience with ethnic and cultural groups:

Through the years I have served as superintendent in communities with a wide range of ethnic, cultural and social and economic backgrounds. I have always just treated everyone the same as I would treat every person, with respect and honest.

#### Labor Relations:

Have been involved with 39 contacts with variety of responsibilities from negotiator to supplying the negotiator information, writing proposals to answer teacher proposal or just leading discussion. I also prepare all materials for the meetings. Examples: costs of increase in dollars based on level of experience and placement on salary schedule, cost of insurance to corporation, development of salary schedules and cost attached to each example.

#### Board/Superintendent Relations:

My approach has always been one of complete openness, trust and truth. I try to keep the board well informed and provide direction for the board and School Corporation at all times. All I ask for is for open communication. I expect the same relationship standards from the school School board for a positive working relationship.

#### Other:

The strengths that I have developed over my career as an educational leader I believe would be very compatible with the needs of the school corporation to create positive student learning out comes along with community support and involvement in the educational process.

### **Interim Superintendent Jobs**

M.S.D Boone Twp. Schools - Wheatfield, IN  
1997 to 2016

in length from 1 month to 4 years. All over state of Indiana  
M.S.D Boone Twp. Schools - Hebron, Indiana  
Mill Creek Community School Corporation - Clayton, Indiana  
North Newton School Corporation - Morocco, Indiana  
West Lafayette School Corporation - West Lafayette, Indiana  
Caston School Corporation - Fulton, Indiana 2 times  
North Miami School Corporation - Denver, Indiana

### **"Superintendent Emeritus"**

Named by the Kankakee Valley  
2013 to 2013

West Lafayette Administration  
2007 to 2007

Center for my father and myself

### **"Distinguished Hoosier" by Indiana Governor May**

Named "Distinguished Hoosier"  
2007 to 2007

23, 2007

### **Interim Principal - Wheatfield Elementary School**

Lake Station Community School - Lake Station, IN  
1995 to 1997

Lake Station, Indiana  
North Judson School Corporation - North Judson, Indiana  
Kankakee Valley School Corporation, Wheatfield, Indiana  
7 times  
1995/1997 Interim Principal - Wheatfield Elementary School - P.O. Box 158 Wheatfield, IN 46392

### **State Superintendent of Education**

State School Lunch  
1995 to 1995

### **Superintendent**

Kankakee Valley School Corporation P.O - Wheatfield, IN  
1978 to 1995

46392

### **Commission by Governor**

1991 to 1991

Selected Indiana Superintendent of the Year

### **Superintendent**

Semi-finalist National

1991 to 1991

of the Year

### **Commission by Governor**

1986 to 1986

Reappointed to State Teacher License

### **State Teacher Licensing**

State Teacher Licensing

1982 to 1982

### **Teacher, Head Coach, Athletic Director, Principal**

Lake Station Community School - Lake Station, IN

1978 to 1978

46405

### **Superintendent of Education**

State School Lunch

1971 to 1971

## Education

---

### **Ed.S degree**

Purdue University

1977

### **M.S Degree**

Purdue University

1970

### **B.S. degree**

Indiana State University

### **CERTIFICATION**

Purdue University

### **Chinese language and culture program using Chinese teachers**

State Superintendent - Fulton, IN

Indiana Police Academy Graduate - Fulton, IN

# Wayne Alexander

## **Assistant Principal at Read School (K-8) - BRIDGEPORT PUBLIC SCHOOLS**

Old Lyme, CT 06371

[kinderjen32@yahoo.com](mailto:kinderjen32@yahoo.com)

860-230-7419

Willing to relocate: Anywhere

Authorized to work in the US for any employer

## Work Experience

---

### **Assistant Principal at Read School (K-8)**

BRIDGEPORT PUBLIC SCHOOLS

2017 to Present

Supervised and evaluated school staff, served as a member of the SRBI, PBIS and Leadership Data Teams, coordinated professional development activities, grant writing, curriculum development and revision, served as the chairperson for the special education and PPT processes and attendance review committee. Interfaced with business committee, family members and social and civic organizations to meet the needs of all students.

### **Principal of Alternative Education/Asst**

BRIDGEPORT PUBLIC SCHOOLS - Bridgeport, CT

2014 to 2017

Director of Adult Education

Developed and supervised alternative programs for "at-risk" students in grades 6-12, including adjudicate youth, developed and supervised day and evening adult education programs and facilities, served as a liaison with families, local and state agencies and universities, grant writing and coordination, program development, summer school supervisor, supervised and evaluated alternative education and adult education staff, developed digital curriculum for Common Core State Standards, coordinated special education program and transportation services.

Reason for Leaving: Significant budget cuts led to the reduction of adult education services and the elimination of alternative education services.

### **High School Principal**

BRIDGEPORT PUBLIC SCHOOLS - Bridgeport, CT

2012 to 2014

Reduced failure rate by seven percentage after one year and increased graduation rate by eleven percent after one year as principal, provided overall instructional leadership, implemented comprehensive school reform and restructuring process as part of the iPD (Innovative Professional Develop) Model and developed interdisciplinary teams, implemented technology plan and school improvement plans, served as a member of school governance council and PTSO, developed school magnet programs, completed SEED (System for Educator Evaluation & Development) Program, completed NEASC accreditation process, developed a mentoring program for "at risk" males, served as member of the district's budget advisory group, chaired professional development and curriculum

development committees, SRBI and PBIS teams, interface with community agencies and local universities to support the school's and district's mission, supervised and evaluated all staff.  
Reason for Leaving: The opportunity to develop new skills in the area of adult education and to develop a new school for at-risk student in an urban setting.

### **Assistant Principal**

GRASSO TECHNICAL HIGH SCHOOL - Groton, CT  
2011 to 2012

Student attendance & discipline, curriculum development, assessment supervision, CAPT, NOCTI, special education coordinator, program development, community relationships, staff evaluation and supervision

Reason for Leaving: I was presented the opportunity to turnaround a low performing urban high school.

### **Special Education Director**

HARTFORD PUBLIC SCHOOLS - Hartford, CT  
2009 to 2011

Developed new program for middle & high school special education students, served as special education director for all students in district magnet schools, implemented best practice instructional strategies, knowledge of budget development and management, developed and implemented professional development for staff, knowledge and implementation of SRBI, PBIS, Sec. 504, and IEP Regulations and the PPT process, knowledge of disciplinary practices and state/federal laws/regulations, facilitated effective staff, family, and community relationships.

Reason for Leaving: I was presented the opportunity to use my leadership skills to support the vocational needs of students and develop a new set of skills in vocational education.

### **Superintendent of Schools**

SCHOOL BOARD OF HERNANDO COUNTY - Brooksville, FL  
2007 to 2009

Increased student achievement and improved school district's grade to an "A" in one year, increased graduation rate and decreased dropout rate, earned contract extension, responsible for all aspects of the educational process throughout the district including the leadership, management, organization, and operation of 27 schools and facilities, developed, supervised, and monitored a 440 million-dollar school budget, instructional leadership and improvement process, implemented school re-design, re-zoning, school choice & reorganization as part of school reform process, chaired the policy development & contract negotiations processes, developed district's strategic plan, supervision of school building & construction process, completed and monitored personnel assignments & performance evaluations, transportation, facilities, & maintenance supervision, program development & evaluation (included IB Academy, Gifted Center, Career Academies, Magnet Schools, Performing Arts, Virtual Learning, Vocational Programs, Dropout Prevention, Environmental Center, Superintendent's Ambassadors for Technology, etc.), strategic planning and development, supervision of assessment and accountability standards, completed the curriculum revision & development process, produced The Parent Connection television show, implemented K-8 school model, technology lease-to-purchase program, established community college & school district collaboration, public relations & human resources supervision & development, supervised professional development program, established & developed board policies & protocols.

Reason for Leaving: My new family could not relocate to Florida requiring that I return to New England.

## **Director of Human Resources and School Operations**

NEW LONDON PUBLIC SCHOOLS - New London, CT  
2004 to 2007

### Human Resources:

Recruitment and hiring of staff, contract negotiations, management of certified staff, supervision of licensing compliance issues, coordinator of teacher mentor and continuing education units programs, coordinator of highly qualified teacher program, coordinator of staff development and new teacher orientation programs, developed and standardized all job descriptions, wrote, developed and implemented school grant program, chairman of teacher evaluation and staff development committees, collective bargaining negotiations committee member, grievance and mediation coordinator, managed classification and payroll office, direct liaison for job evaluation process at all levels, conflict resolution and problem-solving all personnel issues.

### School Operations:

Supervised new building and renovation construction projects, supervisor of food service operations & transportation, director of plant management & maintenance services, personnel & security, safety and protection program, maintain capital equipment and surplus, well-versed in state and federal building regulations, codes and reimbursements, coordinated technology program, development of Science, Technology, Engineering, & Math (STEM) Magnet School, developed Marine Biology Magnet School, financial planning & reporting, accounting & reporting, data processing, grant applications and reporting.

### Committee Leadership & Involvement:

Participant and/or chairperson of the following district-wide committees:

Data Team, Mathematics Curriculum Committee, School Building & Maintenance Executive Committee, Assessment Task Force, CMT Improvement Committee, Safety Committee, NEASC Committee, Technology Committee, Budget Committee, Early Learning, Childhood Magnet School Committee, Policy Committee, Central Office Elementary School Site Visitation Team.

Reason for Leaving: I was presented the opportunity to serve as a superintendent of schools.

## **Adjunct Professor**

MITCHELL COLLEGE - New London, CT  
2004 to 2006

Taught undergraduate courses in the areas of special education and early childhood education.

## **Director of Adult Education**

GROTON PUBLIC SCHOOLS - Groton, CT  
2003 to 2005

Supervised the ESOL, GED, Adult Enrichment, and Alternative Education Programs and taught GED courses as part of the program.

## **High School Principal**

NEW LONDON PUBLIC SCHOOLS - New London, CT  
2001 to 2004

Provided overall instructional leadership, participated in the development of the STEM Magnet School, facilitated, directed and implemented curricula realignment project, reviewed and revamped teacher

evaluation process and procedures, developed and implemented a new high school literacy program, a

CAD program and a Naval Reserve Officer Training Program (ROTC), established a developmental guidance program, implemented a school-wide advisory council for staff and building planning team, created an annual school improvement plan process and school-to-career initiative including a tech-prep program, supervised school scheduling and budgetary processes, NEASC accreditation process, participant or chairman of the following committees: District Technology Committee, Curriculum/Standards Committee, Teacher Evaluation Committee, Administrator Evaluation Committee, Policy Committee, Magnet School Development Committee, Negotiations Committee, Summer School Director, participant in grant writing and public relations activities, facilitated renovation of science laboratory wing.

Reason for Leaving: I was presented the opportunity to serve as a member of the district's leadership team.

### **Adjunct Professor**

SALEM STATE COLLEGE - Hyannis, MA  
1997 to 1999

Taught graduate courses as a part of the school administration program in the areas of curriculum development, assessment, and personnel evaluation and supervision.

## Education

---

### **Doctorate of Education in Educational Leadership**

Nova Southeastern University - Fort Lauderdale, FL  
1995

### **Masters of Education in Special Education Administration**

in School Administration  
1988

### **Bachelor of Science in Special Education & Elementary Education**

Rhode Island College - Providence, RI  
1983

Providence College - Providence, RI

## Skills

---

Special Education, First

## Certifications/Licenses

---

### **School Principal/Superintendent of Schools**

January 2002 to Present



## FADSS

Florida Association of  
District School Superintendents

SUPERINTENDENT  
DEVELOPMENT

GOVERNMENTAL  
RELATIONS

ORGANIZATIONAL &  
LEADERSHIP DEVELOPMENT

MR. WILLIAM J. MONTFORD, III  
Chief Executive Officer

DR. JOHN WIEGMAN  
Associate Executive Officer

Ms. Heather Blumer  
Office Assistant

Ms. Joy Frank  
General Counsel

Ms. Angela Freeland  
Executive Secretary/Office Manager

Ms. Margaret Marvel  
Chief Financial Officer

Ms. Diann Morell  
Director of Training and  
Development

Dr. Luther R. Rogers  
Consultant for Executive Services

Ms. Renae Wallace  
Staff Assistant

MAILING ADDRESS:

208 South Monroe Street  
Tallahassee, FL 32301-1824

Phone: 850-488-5099 or  
850-222-2280  
Suncom: 278-5099  
FAX: 850-921-5273  
FAX Suncom: 291-5273

# Florida Association of District School Superintendents

November 17, 2008

Ms. Sandra Nicholson, Chairman  
Hernando County School Board  
919 North Broad Street  
Brooksville, Florida 34601

Dear Ms. Nicholson:

This letter is to officially notify the School Board of Hernando County that Superintendent Wayne Alexander successfully completed program and certification requirements of the Florida Superintendent Special Certification Program on July 1, 2008, in accordance with Section 1001.47(5), Florida Statutes and State Board of Education Rule 6A-1.551, FAC.

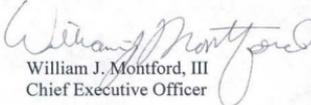
The Special Certification Program is an extensive training program designed specifically for Florida Superintendents that includes training in School Law, School Finance, Collective Bargaining, The Superintendent as Educational Leader, and Core Concepts of Leadership. Additionally, the Superintendent satisfactorily completed the Florida Superintendents Examination to demonstrate an understanding of the information and knowledge presented through this training.

Superintendent Alexander is commended for his efforts to expand and build on the skills and knowledge necessary to lead the school system in today's complex society. Elected Superintendents who achieve and maintain certification in this program are entitled to a \$2,000 per year salary supplement from the school district.

Your district is fortunate to have a leader who is committed to the continuous growth and enhancement of leadership skills for the continuous improvement of your school system.

If you have any questions, please contact Diann Morell at 850/488-5099 or Suncom 278-5099.

Sincerely,



William J. Montford, III  
Chief Executive Officer

cc: Dr. Wayne Alexander, Superintendent



FLORIDA DEPARTMENT OF  
EDUCATION  
fldoe.org

## Educator Certification Lookup

<< Search Again

Find all records DOE Number = 688781 in the ALL School District

Database last updated: 6/7/2015 9:00:00 PM

Name	DOE Number	District	Certification	Type	Validity Period
Alexander, Wayne	688781		Exceptional Student Education, (Grades K - 12)	Professional	07/01/2015 - 06/30/2020
Alexander, Wayne	688781		School Principal, (All Levels)	Professional	07/01/2010 - 06/30/2015
Alexander, Wayne	688781		School Principal, (All Levels)	Professional	07/01/2015 - 06/30/2020
Alexander, Wayne	688781		Exceptional Student Education, (Grades K - 12)	Professional	07/01/2010 - 06/30/2015

You may also visit the Department's Web site, [MyFloridaTeacher.com](http://MyFloridaTeacher.com), where the public can search an online database to see if any disciplinary action has been taken against a certified educator's certificate. This Web site also provides several resources to help empower the public to better understand the processes used by local school districts and the state to ensure that Florida public schools and classrooms are safe and healthy environments for our children.

[Contact Educator Certification](#)



# ECKERD COLLEGE

LEADERSHIP DEVELOPMENT INSTITUTE

*This is to certify that*

*Wayne S. Alexander*

*has successfully completed the October 24-26, 2007*

**Lasting Leadership Program**

*Margaret Cooley*  
Margaret Cooley

*Joseph A. Hall*  
Joseph A. Hall

*Tim Flanagan*  
Tim Flanagan

*Patricia H. Hannon*  
Patricia Hannon

*Joseph Carr*  
Joseph Carr

**This page intentionally left blank.**

# Timothy L. Woodward

---

804 2<sup>nd</sup> Avenue New Cumberland, WV 26047 (304) 989-5034  
[twoodward@k12.wv.us](mailto:twoodward@k12.wv.us)

May 6, 2019

Dear Members of the Board of Education:

The purpose of this letter is to express my interest in the position of Interim Superintendent for the School District of Indian River County. I am currently serving as Superintendent of Schools in Hancock County, West Virginia. I have enjoyed my 6-years as Superintendent in West Virginia Public Schools. I am excited to have accomplished my goals and purpose here.

Consequently, I am now eager to move forward into the next phase of my career. I feel that Indian River County Schools would offer this opportunity. My experiences over the past years as Superintendent have provided me with the tools to continue the academic success of the schools in your county. Further, I have gained knowledge in assisting in the instructional leadership of schools that are not performing to their optimum ability. A superintendent working in coordination with a supportive and knowledgeable board of education is essential to the success of a child's education. I have had the great fortune to work with very supportive and involved boards to create mutual goals for the betterment of our students, faculty, staff, and community. Indian River Schools would afford me these possibilities.

Indian River offers a strong community which is not only vital to the success of a school system, but is also of personal importance in choosing a location to live. Schools are indeed a reflection of their community. Because of the positive community atmosphere and involvement, Indian River Schools has the potential to create an educational system that is second to none in the State. I feel that I could bring valuable skills, knowledge, teamwork, and communication as we progress in our journey. Thank you for your time and consideration.

Sincerely,

*Timothy L. Woodward*

Timothy L. Woodward

## **Timothy L. Woodward**

804 2<sup>nd</sup> Avenue  
New Cumberland, WV 26047  
(304)564-3411 Extension 3301  
(304)989-5034  
twoodward@k12.wv.us

### **Objective**

To obtain position of Superintendent of Schools  
To participate in the organization of the educational system to enhance educational opportunities and success for all children.

### **Experience**

Superintendent of Schools  
Hancock County Schools New Cumberland WV 26047  
July 2017 to Present  
Provide Instructional Leadership, financial management, and overall oversight of the Hancock County School System under the governance of the Hancock County Board of Education

Superintendent of Schools  
Calhoun County Schools Mount Zion WV 26151  
May, 2014 to 2017  
Provide Instructional Leadership, financial management, and overall oversight of the Calhoun County School System under the governance of the Calhoun County Board of Education

### **Job Title**

#### **Hardy County Schools, Moorefield West Virginia**

Director of Student Services

*July 2013 to May 2014*

Oversight of all programs and services dealing with Students with Exceptionalities, English Language Learners, and health services of the direction of the Superintendent of Schools

#### **Pendleton County Schools, Franklin West Virginia**

Principal

July 2009 to June 2013

Instructional Leadership to Pendleton County Middle/High School and oversight of all programs, personnel, and financial responsibilities under the direction of the Superintendent of Schools

**Rockingham County Schools, Harrisonburg Virginia**

Principal Spotswood High School

July 2004 to June 2009

Instructional Leadership to Spotswood High School and oversight of all programs, personnel, and financial responsibilities under the direction of the Superintendent of Schools

**Education**

**Degree obtained**

**University of Virginia, Charlottesville VA**

18 hour Completed in the Superintendence Program

GPA: 4.0

**James Madison University, Harrisonburg VA**

Master of Education Leadership

Graduated 2002

GPA: 4.0

**Bridgewater College, Bridgewater VA**

Bachelor of Science in Education

Graduated 1990

GPA: 3.1

**Leadership**

Superintendent of Schools

2018-2019 Nominee for West Virginia Superintendent of the Year

Director of Student Services

Principal

Assistant Principal

Teacher

Implementation of Restorative Justice Process

Member Executive Committee WVASA

President of Calhoun-Gilmer Administrative Council

Board Member Pendleton County Chamber of Commerce

## References

Michelle Chappell  
Hancock County Schools  
President of the Board of Education  
72 Gibson Road  
New Cumberland, WV 26047  
(304) 564-3008 (Home)  
(304)794-9610 (Cell)  
(304) 564-3008 (Work)

Caroll Rosenlieb  
Hancock County Schools  
Vice President of Board of Education  
482 Rosenlieb Way  
New Cumberland, WV 26047  
(304) 723-4140 (Home)  
(304) 374-1280 (Cell)  
(304) 387-1642 (Work)

Toni Schute  
Brooke County Schools  
Superintendent  
1201 Pleasant Avenue  
Wellsburg, WV 26070  
(304) 904-7249 (Home)  
(304) 904-7249 (Cell)  
(304) 737-3481 (Work)

# GEORGE P. (PETE) BOHATCH, ED.D

georgepb@leeschools.net

---

May 6, 2019

Ms. Andrea Messina, Executive Director  
Florida School Boards Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Dear Andrea:

Please accept this cover letter as an indication of my interest in pursuing the position of Superintendent of Schools in Indian River County. My career in education spans 27 years in Florida Public Schools, and I believe my experiences in multiple school-based and district-based roles provide a strong foundation for serving as the leader of the Indian River County Public Schools.

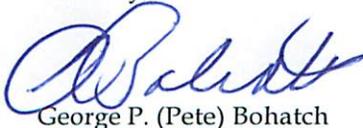
Like many others during the course of my years in public education, I have seen significant changes in the overall demographics of our communities at large and the challenges, both academic and personal, that affect both students and adults in our schools. Born of Cuban descent, I am ever cognizant of the need for our students and staff at all levels to have a leader who understands the power as well as the challenge addressing the many varied needs of a diverse population.

I am aware that in a school district there can exist - and often does - a politically-charged environment. My strength is in my ability to create an environment of collaboration. My expertise in restorative justice, student discipline, school safety and security make me a valuable leader for this current tumultuous time. I am a bridge-builder and a believer in the possibility of unity in even the most unlikely scenarios. I am positive in my approach to people though firm in my commitment to find resolve that benefits the whole.

I am a transparent team builder and understand the need for accountability. I consider synergy important within an organization and surround myself with creative thinkers who bring the power of collective thinking to my own. I have consistently served as a catalyst for change if needed to move the organization forward.

I look forward to the opportunity to share my passion and compassion for the work that I believe is necessary for Indian River County Public Schools to maintain it's position as an outstanding school district. Thank you for your consideration of my application.

Sincerely,



George P. (Pete) Bohatch

/gpb



## GEORGE P. (PETE) BOHATCH, ED.D

georgepb@leeschools.net

---

### EXECUTIVE SUMMARY

**A proven leader with the necessary skills to develop a cohesive organization with transparency. A successful district administrator, school administrator, teacher, principal mentor, strategic planner. An educator who demonstrates passionate commitment to bring unity and focus to benefit students, adults, and community.**

#### AREAS OF EXPERTISE

- Communication & Interpersonal Skills
- Community Development
- Conflict Resolution
- Data Analysis
- Data-Driven Decision Making
- Innovation
- Problem-Solving
- Process Development & Implementation
- School Law
- Strategic Planning
- Team Building
- School Safety

---

### PROFESSIONAL EXPERIENCE

#### Director of Constituent Services

- Receive and investigate complaints, questions, and concerns from constituents for resolution in a confidential manner.
- Act as a source of information and referrals and assist in the solution of concerns and critical situations received from parents and the public.
- Conduct informal investigations and analysis regarding issues resolution.
- Provide informal mediation services when needed to resolve issues.
- Serve as consultant to school administrators regarding appropriate disciplinary actions and effective and consistent resolution of concerns and critical situations.
- Conduct interviews and hearings for recommendations for 10-day out-of-school suspensions, long term suspensions, and expulsions; present cases for review and parent appeals to the Superintendent and School Board.
- Identify problems related to the standards for student conduct and suggest strategies for correcting problem areas using Restorative Justice strategies and other alternatives to suspension.
- Supervise District discipline centers.

#### Director of Student Services School District of Lee County 2012 - present

- Oversee/Supervise School Counselors, School Social Workers, School Nurses, School Resource Officers and Code of Student Conduct for **121 schools and 91,000 students**
- Represent School District at varied community events on behalf of Superintendent
- Make presentations to School Board on behalf of Superintendent
- Review and evaluate all reports related to **bullying** in District schools

- Revised School Districts *Code of Student Conduct* to include Restorative Practices and Alternatives to Suspensions resulting in **reduction of out-of-school suspensions by more than 30%** at all levels for the 2016-2017 school year as compared to 2015 - 2016
- Initiated plan to close an alternative school **saving the district \$2.3 million**
- Served as lead team member in development of District-wide **Strategic Plan**
- Chaired committee that **created and implemented student supervision plans** for all schools (K-12) in the District
- **Secured a \$550,000 grant** with Suncoast Credit Union to fund a Prevention Specialist and Social Emotional Curriculum for 49 elementary schools
- Oversee compliance issues related to **Florida High School Athletic Association (FHSAA)**

**Principal, Island Coast High School, Cape Coral, FL, March 2007-July 2012**

- Served as inaugural principal of district's "prototype" high school
- Supervised construction and capital funds budgeting, created school based policies and procedures, hired staff to open new school
- Created the District's first Academy of Sustainability and Natural Resources

**Principal, Lehigh Senior High School, Lehigh Acres, FL, August 2004-March 2007**

- Launched the school district's 1<sup>st</sup> Freshman and Sophomore Academy
- Reduced disciplinary referrals were by more than 50% at the 9<sup>th</sup> and 10<sup>th</sup> grade levels

**Principal, Lehigh Acres Middle School, Lehigh Acres, FL, July 2003-July 2004**

**Assistant Principal, Charlotte High School, Punta Gorda, FL, August 1998-July 2003**

**Dean of Students, Charlotte High School, Punta Gorda, FL, August 1997-July 1998**

**Teacher, Charlotte High School, Punta Gorda, FL. August 1992-July 1997**

---

**ADDITIONAL CAREER EXPERIENCE**

**NOVA SOUTHEASTERN UNIVERSITY**

**1998-2004**

**DIRECTOR OF MARKETING AND RECRUITING**

- Responsible for marketing and recruiting students into Graduate Teacher Education Program

---

**EDUCATION**

Doctorate in Organizational Leadership – Nova Southeastern University

Masters of Science in Social Studies – Nova Southeastern University

Bachelor of Arts in Political Science – Eckerd College

### **PROFESSIONAL DEVELOPMENT**

Gallup's Strengths Finder \* FRISK Evaluation Process (Facts, Rules, Impact, Suggestions, Knowledge) \* Targeted Selection \* Conflict Resolution \* Restorative Justice Practices \* Strategic Planning \* Numerous State and National Conference Workshops including LGBTQ (Lesbian, Gay, Bisexual, Transgender and Questioning), Model Schools, Florida Association of School Administrators, National Association of Secondary School Principals

---

### **RECOGNITIONS**

Lee County School Counselors Association Secondary Administrator of the Year \* Lee County Scholars' Club Principal of the Year \* Charlotte County Scholars' Club Sponsor of the Year

---

### **PRESENT AND PAST PROFESSIONAL AND COMMUNITY ORGANIZATIONS AND AFFILIATIONS**

Restorative Justice Committee for School District of Lee County \* Coalition for Drug Free Lee County \* Florida Association of School Administrators \* Lee County Educational Administrators Association Member \* Lee County Educational Administrators Association Board of Directors \* Lee County Budget Choice Personnel Committee \* Lee County Bargaining Team member \* Charlotte Local Education Foundation Board of Directors \* New Operation Cooper Street Board of Directors \* Leadership Charlotte \* Punta Gorda Rotary Club

---

### **REFERENCES**

Available Upon Request

---

May 6, 2019

Dear Search Committee Members;

Please accept this letter as an expression of my interest in the Superintendent of Schools position with the Indian County School District. My experience, training, and enthusiasm make me a viable candidate for this position. I am currently the athletic director and assistant principal of Mt. Abram High School in MSAD #58 and would relish the opportunity to transition my leadership abilities to a superintendent position in the State of Florida.

My leadership style is collaborative. I emphasize the importance of communication and stress shared leadership from faculty, students, parents and community members. My presence in the district would be visible and a priority in order to exhume engaged leadership, be accessible to faculty and encourage student relationships. I hold high expectations for academic achievement, student behavior and professional accountability. My administrative decision-making is driven by what is best for students. I am supportive of staff, will work closely with the administrative team, and encourage change to best meet the needs of our students and to support them in setting goals that will guide them into the future.

We are in an interesting and challenging time as educators in this country, as we look at student data to assist in measuring teacher performance. We have a responsibility to teach each child. As Superintendent, I would work with staff in maintaining and establishing best practice, while creating innovative and multiple pathway methods for student success. We are not only in the business of preparing our students with academia, but also in becoming successful contributing members of society.

In May of this year, I will graduate from Plymouth State University in Plymouth, NH with my CAGS in Education Leadership and be certified as a Superintendent in New Hampshire which would transfer to Florida. I also have an MBA from PSU and hold a conditional certification as a School Business Administrator for the State of New Hampshire. My twenty plus years of experience in education as a teacher, assistant principal, athletic director, and principal along with my Master's Degree in Business Administration make me an excellent candidate to lead your school district into the future.

I am a champion for rural schools. I have been a member of the Rural Educators Leadership Network since 2016. This affords me the ability to meet quarterly with other rural leaders from New England and discuss solutions to challenges we face as rural leaders. Our RELN also hosts a Rural Education Leadership Summit every year so that rural leaders from all over the country can gather to share their stories and discuss the successes they have experienced in rural America.

Thank you for considering me for this position. I can be reached at the provided phone numbers to schedule an interview or answer any questions you may have. I look forward to speaking with you.

Sincerely,

Brian J. Desilets

# Brian Desilets

77 US Route 2, Randolph NH 03581

– (603) 616-1078 –

brian\_des@ne.rr.com

---

Experienced educator with a passionate commitment to student development and innovative teaching approaches. Experience in middle/high school administration, both as an assistant principal and a principal. Looking for a job that challenges me both personally and professionally while allowing me to make an impact.

## Education

**Plymouth State University,**  
**University of Southern Maine**  
**Keene State College**

CAGS, Ed Leadership **(2019)** M.B.A.**(2014)**  
M.S., Educational Administration  
B.A. History Education

**2014- Current**  
**1999- 2004**  
**1988-1993**

## Certifications

- K-12 Superintendent Certification (Maine and New Hampshire, pending)
- K-12 Principal Certification (Maine and New Hampshire)
- Business Administrator Certification (New Hampshire, SOE)

## Skills & Abilities

- Strong communication and leadership abilities
- Trained in STEAM and Project Lead the Way
- Trained in PBIS
- Strong community relationship building skills
- Excellent computer skills including, Word, Excel, and Power Point
- Provided program development and evaluation
- Excellent problem solving skills
- Proficiency-Based Education
- Budget development
- Crisis Management for School-Based Incidents Training

## Professional Educational Experience (Administration)

**Mt. Abram High School Assistant Principal/Athletic Director, MSAD #58**

July 2018-Current

- Provide leadership for professional staff, support staff, and students
- Oversee the athletic programs of the middle and high schools
- Assist the Principal with all aspects of school operation

**Massabesic High School Assistant Principal, RSU #57, Waterboro, Maine**

July 2016- June 2018

- Provide leadership for professional staff, support staff, and students
- Oversee two at-risk behavior programs within the school
- Lead the Restorative Justice Program in an 1100 student high school
- Assist with NEASC accreditation process
- Assist the principal with all other aspects for operating a large public high school

**Newport Middle/High School Assistant Principal, Newport School District**

July 2015-June 2016

- Provide leadership for professional staff, support staff, and students
- Assist with the NEASC accreditation process

- Lead the school discipline process through the utilization of PBIS
- Assist the school principal with all other aspects of operating a public middle/high school

**Middle/High School Assistant Principal & Athletics (Interim), Dixfield, Me** March 2015- June 2015

- Provide leadership for professional staff, support staff, and students
- Provide leadership and organization with the high school athletic program
- Enforce discipline guidelines established by the school district

**Littleton High School Assistant Principal, Littleton, NH** July 2005- June 2007

- Provided leadership for professional staff, support staff, and students
- Provided leadership in the development and execution of staff development
- Implemented a Freshman Academy program to assist incoming students with the transition of high school
- Assist the school principal with all other aspects of operating a mid-sized public high school

**Principal/Assistant Principal Woodville High School, Woodville, NH** July 2002-June 2005

- Interpreted, enforced and developed regulations that were in agreement with Board Policies, school handbook, and state/federal law
- Provided leadership in the recruitment of staff
- Provided leadership for and shared responsibility for the development and implementation of staff development
- Provided leadership for the planning, development and implementation of the high school's budget
- Utilized a systematic plan of checks and balances when preparing and supervising the building's budget

## Extracurricular, Athletic, and Professional Accomplishments

- Coached Varsity Golf, Softball
- ECAC /NIHOA Ice Hockey Official
- USA Hockey Level 4 Ice Hockey Official
- Board member for the New Hampshire Association of School Principals
- Berlin/Gorham Cal Ripken Board Member and coach
- Littleton Babe Ruth Association Board Member and coach
- Passed the PGA of America Player Ability Test

## Professional References

Available upon request

**This page intentionally left blank.**

# Sheila Williams

## **Special Education Teacher - DeKalb& Cobb County Schools**

Atlanta, GA

[drsheiladwilliams@gmail.com](mailto:drsheiladwilliams@gmail.com)

407-617-1908

Demonstrating 25+ years in Education, Counseling, Training, Classroom and Executive Management. Keen knowledge in K-12, public, private, charter and alternative schools, as well as in higher education. Respected, influential leader with an open, collaborative style of presenting information. Known as a warm, excellent communicator, teacher, trainer and leader who enjoys serving and motivating students, faculty and staff. Life-long learner who strives to build interactive and engaging learning environments where students are motivated to learn. Unique ability in teaching theory as well as practical application.

### LEADERSHIP PHILOSOPHY

Dr. Williams believes that a true leader is one that is consistently learning, growing and has the natural ability to lead by example. She is professional, charismatic and her commitment is demonstrated through her dedication and mission to serve others. As a Servant Leader, her main goal is to 'serve'. Her philosophy is that the knowledge, skills and abilities she has been afforded, are to be utilized to educate, teach, train, manage and inspire others to reach their fullest potential. Her leadership philosophy is different from traditional leadership, as she uses her expertise and ability to motivate others and as an opportunity to mentor, empower and effectively build the skillset of those she leads. An effective leader is able to naturally turn the traditional 'power leadership' model upside down where those she leads are intrinsically motivated to do more, to go the extra mile and to exceed expectations. Dr. Williams is a visionary and uses her insight to not only enhance the skillset of those she serves but to enhance the organization.

Willing to relocate: Anywhere

## Work Experience

---

### **Special Education Teacher**

DeKalb& Cobb County Schools - Atlanta, GA

2017 to Present

- Collaborate with the LTSE in conducting manifestation meetings, to include parents, teachers, attorneys etc.
- Resolve parental concerns for the Special Education Department to ensure services are being provided and IEP's are followed.
- Track discipline to ensure that proper interventions are in place and provide detailed reports to the proper departments.
- Serve as 8th grade Lead Special Education teacher and utilize leadership techniques to mentor, train and supervise other teachers.
- Work closely with administrators, psychologists, social workers and other therapists in providing adequate services for students.

- Create and teach functional life skills and core classes as well as developed and incorporated lesson plans.
- Write and implement Individual Educational Plans (IEP) for students and evaluate and record IEP goals and objectives.
- Differentiate instruction, to meet the needs of General Education students as well as students with disabilities.
- Work closely with the Counseling Department to identify, intervene and assist with counseling at-risk students.
- Serve as administrator for after school programs and extra-curricular activities as well as serve on several committees.

### **Adjunct Professor**

Keiser University  
2015 to Present

### **Director of Education & Interim Campus President**

SAE Institute - Atlanta, GA  
2015 to 2017

- Oversaw the effective implementation and review of all academic policies and procedures directly and/or in cooperation with Department Chairs as appropriate; upheld compliance with state, accreditor, and Department of Education standards; supported, monitored and reviewed the optimal delivery of approved curricula; provided support, guidance and academic leadership for all programs.
- Developed and maintained positive and effective relations with schools and board departments.
- Provided leadership to promote clear expectations that focus on successful outcomes for students.
- Trained, supervised and monitored performance of 55+ qualified instructors, coordinators, and support staff; managed staff development and program improvement activities; collaborated with department team members in retention and transition plans; supervised the campus Learning Resource Center.
- Oversaw department policies and procedures; developed and managed education department budgets and authorized expenditures.
- Developed and implemented program evaluation tools to measure and interpret outcomes, program goals and objectives.
- Coordinated logistics and planned program-related events and conferences; assisted in writing grant and program funding proposals; built and strengthened relationships with key collaborative partners.
- Managed all campus operations, including Academics, Student Services, Library Services, Registrar, Financial Aid, Career Services, and Admissions in order to achieve success of programs and meet the mission and vision of SAE Institute educational agenda.

### **Associate Dean of Academic Affairs**

Keiser University - Orlando, FL  
2013 to 2015

- Oversaw and assessed programs and course performance while enforcing academic policies; collaborated with advisory boards
- Developed new courses and programs to meet community needs; ensured compliance with accreditation (SACS and program specific accreditations); steered student orientations and monitor student retention.
- Taught various classes in the Interdisciplinary Studies Program.

- Worked with department chairs and other leaders at Keiser University regarding academic programs; conducted regular curriculum reviews, and designed and implemented changes when necessary.
- Managed academic progress (Satisfactory Academic Progress Reports - SAP); monitored attendance, and conducted classroom observations; worked cooperatively with the chairs and faculty to design and implement remediation programs
- Recruited, hired, trained, and managed multiple education and business programs and services.
- Reviewed student evaluations of faculty and conducted annual faculty performance evaluations.
- Identified low performing instructors and worked with management staff to improve performance levels.

### **Guidance Counselor/Staffing Specialist**

Orange County Public Schools - Atlanta, GA

2011 to 2013

- Served as liaison with the public and mental health community for the purpose of supporting students' goals.
  - Administered programs and services for behaviorally or emotionally distressed students.
  - Assisted in developing interventions, functional behavior assessments and behavior plans.
  - Facilitated workshops, trainings and in-service presentations to challenged students.
  - Worked closely with internal staff and external agencies regarding child abuse and negligence cases.
- Provided in-depth counseling support that addressed students' unique situation(s); reviewed and approved IEPs, ESE referral packets, and staff members' files.

### **Adjunct Professor**

Grand Canyon University

2010 to 2013

### **Adjunct Professor**

Argosy University

2009 to 2012

College of Arts and Sciences, College of Social Sciences, Counseling, Psychology and Interdisciplinary Programs

- Provided regular and timely evaluation and feedback to students; assigned grades consistent with course requirements.
- Aided in the development of curricula, including individual course syllabi as assigned.
- Worked with colleagues to select appropriate textbooks for departmental adoptions and abided by departmental decisions for textbooks and worked with college in preparing course assignments.
- Performed related duties such as advising students on academic and vocational curricula.
- Facilitated online classroom training for registered students; ensured course effectiveness is measured; reported and compared to expected results.
- Aided in the development of curricula, including individual course syllabi as assigned.
- Supported and guided internal instructors and administration on the delivery of training materials. Designed, developed and customized learning solutions, including online curriculum as well as instructor-led forums and discussions

### **TESTIMONIALS**

"Dr. Williams is a natural leader and is dedicated and committed to positively impacting the lives of others. She leads through her love

for others and for what she does, while simultaneously building cohesive teams that work to not only meet but exceed expectations".

Ambassador Dr. Cappriccio M. Scates

"Dr. Williams has a wonderful rapport with students, faculty and staff of all ages, especially young adults. Her ability to connect with people in general and her talent in mentoring, as well as more advanced social and mental health expertise, are all truly superior".

Tanya Stroud, Senior Executive

"I had the pleasure of working with Dr. Sheila Williams as our Director of Education at SAE Institute. She is not only

excellent at handling operational details of managing a campus, but she also provides exceptional active learning experiences for her

team allowing them to critically think. She made the students feel comfortable and instilled a culture and a growth mindset in the classroom which resulted in increased retention. Dr. Sheila Williams has naturally fallen into the role of "point person" and isn't

afraid to take risks and often suggests new directions to explore. She's committed to quality, growth, and progress, and she inspires

her team members to strive for the same'.

Jerry Myers, President

### **Special Education Teacher**

Clayton & Cobb County Schools - Atlanta, GA

2007 to 2011

- Provided direct and indirect instructional support to students in a positive environment.
- Conducted and/or attended RTI and retention meetings for all students on Tier III or above.
- Wrote and implemented Individual Educational Plans (IEP) for students with learning, social, behavioral and/or developmental disabilities.
- Differentiated instruction in order to meet the needs of General Education students as well as students with disabilities.
- Worked closely with the Counseling Department to identify, intervene and assist with counseling at-risk students
- Served as a facilitator for the school wide Positive Behavior Modification/Improvement plan.
- Employed special educational strategies and techniques during instruction to improve the development of sensory-and perceptual-motor skills, language, cognition, and memory.
- Conferred with parents, administrators, testing specialists, social workers, and other professionals to develop individualized education programs (IEPs) designed to promote students' educational, physical and social/emotional development.

### **Assistant Principal**

Alee Academy, Lake County Schools - Eustis, FL

2005 to 2007

- Recruited, hired, trained, managed and supervised all school staff.
- Worked closely with the principal daily to ensure the smooth overall operation of the school.
- Supported faculty, staff and community to improve the learning and social environment of the school for the students.
- Delivered counseling and instruction, while simultaneously building rapport with the students.
- Effectively resolved discipline issues and facilitated principal duties as needed,

- Resolved conflicts between students, teachers and/or parents.
- Conducted yearly teacher evaluations, provided guidance to staff and students, while encouraging a positive climate in the school.

College/University Teaching (remote)

## Education

---

### **Doctor of Philosophy in Leadership & Education**

Barry University

2008

### **Master of Arts in Counseling**

Webster University

1999

### **Bachelor of Art in Psychology**

University of Central Florida

1994

## Skills

---

Academic Advising (Less than 1 year), Adult Education (Less than 1 year), mentoring (3 years), testing (4 years), training (3 years)

**This page intentionally left blank.**

## **Summary**

With more than 20 years of experience in healthcare leadership, I have demonstrated expertise with Integrated Delivery Systems, Hospital Senior Management, Physician Group Practices, Hospital Owned Physician Groups, Mergers, Acquisitions, the sale of Physician Practices, and Managed Care.

The following are few examples of accomplishments to highlight the attached resume.

- a. 7 years in senior executive management at the Palo Alto Medical Foundation and spearheaded the affiliation with the Sutter Health System.
- b. Initiated the development of a Foundation at Virginia Mason Medical Center. Diabetic care was a major service line
- c. While serving as the Interim COO of the 150 employed medical group in the Alegent Health System, Omaha, Nebraska, we reduced A/R days for the group from 70 days to 31 days, representing \$6M in additional cash. Addressed governance, physician contracts, and a compensation plan.
- d. 15+ years of operations leadership.
- e. Development of MSO services
- f. Experience with Human Resources and staff development
- g. Revenue cycle management
- h. Process improvement
- i. 15+ years of budget and business planning
- j. I also have had multiple experiences with capitated care. These range from negotiations with health plans to clinic operations compensated through per member per month (PMPM) fees. During my tenure with the Palo Alto Medical Foundation in Northern California, I provided executive leadership for the delivery of care to 60,000 capitated lives. We took innovated steps to joint venture on the development of a 72-hour hospital, thus lowering the per diem

rate from \$1,800 per day to \$450 for select GYN, Orthopedic and Urology cases.

## **Summary**

I have provided leadership to my community and professional organizations. This included serving two four-year terms on the Mercer Island School Board in the Seattle area. As a member of the Medical Group Management Association, I served as President of the national association (MGMA) and served as President of the American College of Medical Practice Executives.

I personally achieved Fellowship in the American College of Hospital Executives (FACHE) and the American College of Medical Practice Executives (ACMPE).

I appreciate the significance of this opportunity, where I will contribute to the culture, strategic direction, and financial performance of the organization.

Thank You, **Bob Boyle**

# ROBERT L. BOYLE, JR., M.P.H., FACMPE, FACHE

---

Robert L Boyle Jr, MPH, FACMPE, FACHE  
4809 Augusta Drive  
Frisco, Texas 75034  
Cell (406) 697- 4329; FAX (972) 625-7656  
Email: rlboylejr@tx.rr.com

## CANDIDATE PROFILE

An accomplished executive with progressive health care leadership experience in diverse organizations involving: Physician Group Practice, Hospital Administration, Integrated Health Systems, and Hospital Owned Medical Groups. Effective at creating and leading high performing teams with strong core values and vision. An executive who is focused on customer service; financial and operational performance.

## AREAS OF PERSONAL PERFORMANCE

- Revenue Cycle Management
- Financial P&L Accountability
- Business Development
- Governance and Board Relations
- Physician Clinic Operations
- Hospital/ASC Admin.
- Human Resources
- Strategic Planning
- Process Improvement
- Leadership Development

## RECENT CONSULTATIONS

**GYN PRACTICE-** (December, 2018 to March, 2019) Evaluation of improvement plan for net revenue, revenue cycle performance, budget preparation, investment deck presentation, and business development for the national Bundled GYN surgery market.

**MANAGEMENT COMPANY EXPANSION (Anesthesia, Pain, and Behavioral Health)-** (May, 2018 to November, 2018) - Consultation on investment presentation and proforma for equity funding of \$31M. Saved \$25,000 in legal fees and external accounting.

**PERSONAL: FAMILY SURGERY AND REHABILITATION -** March, 2018 to April, 2018

**BILLING PLATFORM SELECTION AND DUE DILIGENCE FOR PHYSICIAN NETWORK IN PENNSYLVANIA-** January, 2018 to February, 2018

**UROLOGY PRACTICE STRATEGIC PLAN –** October, 2017 to December, 2017

# ROBERT L. BOYLE, JR., M.P.H., FACMPE, FACHE

## INTERIM AND PERMANENT POSITIONS

**FRISCO SPINE MEDICAL GROUP** (January, 2016 to September, 2017 – **Interim CEO**. 13 providers specializing in spine care.

- Terminated management company in February, 2016 for savings of \$250,000
- Implemented expense reduction of 1.9M
- Conducted a comprehensive coding and compliance with follow-up education
- Oversight of the acquisition of new clinic/ASC building for a purchased price of \$12.5M
- Recruited permanent CEO and CFO

**ANESTHESIA GROUP PRACTICE and MSO- Permanent CEO, Crestone Practice Solutions (MSO), South Denver Anesthesiology, PC., and Pikes Peak Anesthesiology Associates with a total of 150 Anesthesia Providers.** (September 2012 to October, 2015). **SDA sold to USAP in late 2015.** Responsible for the total operation of Crestone, CEO support of three Boards of Directors, involving two physician Groups, the Crestone Board, physician leadership, committee structure, and P&L oversight and performance.

- Prepared SDA to sell to US Anesthesia Partners (National Management company)
- Organized a new physician owned MSO (Crestone) in 2013 and achieved 1.5m in overhead savings for the Denver Anesthesia group
- Completed a comprehensive review of the organization structure and governance charters.
- Internally developed charge capture application to eliminate paper and to track scheduled surgeries for a saving \$150,000 per year and improved cash flow by reducing A/R days outstanding by 10.
- Completed a strategic plan for the Denver group

**MULTI-SPECIALTY GROUP PRACTICE-** (July, 2011 to July, 2012) **Interim CEO and Chief Operating Officer, Osler Medical Group, Melbourne, Florida.** Responsible for all internal operations, strategic planning, and the financial performance of two provider groups.

- Completed strategic planning.
- Restructured the governance charter to support an integrated delivery system.
- Established position control and reduced expenses by \$1.2M.
- **Completed sale of the group to a large Florida based hospital system through an asset purchase of \$7M. Improved physician compensation by 30%.**

**HOSPITAL BASED MULTI-SPECIALTY GROUP PRACTICE-** (January, 2010 to July, 2011) **Interim Vice President, St Peters Medical Group, Helena, Montana.** Responsible for major initiatives involving financial performance, patient access, staff planning, and facility development.

- Completed a financial improvement plan to reduce the group subsidy from a budgeted 2.3M to break even.
- Participated in the restructuring of the governance charter to support an integrated delivery system.
- Completed a facility master plan
- Implemented an integrated patient access call center.

# ROBERT L. BOYLE, JR., M.P.H., FACMPE, FACHE

**INTEGRATED HEALTH SYSTEM – Interim Chief Operating Officer, Benefis Medical Group, Benefis Health System, Great Falls, Montana.** Responsible for operations of a new 75-provider multi-specialty group, including a rural referral network, employed by the Health System (October 2009 to December 2010).

- Supported completion of a new strategic plan, including, board reorganization and the re-chartering of each committee.
- Created a formal organization structure, defined roles and responsibilities,
- Initiated Revenue Cycle process improvement: Registration, Scheduling, Check-in and check-out, point of service payment, coding, billing, denial management, and reporting.
- Completed implementation of a new practice management system (LSS).
- Initiated the operational integration between the group practice and the health system.
- Restructured the administrative team to improve accountability in partnership with the physician leadership.
- Implemented a data warehouse for reporting of financials and physician dashboards.

**INTEGRATED HEALTH SYSTEM-** (April, 2009 to Sept., 2009) **Interim Executive Director, Prince William Health System (Novant) and the Heathcote Health Center.**

- Responsible for opening a major freestanding facility
- Created first operating budget.
- Completed a new MRI implementation.
- Created a master staffing plan with position control.

**INTEGRATED HEALTH SYSTEM –** (Oct., 2007 to March, 2009) **Interim Chief Operating Officer, Alegant Health Clinic, Alegant Health System, Omaha, Nebraska.** Responsible for the operations of the 150-employed provider multi-specialty group. Completed a comprehensive business plan, including, board reorganization, re-chartered subcommittee's and a new financial model.

- Initiated process improvement: Revenue cycle, Registration, Scheduling, Supply Chain Management, and Referral Management.
- Completed selection of a new practice management system (NextGen) and initiated implementation of the new system. Reduced A/R days from 50 to 30.
- Restructured the administrative team to improve accountability in partnership with the physician leadership. Net savings of \$300,000 per year.
- Completed facility master plan for a savings of \$200,000 per year.

**CANCER CENTER-** (July, 2006 to August, 2007) **Interim Director, Genesis Health System Cancer Center, Quad Cities, Iowa.** The Cancer Center operated four sites with a total of \$50M in revenue and operated a world-class breast center. Responsible for total P&L performance, operations improvement, integration with the Health System, improvement in service performance, and the overall Cancer Service line. Improved the net profit of the Radiation Therapy Department by 2.4M. We implemented 7 digital mammography units at five different sites.

**CARDIOVASCULAR SERVICES –** (April, 2005 to June, 2007) **Interim Director of Cardiovascular Services, Deaconess Billings Clinic-** Lead the development of a plan to implement a Cardiovascular Service Line for the Medical Center. This was a 180-physician multi-specialty group

# **ROBERT L. BOYLE, JR., M.P.H., FACMPE, FACHE**

practice integrated with a regional hospital in Billings Montana, serving as a major referral center. The value of the service line was 80 million in gross revenue.

**CANCER CENTER-** (May, 2003 to May, 2005) **Interim Vice President, Moses Cone Regional Cancer Center**, Greensboro, N.C. The Cancer Center operated four sites with a total of \$110M in revenue and was an integral part of the Moses Cone Health System. A net profit of 3.2M was achieved in FY2003, which exceeded budget by 1.6M.

**INTEGRATED DELIVERY SYSTEM-** (Sept., 2001 to March, 2003) **Interim Clinic Administrator for the Lovelace Healthcare System in their Southern Region.** Responsible for managing and closing the satellite clinic in Las Cruces, NM. Successfully privatized the staff group practice through a merger with a local group practice. The annual savings for The Lovelace Health System- \$1M per year.

## **EDUCATION**

Master's of Public Health in Health Administration  
University of California, Berkeley, California

Bachelor of Commercial Science, Seattle University, Seattle, Washington

## **AWARDS**

**Richard J. Stull Award** – Outstanding Thesis in the Berkeley Hospital Administration Program

**Alfred E. Maffly Scholar Award** – Association of Western Hospitals Education and Research Foundation Study Grant for \$15,000.

## **PROFESSIONAL AND COMMUNITY ACTIVITY**

President, Medical Group Management Association  
President, American College of Medical Practice Executives  
Fellow, American College of Medical Practice Executives  
Fellow, American College of Healthcare Executives  
Member, Mercer Island School Board (2) terms

# Martha von Mering

**Administrator of Special Education & Related Services - WESTFIELD PUBLIC SCHOOLS**

[marthavonmering@gmail.com](mailto:marthavonmering@gmail.com)

774-364-1857

## Work Experience

---

### **Administrator of Special Education & Related Services**

WESTFIELD PUBLIC SCHOOLS - Westfield, MA

January 2018 to Present

- Develop and oversee \$1.69 million competitive grant
- Oversee the development, implementation, and provision of special education services for the district including oversight of district tutors.
- Represent the district's mission and vision through collaborative relationships with external partners.
  
- Provide ongoing technical assistance regarding state and federal special education, civil rights, and 504 requirements.

### **Executive Officer of Special Education & Related Services**

SPRINGFIELD PUBLIC SCHOOLS - Springfield, MA

August 2015 to January 2018

- Developed and oversaw \$7.49 million competitive grant
- Worked closely with program supervisors, professionals, and fellow staff members to provide effective services including tutoring services.
- Provided internship opportunities for developing special education administrators.
- Served as a collaborative member of the district's leadership team

### **Chief Compliance Officer**

SPRINGFIELD PUBLIC SCHOOLS - Springfield, MA

2006 to July 2015

- Oversaw the development, implementation, and provision of special education services and Section 504 for the district.
- Developed and implemented training and/or workshops for special education staff and 504 Coordinators
- Provided ongoing technical assistance regarding state and federal special education, civil rights, and 504 requirements.

### **Educational Specialist for Program Quality Assurance Services**

MASSACHUSETTS DEPARTMENT OF EDUCATION - Springfield, MA

2003 to 2006

- Assisted in the development and implementation of the Department's Coordinated Program Review System for regulated program areas including: special education, federal and state civil rights requirements, English Learner Education, Career and Technical Education, Title I, Safe and Drug Free Schools.

- Implemented complaint management procedures through the Department's Problem Resolution System in the regulated program areas and provided technical assistance regarding interpretations of state and federal education requirements.

### **Development/Fundraising Officer**

STONELEIGH BURNHAM SCHOOL FOR GIRLS - Greenfield, MA

2000 to 2003

- Coordinated with the Director of Development the school's fundraising activities including, but not limited to, major gifts, annual fund, planned-giving, charitable estate giving, grant writing, special events and capital campaigns.
- Maintained alumni relations in order to foster additional revenue sources
- Maintained the school's historical archives

### **Special Education Manager & Fundraising Officer**

AUSTINE RESIDENTIAL SCHOOL - Brattleboro, VT

1995 to 2000

- Coordinated special education services for approximately 80 residential students.
- Coordinated fundraising activities with the Lions Club of Vermont that resulted in building a camp for the Deaf and Hard of Hearing to support 200+ student campers

## Education

---

### **Ph.D. in Administration & Leadership**

College of Education - Amherst, MA

May 2017

### **Certificate of Advanced Graduate Studies in Special Education in Special Education**

University of Massachusetts - Amherst, MA

2012

### **Master of Education in Administration & Supervision**

Antioch New England Graduate School - Keene, NH

1998

The Center for Human Development - Springfield, MA

1998

### **Certificate of Advanced Paralegal Studies**

Elms Paralegal Institute - Chicopee, MA

1995

### **Bachelor of Music in Voice Performance**

University of Massachusetts - Amherst, MA

**WARLETTA C. BROOKINS, PhD**

Caseyville, IL 62232

618/223-8525 or 312/533-9382(c)

Email: lettaj2@yahoo.com

May 5, 2019

Ms. Andrea Messina  
Executive Director  
Florida School Board Association

Re: Interim Superintendent of Schools Position-School District of Indian River County  
Vero Beach, Florida

Dear Ms. Messina:

As a recently retired Superintendent of Schools in Illinois with a proven track record of success, I am very interested in becoming the Interim Superintendent for the School District of Indian River County in Vero Beach Florida.

Florida is a state where many of my family members reside and one that my 16 year old baseball player has asked that we relocate to. I have attached a copy of my resume for your review and am working with the Florida Department of Education to expedite the transfer of my Illinois Superintendent certification to the state of Florida.

In addition to being a veteran School Superintendent, I have worked as an Adjunct Professor in the Educational Leadership doctoral program at Governors State University, and I am currently enrolled in the American Association of School Superintendents Urban Superintendents Academy. I have also been a Principal and central office administrator with Chicago Public Schools, as well as an administrator with the Illinois State Board of Education.

Recently, I co-authored a chapter in a book published by Emerald Publications entitled "Turbulence, Empowerment and Marginalisation in International Education Governance Systems." edited by Alison Tayson and Khalid Arar, I co-authored the chapter on the United States, and presented the information along with the other chapter authors at the European Education Research Conference in Copenhagen, Denmark.

Academically, I earned my Doctors of Philosophy degree from Loyola University in 2000. I participated in the study abroad program in Rome, Italy, and have presented my dissertation research "An Analysis of the Role of Regional Safe School Program Directors in Staff Development Programs" at the National Violence Prevention Conference. I also completed my Chief School Business Officials Endorsement and have written articles for the Illinois School Business Officials Magazine.

I believe I have a lot to offer and can be a valuable asset to the School District of Indian River County as Interim Superintendent. I am currently available to step into the role. I look forward to speaking with you soon about the Interim Superintendent position for Indian Riyer County in Vero Beach, Florida.

Sincerely,



Warletta C. Brookins, PhD

**WARLETTA C. BROOKINS, PhD**

Caseyville, IL 62232  
618/223-8525 or 312/533-9382(c)  
Email: lettaj2@yahoo.com

May 5, 2019

Ms. Andrea Messina  
Executive Director  
Florida School Board Association

Re: Interim Superintendent of Schools Position-School District of Indian River County  
Vero Beach, Florida

Dear Ms. Messina:

As a recently retired Superintendent of Schools in Illinois with a proven track record of success, I am very interested in becoming the Interim Superintendent for the School District of Indian River County in Vero Beach Florida.

Florida is a state where many of my family members reside and one that my 16 year old baseball player has asked that we relocate to. I have attached a copy of my resume for your review and am working with the Florida Department of Education to expedite the transfer of my Illinois Superintendent certification to the state of Florida.

In addition to being a veteran School Superintendent, I have worked as an Adjunct Professor in the Educational Leadership doctoral program at Governors State University, and I am currently enrolled in the American Association of School Superintendents Urban Superintendents Academy. I have also been a Principal and central office administrator with Chicago Public Schools, as well as an administrator with the Illinois State Board of Education.

Recently, I co-authored a chapter in a book published by Emerald Publications entitled "Turbulence, Empowerment and Marginalisation in International Education Governance Systems." edited by Alison Tayson and Khalid Arar, I co-authored the chapter on the United States, and presented the information along with the other chapter authors at the European Education Research Conference in Copenhagen, Denmark.

Academically, I earned my Doctors of Philosophy degree from Loyola University in 2000. I participated in the study abroad program in Rome, Italy, and have presented my dissertation research "An Analysis of the Role of Regional Safe School Program Directors in Staff Development Programs" at the National Violence Prevention Conference. I also completed my Chief School Business Officials Endorsement and have written articles for the Illinois School Business Officials Magazine.

I believe I have a lot to offer and can be a valuable asset to the School District of Indian River County as Interim Superintendent. I am currently available to step into the role. I look forward to speaking with you soon about the Interim Superintendent position for Indian River County in Vero Beach, Florida.

Sincerely,

Warletta C. Brookins, PhD

**WARLETTA C. BROOKINS, PhD**

Caseyville, IL 62232

618/223-8525(h) / 312/533-9382(c)

Email: lettaj2@yahoo.com

**VISION:** To provide leadership that nurtures and develops students to achieve academic excellence and ensure that they become valuable and productive citizens in a global society.

**PERSONAL LEADERSHIP PHILOSOPHY:** “We are in the business of producing quality citizens of the future, and we must meet students where they are, and creatively do what is necessary to ensure their future success.”

**GOAL:** To ensure that we provide students with a foundation of knowledge, skills and abilities to sustain them in future, and help them become lifelong learners and developers, to compete globally.

**RELATED EXPERIENCE:**

**2018-present**

**Midwest Regional Director, American Association of School Superintendents and Jason Learning**

- Responsible for branding and marketing Innovative Steam Curriculum throughout states in the Midwest Region of the United States
- Responsible for development corporate and community partnerships
- Presenting at various conferences and meetings
- Service existing school and community partnerships to enhance and maintain

**2016-2018**

**Superintendent of Schools, Madison Community Unit School District #12, Madison, IL**

- Served as Chief Education and Executive Office for a southern Illinois unit school district Of 800 students
- Implemented a “Blue Ribbon” School campaign that resulted in an Early Childhood 0-3 Blue Ribbon recognition in 2018 and an Early Childhood 3-5 program Gold Star Recognition.
- Brought more than \$650,000 back to the school district and community by opening a third campus to support students who had been outplaced and traveled up to an hour to get to school each day
- Opened a third campus to support students within the community
- Established partnerships Siemen’s Corp for facility improvement and resources including a partnership for a culinary arts program and college visits with Kendall College in Chicago
- Reduced transportation costs by purchasing an activity bus and eliminating the need to outsource all during and after school activities
- Negotiated a teacher’s union contract in two meetings
- Implemented District wide Principal for A Day program, which brought State and local officials into the school to serve as principals
- Established partnerships with Southwestern Illinois College for Dual Credit for high school students
- Established partnerships with local churches and city officials support the needs of the community
- Served on Southwest Madison County Chamber Committee for fundraising
- Established a Sixth Grade Middle School Transition Center
- Served on the United Way Board of Directors
- Established Branding and Marketing Campaign, which included Blue Ribbons throughout the

- community, billboards, and a weekly Madison Messenger Newsletter
- Established School Based Health Clinic in Partnership with Gateway Hospital, which is the only clinic in the community
- Ensured Districtwide Curriculum Mapping and alignment
- Established Japanese and Spanish classes at the high so students could be eligible to receive Division I scholarships
- Established partnership that resulted in students graduating from high school with their Associate degrees
- Established Sister School agreements with four schools in Nanjing China, one school hopes to send a delegation of 20 students to Illinois to study drama in the summer of 2019 at Bernard Long Elementary School in Madison, Illinois

### **2015-2017**

#### **Adjunct Professor, Governors State University, University Park, IL**

- Teaching an online graduate level course in Administrative Politics and Organizational Development to doctoral students in the Superintendent certification cohort

### **2010-2016**

#### **Superintendent of Schools, Pembroke Community Consolidated School District #259, Hopkins Park, IL**

- Chief Executive Officer for a rural school district. Monitor the smooth functioning of the school system; Maintain communication with internal and external stakeholders including city, county, state, and federal officials
- Balanced the district's budget for three consecutive years
- Developed partnerships with area universities for staff development and human resources
- Developed partnerships with local community college, which resulted in about 20 area residents enrolling in college and STEM curriculum and professional development for staff and students
- Developed community newspaper as a fundraiser and communication vehicle for the school district.
- Secured E-Rate, Early Childhood and other grant funding including electronic books and laptops totaling nearly \$1 million for district programming
- Secured an Apple ConnectEd Grant, for upgraded wiring iPads, iPad Minis, MacBooks, Apple TV and three years of professional development and support for staff and students
- Developed partnership with local museum and farmers for cultural and arts camp for district students
- Developed golf career exploration program that resulted in students from Pembroke traveling to the first African American owned golf course in the country, as the guests of Professional Golfer Renee Powell
- Implemented curriculum to improve students' mathematics and writing skills
- Accepted and participated in the National Alliance of Black School Educators Exemplary Superintendents Summit for three consecutive years
- Testified before the United States Under Secretary of Education on funding issues forced on my district, as a result of funding cuts
- Testified before the Governor's Finance Committee on funding issues forced by my and 12 other districts, as a result of hold harmless dollars being cut from the state education budget

- Testified before the Lt. Governor's Commission on School Consolidation about the negative impact of forced consolidation on Pembroke Community Consolidated School District and the community
- Was appointed to the State of Illinois Consolidated Committee of Practitioners to represent superintendents' point of view on School District Consolidation throughout Illinois
- Was appointed to Congresswoman Robin Kelly's STEM committee

### **2009-2010**

**Principal**, DuPage County Regional Office of Education's Partners for Success Middle/High School

- Chief Executive and Educational officer for an alternative school serving disruptive youth from throughout Chicago suburban DuPage County
- Implemented college tours for students who had been placed in alternative site in lieu of expulsion
- Assisted several students to earn high school diplomas and be accepted to college
- Developed community partnerships that resulted in scholarships and employment opportunities for students

### **2008-2009**

**Professional Development Coordinator/Teacher**, East St. Louis School District 189, East St. Louis Senior High School, IL

- Co-authored a \$1.2 million School Improvement Grant that was award to the urban school
- Implemented Principal's Scholar Program with the University of Illinois Champaign, which resulted in college tours, scholarships and after school tutoring for students to support college readiness
- Severed as a member of the school's leadership team
- Facilitated professional development for teachers in the English department, which resulted in improved student achievement and increased graduation rate

### **2005-2008**

**Principal**, Chicago Public Schools, Robert Fulton Elementary School, Chicago, IL

- Chief Executive and Educational officer for an urban inner city elementary schools with over 740 students and more than 80 staff members in three buildings on one campus
- The school was recognized for being among top 50 academic gainers on Illinois Standardized Assessment Test in Chicago Public Schools in 2007
- Established community partnerships that resulted in numerous successful media and services for parents and students in the community
- Established parent involvement program that was recognized for having the greatest number of parents at citywide parent events and hosted citywide parent trainings
- Monitored all aspects of school improvement from planning to implementation, which resulted in the school being recognized as a model program for America's Choice and Bilingual Education
- Hosted and facilitated citywide Local School Board trainings
- Wrote successful proposals for School wide grants for Reading First, Middle School Math, America's Choice and Extended Day programs which resulted in more than a million dollars to improve the quality of education in the school

### **2003-2005**

**Education to Careers Area Specialist**, Chicago Public Schools, Chicago, IL

- Central office administrator responsible for a large urban school district's Career and Technical Education Programs in 23 High Schools

- Facilitated Citywide ETC Coordinators meetings
- Supervised School Based Coordinators
- Provided ongoing professional development for staff members
- Produced Area Newsletter
- Evaluated Program Effectiveness to determine continued funding or dissolution
- Facilitated Citywide Work Keys Training, successfully trained citywide staff and parents on Work Keys as a part of PSAE
- Supervised Mayor's Summer jobs program
- Successfully facilitated the implementation of an alternative teacher certification partnership with ETC and Southern Illinois University-Carbondale that resulted in more than 30 teachers earning their Type 9 teacher certification

### **2002-2003**

#### **Leadership Academy for Urban Networking in Chicago, Chicago, IL**

- Participated in a nationally recognized Principal Training Program that married educational leadership and business leadership
- Trained under some of the countries' top business professors at the Northwestern University Kellogg School of Management
- Served as fulltime protégé' of two of Chicago Public Schools top principals for several months

### **2001-2003**

#### **Assistant Principal, Chicago Public School, Harper High School, Chicago, IL**

- Served as director of curriculum and instruction, facilitated partnership with DePaul University, which resulted in the school being recognized as a Rising Star School
- Conducted clinical observations of certified staff
- Facilitated School leadership/probation team

### **1996-2001**

#### **Principal Management Consultant, Illinois State Board of Education, Regional Office of Education Support Division, Chicago, IL**

- Advised State Superintendent and Deputy State Superintendent on issues relating to communication, legislation and cultural diversity
- Traveled across the state with Governor Jim Ryan to establish Regional Safe School Programs
- Served on statewide committees including Regional Professional Development Delivery Systems
- Charter School and Regional Safe Schools, the committees resulted in the formation of Regional Delivery System, Charter Schools and Regional Safe Schools Programs that are currently in place
- Evaluated grants for the programs, as well as approved Administrators Academy Programs
- Researched and prepared presentations for State Superintendent and Deputy Superintendents
- Conducted Legislative analyses which resulted in the ISBE's positions on proposed legislation
- Facilitated strategic planning sessions for Regional Offices of Education
- Represented ISBE and presented at various state and national conferences
- Coordinated internal Professional Development Activities
- Coordinated Professional Development of state Regional Superintendents

### **1997-2001**

#### **Vice-President/Grievance Chair and Civil and Human Rights Chair – Illinois Federation of State**

Office of Education Local 3236, Chicago, IL

- Served as Chicago office representative in the above capacities for the Illinois State Board of Education's professional staff union
- Was chosen to train nationally, at the George Meany Union Leadership Center in Washington D.C.
- Was invited to serve on a committee to attempt to unionize the state of Kentucky for the American Federation of Teachers

#### **ACADEMIC PREPARATION:**

- American Association of School Superintendents  
Howard University's Urban Superintendent's Academy  
2019
- Chief School Business Official Certification  
Northern Illinois University, Naperville, IL 2015
  - Doctor of Philosophy (Ph.D.)  
Educational Leadership & Policy Studies  
Loyola University-Chicago, IL May 2000
- Loyola University-Chicago Study Abroad Program  
Rome, Italy Summer 1997
- Master of Arts, Educational Leadership & Human Resource Management  
Bradley University, Peoria, IL May 1994
  - Secondary Teaching Certification  
English/Speech/Journalism  
Southern Illinois University, Edwardsville, IL March 1987
  - Bachelor of Arts, Mass Communications  
Western Illinois University, Macomb, IL May 1985

#### **CERTIFICATIONS:**

Illinois Superintendent's Endorsement  
Chief School Business Officials Endorsement  
National Staff Development Academy  
Illinois Career and Technical Education National Advocacy Program  
Illinois General Administrative Endorsement  
Secondary Teaching Certification Illinois/Missouri  
American Association of School Superintendent's National Urban  
Superintendents Certification

#### **AWARDS AND ACHIEVEMENTS:**

Presented at various state, regional national and international conferences  
Chosen to participate in the competitive National Alliance of Black School Educators Exemplary  
Superintendent's Leadership Summit 2011, 2012, and 2013  
Chosen to participate in the Illinois Career and Technical Education National Advocacy Program  
Received the New City Community Drum Major Award, Chicago, IL 2007  
Chosen to participate in the highly competitive Chicago Public School and Northwestern  
University's Leadership Academy for Urban Networking in Chicago 2002  
Chosen to participate in the National Union Leadership Institute in Washington D.C. 2001  
Was inducted in the Peoria Illinois African-American Hall of Fame in 2000  
Graduated Magna Cum Laude Loyola University- Chicago 2000

Graduated from the National Professional Development Academy 1996  
Received the Bradley University Academic Excellence Award 1994  
Was nominated Teacher of the Year for the Phoenix Business Awareness Association 1992  
Received the Central Illinois Council of Unions Leadership Award 1991  
Named an Outstanding Young Woman in America in 1987  
Was listed in Who's Who Among Students in American Colleges and Universities in 1985  
Received Western Illinois University's Outstanding Student Leadership Award in 1985  
Was recognized as Western Illinois University's Most Politically Active Female in 1985

**REFERENCES:**

Available upon request

**Dr. Ida Miller**  
**1398 Valencia St SE**  
**Palm Bay, Florida 32909**

May 6, 2019

RE: Superintendent

To Human Resources,

I read with interest the posting regarding the Superintendent position at Indian River County Public School System. I believe that I possess the necessary skills in both education and business and experience you are seeking for this position.

As my resume indicates, I have over 15 years of progressive experience in the education field in this county. My professional history includes positions such as Reading and Language Arts teacher in Indian River School System as well as Resource Specialist in the Indian River School System. I have also had experience in the Administrative Field within my first few years after graduating from my bachelor's degree. My business savvy and my vast amount of experience with working with students, especially students with disabilities, places me at an advantage.

My educational background has given me a solid understanding of educational settings. My relevant qualifications include my bachelor's degree in Exceptional Education, my master's degree in Curriculum and Instruction: Reading, and my Doctorate Degree in Organizational Leadership/Educational Leadership.

I have included my resume with this cover letter for your review and I look forward to speaking with you further regarding your position. My cell phone number is 321-258-7644.

Sincerely,

Dr. Ida Miller

# Dr. Ida Miller

---

## Education

1991-2003 Brevard Community College/University of Central Florida  
**Bachelor of Science Degree in Exceptional Education**

3/2006-11/2008 Grand Canyon University  
**M. Ed. Curriculum and Instruction: Reading-Graduated with 3.97 GPA**

4/2010-2/2014 Grand Canyon University  
**Ed.D. Doctor of Education in Organizational Leadership with an  
Emphasis in Instructional Leadership**

## Professional Experience

1996-2002 Brevard County School District Melbourne, Florida  
**Transportation**  
\*School bus driver in charge of transportation

2004-2006 Indian River Academy Charter School Vero Beach, Fla.  
**Exceptional Student Education Teacher/Assistant Principal**  
\*Taught Students with Disabilities in an Elementary School Setting  
\* **Within the second year, Assistant Principal**

2006-2007 Dodgertown Elementary Vero Beach, Florida  
**Exceptional Student Education Teacher**  
\*K-4 ESE Resource Room teacher

2007-2012 Indian River School District  
**Resource Specialist**  
\* Facilitated administrators with decisions regarding inclusion for students with disabilities.  
\*Manage Individual Education Plans for all students with disabilities  
\*Manage education within the school for all students with disabilities  
\*Assist Teachers with issues that arise in the classroom  
\* Helped guide the PS/RTI process for at-risk students.

2012-2013 Storm Grove Middle School

**READ 180 Teacher**

\*Consult for Students with Disabilities

\*READ 180 for students with FCAT score of Level 1 or 2.

2013-Present Storm Grove Middle School

**Reading/ESE-6<sup>th</sup> and 7<sup>th</sup> grade**

**IRCEA Director Grades 6-8**

2017-2019

\***Indian River County Education Association**

**Accomplishments**

**Peer Mentoring Coordinator-Storm Grove Middle School  
2017-2018**

\***Indian River School District**

**Modified Instructional Calendar Committee  
2015**

\***Indian River School District**

**L.E.A.D.S/IPLAN Program  
2011-2016**

\***Indian River County Leadership Preparation Program**

**IRFIL Team for SGMS  
2013**

\***Indian River Fellowship for Instructional Leaders**

**Family Business-Pawn Shop  
1999-Present**

\*Have worked in business since 1999 on days that I am not working for the Indian River School District. My primary job is making sure the accounts are paid and I am the primary person that sells jewelry in our store on my days off. This business has gone from working to keep it open to recently buying a building.

1398 Valencia St SE  
Palm Bay, Florida 32909

Phone: 321-258-7644  
Email: idamiller@gmail.com

## **Extracurricular**

### **Activities**

Volunteer for National Republican Organization

#### **2015-2017**

Homework Help-Storm Grove Middle School-At risk students are tutored after school to help them with their academics.

#### **2013-2016**

# Steve Benton

## **Retired Superintendent of Schools - Jackson County School Board**

Cottondale, FL 32431

[steve.benton53@gmail.com](mailto:steve.benton53@gmail.com)

850-209-1372

Dynamic educator with demonstrated capabilities in all areas of administration K-12 and superintendent

## Work Experience

---

### **Superintendent of Jackson County Florida**

Jackson County School District - Marianna, FL

November 2012 to November 2016

Supervised 17 schools, 1125 employees, 6500 students, \$78 million budget

### **Principal**

Geneva County School Board - Geneva, GE

July 2009 to November 2012

Geneva, A I

Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.

Enforce discipline and attendance rules.

Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.

Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency, and utilization, and to ensure that school activities comply with federal, state, and local regulations.

### **Principal**

Houston County School Board

July 2006 to June 2009

Dothan, A I

Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.

Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.

Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency, and utilization, and to ensure that school activities comply with federal,

state, and local regulations.

Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.

### **Assistant Principal**

Houston County School Board

July 2005 to June 2006

Dothan, A I

Enforce discipline and attendance rules.

Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.

Participate in special education-related activities such as attending meetings and providing support to special educators throughout the district.

### **Principal**

Jackson County School Board

July 1994 to June 2005

Marianna, F I

Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.

Enforce discipline and attendance rules.

Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.

Collaborate with teachers to develop and maintain curriculum standards, develop mission statements, and set performance goals and objectives.

Determine allocations of funds for staff, supplies, materials, and equipment, and authorize purchases.

### **Assistant Principal**

Jackson County School Board

January 1993 to June 1994

Marianna, F I

Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.

Enforce discipline and attendance rules.

Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.

Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.

## **Attend professional meetings, educational conferences, or teacher training workshops**

Elementary classroom teacher/High school  
August 1975 to December 1992

boys and girls

coach 08/1975 to 12/1992

Jackson County School Board - Marianna, F I

Attend professional meetings, educational conferences, or teacher training workshops to maintain or improve

professional competence.

Confer with other staff members to plan or schedule lessons promoting learning, following approved curricula.

Develop or implement strategies to meet the needs of students with a variety of disabilities.

Observe and evaluate students' performance, behavior, social development, and physical health.

## **Bus driver**

Leon County School Board  
August 1973 to March 1975

Tallahassee, F I

Comply with traffic regulations to operate vehicles in a safe and courteous manner.

Follow safety rules as students board and exit buses or cross streets near bus stops.

Maintain order among pupils during trips to ensure safety.

Check the condition of a vehicle's tires, brakes, windshield wipers, lights, oil, fuel, water, and safety equipment to ensure that everything is in working order.

## **Bus driver**

Jackson County School Board  
August 1972 to June 1973

Marianna, F I

Comply with traffic regulations to operate vehicles in a safe and courteous manner.

Follow safety rules as students board and exit buses or cross streets near bus stops.

Maintain order among pupils during trips to ensure safety.

Check the condition of a vehicle's tires, brakes, windshield wipers, lights, oil, fuel, water, and safety equipment to ensure that everything is in working order.

## Education

---

### **Master of Arts in Supervision**

School Administration

June 1978

**Bachelor of Arts in Elementary Education**

Troy State University

May 1975

**Associate of Arts in General**

Florida State University

May 1973

**High School Diploma in General**

Chipola Jr. College

June 1971

Malone High School

Additional Information

---

Skills

Active Listening Judgment and Decision

Administration and Making

Management Building and Construction

Personnel and Human

Resources

Graduated From Benchmark Superintendent Program  
Betty Poindexter Superintendent Program  
Florida Principal Leadership Academy  
Google Training  
Facilitative Leadership Program  
International Baccalaureate Principal Training  
Advance Placement Training  
Targeted Selected Training  
Managed three Building Projects at Christ Fellowship of over 100 Million Total Project

## REFERENCES

- Dr. Robert Boyd** Retired Professor, Department of Educational Leadership, College of Education, Indiana State University, Terre Haute, Indiana 47809, 812 - 237-3804, 765-385-0146 [robert.boyd@indstate.edu](mailto:robert.boyd@indstate.edu)
- Dr. Terry McDaniel** Assistant Professor, Department of Educational Leadership, College of Education, Advisor, Room 1215, Indiana State University, Terre Haute, Indiana 47809, 812-237-3862 [terry.mcdaniel@indstate.edu](mailto:terry.mcdaniel@indstate.edu)
- Dr. Elizabeth Tharp Jones** Retired Superintendent of Schools, Switzerland County School Corporation, 406 West Main Street, Vevay, Indiana 47043, 812-427-2702, 812-599-0409 [Elizabethjones@gmail.com](mailto:Elizabethjones@gmail.com)
- Dr. Bobbie Jo Monahan** Instructor Department of Educational Leadership, College of Education, Indiana State University, University Hall 317D, Terre Haute, Indiana 47809, 812-237-2935, [BobbieJoMonahan@indstate.edu](mailto:BobbieJoMonahan@indstate.edu)
- Dr. Jennifer Horvath** Associate Director of AdvanceED, Indiana State University, BCOE University Hall 211A, 401 N. 7<sup>th</sup> Street, Terre Haute, Indiana 47809, 800-468-7405, 812-343-5040, [jhorvath@advanc-ed.org](mailto:jhorvath@advanc-ed.org)
- Mr. Darrell Wiatt** Secretary Board of School Trustees, North Putnam Community School Corporation, 410 S. Public Road, Roachdale, Indiana 46172, 765-918-6312 or 765-435-2035 [dwiatt@nputnam.k12.in.us](mailto:dwiatt@nputnam.k12.in.us)
- Mr. Andy Cooper** Managing Partner of PSG Energy Group, 608 West Main Street Suite 8, Pittsboro, Indiana 46167, 317-995-1538, [acooper@psgenergygroup.com](mailto:acooper@psgenergygroup.com)
- Dr. Dale Findley** Retired Professor of Education, Indiana State University  
2000 Barton Avenue, Terre Haute, Indiana 47807  
812-249-2428 or 812-232-2737 [groundhog@ma-rr.com](mailto:groundhog@ma-rr.com)
- Mr. Mike Shonk** Retired Superintendent of Schools, Unit Seven Schools, 12 Lakeview Drive, Marshall. Illinois 62441, 217-202-3892 [mshonk46@gmail.com](mailto:mshonk46@gmail.com)
- Dr. Carl Henderson** Retired Assistant Superintendent, 200 Waterway Road No. 306, Tequesta, Florida 33469, 772-341-1235 [carlwyboo@gmail.com](mailto:carlwyboo@gmail.com)
- Mr. Marshall Skinner** Retired Vocational Director at Martin County School District, 815 SE 14<sup>th</sup> Street, Stuart, Florida 34994, 772-834-4752

**This page intentionally left blank.**

*Susan E. Moxley, Ed.D.*  
*60 Surfview Drive, #715*  
*Palm Coast, Florida 32137*  
[Suemox3@aol.com](mailto:Suemox3@aol.com) / 352-516-8569

May 6, 2019

Ms. Andrea Messina  
Executive Director  
Florida School Boards Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Re: Interim Superintendent – Indian River School District

Dear Ms. Messina:

Thank you for the opportunity to submit my resume for Interim Superintendent of the School District of Indian River County. It would be an honor to partner with the School Board in leading the school district forward as they transition through the selection process for their new superintendent. The greatest asset of any school district is the relationship developed and nurtured among the community, School Board, Superintendent and the team of professionals employed in the school district.

As a seasoned educational practitioner of 35 years, the majority of my career was serving in leadership positions at both the school and district levels in Florida. In 2008, I was appointed as the Superintendent of Lake County Schools and served in this capacity until I retired in June, 2017. My tenure as superintendent provided many opportunities to lead a school district during some of the most challenging times in education. In this role, I established a comprehensive strategic plan with a corresponding three-year strategic finance plan. In addition, a program evaluation component was included that provided data analysis for return on investment and established strategic priorities. The plan became a model recognized by other districts nationally.

Student achievement, along with the professional learning of teachers and leaders, are critical to the academic success in a high performing district. During my tenure, an innovative professional learning system was implemented to support a collaborative model for teachers and leaders to directly impact the success of all students. Community partnerships were developed to enhance the learning opportunities for students with the design and implementation of the Health Sciences Collegiate Academy further advancing college and career readiness. The district's Florida Partnership with College Board earned the College Board AP Honor Roll designation for two years.

My passion for students and public education in Florida remains strong. My experiences and strengths are in the areas of student achievement, strategic planning, school finance, leadership, policy development, professional learning and instruction, along with the general operations of the district. My philosophy continues to be that students should be at the heart of all decision making within a school district. I operate from "All means All". All students are valued and should have the opportunity to excel to success. All stakeholders, both within and outside of the district, have insight and can make a meaningful contribution to our students.

It continues to be my desire to work with a school district that holds high expectations for student achievement and building the capacity of the professionals within the district. Should my expertise meet the needs of Indian River School District, I welcome the opportunity to join the School Board's leadership team working together to lead the District forward as you transition to a new school year and the selection of your next superintendent.

Sincerely yours,

*Susan Moxley*

Susan E. Moxley, Ed.D.  
Retired Superintendent

*Susan E. Moxley, Ed.D.*  
*60 Surfview Drive, #715*  
*Palm Coast, Florida 32137*  
*Suemox3@aol.com / 352-516-8569*

May 6, 2019

Ms. Andrea Messina  
Executive Director  
Florida School Boards Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Re: Interim Superintendent – Indian River School District

Dear Ms. Messina:

Thank you for the opportunity to submit my resume for Interim Superintendent of the School District of Indian River County. It would be an honor to partner with the School Board in leading the school district forward as they transition through the selection process for their new superintendent. The greatest asset of any school district is the relationship developed and nurtured among the community, School Board, Superintendent and the team of professionals employed in the school district.

As a seasoned educational practitioner of 35 years, the majority of my career was serving in leadership positions at both the school and district levels in Florida. In 2008, I was appointed as the Superintendent of Lake County Schools and served in this capacity until I retired in June, 2017. My tenure as superintendent provided many opportunities to lead a school district during some of the most challenging times in education. In this role, I established a comprehensive strategic plan with a corresponding three-year strategic finance plan. In addition, a program evaluation component was included that provided data analysis for return on investment and established strategic priorities. The plan became a model recognized by other districts nationally.

Student achievement, along with the professional learning of teachers and leaders, are critical to the academic success in a high performing district. During my tenure, an innovative professional learning system was implemented to support a collaborative model for teachers and leaders to directly impact the success of all students. Community partnerships were developed to enhance the learning opportunities for students with the design and implementation of the Health Sciences Collegiate Academy further advancing college and career readiness. The district's Florida Partnership with College Board earned the College Board AP Honor Roll designation for two years.

My passion for students and public education in Florida remains strong. My experiences and strengths are in the areas of student achievement, strategic planning, school finance, leadership, policy development, professional learning and instruction, along with the general operations of the district. My philosophy continues to be that students should be at the heart of all decision making within a school district. I operate from "All means All". All students are valued and should have the opportunity to excel to success. All stakeholders, both within and outside of the district, have insight and can make a meaningful contribution to our students.

It continues to be my desire to work with a school district that holds high expectations for student achievement and building the capacity of the professionals within the district. Should my expertise meet the needs of Indian River School District, I welcome the opportunity to join the School Board's leadership team working together to lead the District forward as you transition to a new school year and the selection of your next superintendent.

Sincerely yours,

A handwritten signature in cursive script that reads "Susan Moxley".

Susan E. Moxley, Ed.D.  
Retired Superintendent

**SUSAN E. MOXLEY, Ed.D.**  
**60 Surfview Drive, #715**  
**Palm Coast, Florida 32137**  
**(352) 516-8569 – Cell / Email: suemox3@aol.com**

---

**EDUCATION:**

2003                    **Doctorate - Educational Leadership**  
University of Central Florida                    Orlando, Florida  
Dissertation: Strategic Planning Process Used in School Districts in the  
Southeastern United States  
Unpublished Manuscript: “Strategic Planning: Planning for Action  
Rather Than Reaction, 2003 (Bozeman, W. and Moxley, S.)

1988                    **Masters of Arts - Educational Leadership**  
University of Central Florida                    Orlando, Florida

1982                    **Bachelors of Arts - Business Education**  
University of Central Florida                    Orlando, Florida

1979                    **Associate of Arts Degree**  
Lake Sumter Community College                    Leesburg, Florida

**EXPERIENCE:**

September, 2018 – Present                    **SENIOR CONSULTANT**  
MGT Consulting, Tampa, Florida

August, 2017 – Present                    **PROFESSIONAL ADJUNCT LECTURER**  
National Louis University – Tampa, Florida Campus  
Adjunct Professor – EDL Doctoral Program  
Courses: Policy, Finance, Leadership, Professional Development

April – June, 2017                    **SUPERINTENDENT EMERITUS** – Lake County Schools  
Retired from Lake County Schools beginning July 1, 2017

November, 2008- March 2017                    **SUPERINTENDENT OF SCHOOLS**  
Lake County Schools  
48 schools, approximately 42,000 students, 5300 employees

***Responsibilities and Accomplishments:***

***During my tenure as Superintendent of Schools, Lake County Schools -***

- Direct and oversee the total school district program with a total budget of approximately \$570 million.

- Responsible for establishing a comprehensive strategic plan focused on a systems thinking approach to decision making and performance metrics.
- Created an instructional framework for college and career readiness.
- Earned College Board District AP Honor Roll for 2012 and 2014.
- In 2017, Lake County Schools had no schools on the state's lowest 300 list and no D or F rated schools.
- Increased Participated in the Florida Partnership with College Board for a three-year program to provide middle and high school students with access to the SAT and the PSAT free of charge. As a result, the district experienced a 34% increase in number of students taking these exams.
- Full implementation of AVID (Advancement via Individual Determination) programs at all middle and high schools. One middle school achieved School of Distinction and became a National Demonstration School.
- industry certifications for students from 78 earned in 2009 to over 2268 earned in 2016 with a 10.4% increase in passage rates. The district earned over \$3.2 million in incentive awards to the high schools.
- One of four districts in the nation to be awarded the *Smarter Schools Spending* grant by the Gates Foundation to design a Strategic Finance Plan / Budgeting Realignment/Investment process with Return on Investment tools / Innovation and Program Evaluation for \$840,000; As a result, the district developed its first Strategic Finance Plan to guide the budgeting process to realign approximately \$10 million to invest in instructional priorities.
- Created and passed a policy codifying the Strategic Finance Planning Process.
- Developed and implemented a project management process for use by district staff.
- Established and implemented a system for program innovation and evaluation review and analysis. Resulted in a logic model tool being developed to determine return on investment.
- Implemented problem solving decision making model (PSDM) for administrators
- Awarded the Gates Foundation Next Gen Systems Phases 1 and 2 Grant focused on the implementation of Personalized Learning for Students for \$3.1 million;
- Developed, awarded and implemented a Gates Foundation iPD grant (Innovative Professional Development) for Personalized Learning for Teachers and Leaders for \$3.9 million.
- Served as a leading partner to design and implement the Health Sciences Collegiate Academy representing a unique partnership between the school district, LSSC, UCF, South Lake Hospital and Montverde Academy. The program officially opened in 2015.
- Addressed the capital outlay budget through the refinancing of bonds to save more than \$20 million in future interest payments.
- District earned Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers' Association for 13 years.
- Addressed increased health care costs by opening four Wellness Centers to minimize budgetary impact.

- Established a partnership with the National Institute on School Leadership (NISL) to participate in the USDOE i3 validation grant for leadership development.
- Provided leadership for the creation of a career ladder concept entitled LIFT Program which invested over \$1.2 million in teacher bonuses/supplements for the 2015-16 school year.
- Developed support from 24 professional partners to assist the district with the work on innovation priorities.
- District affirmed by Fitch Ratings and Standard and Poor's Rating of A+ for the past six years.
- While serving as superintendent, secured over \$36 million in grants for the district.
- Provided leadership in the development of new evaluation systems for all groups of teachers and school and district instructional administrators.
- Increased graduation rate for 2016 SY.
- Worked with School Board, Board of County Commissioners and local municipalities to successfully renew the fifteen year one-cent sales tax referendum.
- Established professional learning and microcredential for teachers and leaders in the areas of Personalized Learning for Students and Targeted Feedback.

July, 2006 –  
June, 2008

**ASSOCIATE SUPERINTENDENT, CAREER & TECHNICAL  
EDUCATION**

Orange County Public Schools

Orlando, Florida

***Responsibilities and Accomplishments***

- Direct, oversee and evaluate middle school, high school, and postsecondary career and technical education programs in Orange County Public Schools, a fast growing, multi-cultural school district serving 176,000 students. The Career and Technical Education division serves over 55,000 students of which 31,000 are postsecondary students in four technical centers and 24,000 students in middle and high schools.
- Responsibilities include curriculum development; strategic plan development and evaluation for a 5-year plan addressing both postsecondary technical training and K-12 career education.
- Established metrics for accountability measures and monitor the division's balanced scorecard and dashboard for productivity of processes, programs and human capital.
- Coordination of human resources, capital resources, and budget in excess of \$44 million of which approximately \$4.5 million is received from various grants such as Perkins IV.
- Conducted a budget review and needs assessment to address tuition revenues and state revenue shortfalls to balance the workforce budget for the 07-08 school year.
- Provided oversight for program development and assistance to the facilities department for the addition of a new 2-story, 60,000 square foot facility that opened in August, 2007 to serve as a fifth technical campus in East Orange County.
- Conducted ongoing analysis of legislation relating to workforce education, funding, and curriculum.

- Provided for distance learning, on-line curriculum, and courses to serve adult education, continuing workforce education and credit retrieval for high school students.
- Coordinate the assessment of district level and site-based programs and services to determine their responsiveness to the K-20 learning environment.
- Established a partnership with Workforce Central Florida.
- Member of the Superintendent’s cabinet to participate in district wide planning, development and evaluation.
- Departmental initiatives include the completion of an intent to negotiate (ITN) for a comprehensive student management (web-based) system for postsecondary technical centers; process consolidation project to align systems for enrollment management, institutional advancement and program management for five technical center campuses, educational product lines, marketing plan, and strategic plan.

May, 2005-  
July, 2006

**SENIOR DIRECTOR, PROFESSIONAL DEVELOPMENT SERVICES**

Orange County Public Schools

Orlando, Florida

***Responsibilities and Accomplishments***

Provided direction, oversight, and evaluation of professional development program serving approximately 13,000 instructional employees and 9,000 administrative and support employees. Responsibilities included the facilitation, development, and evaluation of diverse learning activities to strengthen training and professional development to meet the needs of the Learning Communities and District in achieving results. Oversaw the departmental budget, staff performance, leadership development, Preparing New Principal’s Program, succession planning, and compliance training. Planned and coordinated the Superintendent’s Leadership Summit, an annual district leadership professional development day for over 900 administrators. Provided leadership and direction for the implementation of Great Beginnings, a new teacher orientation for over 1300 new teachers, conducted annually. Planned and completed the Department of Education’s Protocol audit for best practices in professional development. Promoted to associate superintendent, a superintendent’s cabinet level position.

March, 2002 -  
April, 2005

**ASSISTANT SUPERINTENDENT FOR SCHOOL ADMINISTRATION AND HUMAN RESOURCE SERVICES**

Lake County Schools

Tavares, Florida

***Responsibilities and Accomplishments***

Responsibilities included overseeing the Human Resource Services Department that included operations, recruitment and retention, HRMD, personnel evaluations, employee benefits, compensation, employee relations, and collective bargaining. Direct responsibilities included allocations, position control, administrative placements and interviews, conducted principal and district staff assessments, and coordination of principal and assistant principal meetings and trainings. Instituted the Principal Enhancement Program for assistant principals. Other

responsibilities included policy development, strategic planning, development of standard operating procedures, and staff liaison to school board attorney regarding legal matters pertaining to employees and/or students. Served as the district level supervisor in the area of school administration that required assistance and support to all schools on issues at the school level. Assisted with the district’s initiative to earn the OPPAGA Seal of Best Practices. Oversaw the Safe Schools Department and student disciplinary actions and expulsions. Served as a hearing officer for the district. Served as the superintendent’s designee in the absence of the superintendent. During tenure in this position, assignments included supervision of additional departments that included risk management, school improvement and accountability, and transportation. Assisted with the development of RFQ and RFP in these areas. Accepted position in Orange County Public Schools (4<sup>th</sup> largest school district in Florida) to gain experience in a high growth district that is multi-cultural with a diverse socio-economic population

January 2005 - **ADJUNCT PROFESSOR**  
 Nov. 2008 National-Louis University

**Educational Leadership Program**

Taught courses in the areas of: Collective Negotiations, Personnel, Educational Finance, Curriculum and Supervision, Professional Development, School Improvement, and Educational Law to prospective school administrators.

1998- March, 2002 **DIRECTOR**  
 Lake Technical Center Eustis, Florida

***Responsibilities and Accomplishments***

Responsible for a staff of 120 located on four campuses including the main campus located in Eustis, Florida. Three locations encompassed all vocational-technical programs and adult education. Implemented a technical high school as a fourth campus to provide technical training to non-traditional students in grades 9-12. Responsibilities included establishing all policies and procedures for this institution under the direction of the Lake County School Board. Responsible for a total school budget of approximately \$4.2 million dollars inclusive of personnel and operational areas. Utilized total site-based budgeting in the operation of the Center under the governance of the Lake County School District. Conducted the Council on Occupational Education (COE) accreditation and SACS accreditation process. Participated on SACS Self Study Teams.

1995 - 1998

**PRINCIPAL**

Umatilla High School

Umatilla, Florida

***Responsibilities and Accomplishments***

Instructional leader of the school. Responsible for establishing the learning climate of the school, curriculum and instruction, school budget, athletic budget and program, school safety and facility needs. Responsible for all human resource needs which included hiring practices, dismissal proceedings, and assessment of instructional and support staff of 68 employees. Initiated Lake County's first academy, a small learning community within the high school setting, as a School-to-Work effort. Developed business and industry partnerships ie. St. Johns River Water Management District to establish the Emerald Marsh Living Classroom setting for student learning. Invited to present at a national conference on the academy concept and integrated curriculum. The Academy of Public Service became a model sight for the National Learn and Serve Conference. Conducted SACS accreditation 5 year study. Conducted inservice on CRISS Reading Strategies, and Invitational Education. Promoted to a director level position by superintendent.

1993- 1995

**PRINCIPAL**

Seminole Springs Elementary School

Eustis, Florida

***Responsibilities and Accomplishments***

Supervised instructional staff of 65 with a total staff of 102 employees. Responsible for coordinating school improvement efforts related to authentic and portfolio assessment. Coordinated curriculum programs to address test scores in grades 1 through 5. Implemented family involvement programs. Started School-to-Work initiatives on the elementary level to emphasize reading with the "Royal Guests as Career Readers" program. Instituted reading comprehension and writing programs at all grade levels. Implemented a book publishing center for students to write and publish their books. Conducted parental academic trainings entitled "Autumn Windfall of Knowledge" in the evenings to assist parents with their child's education. Utilized strong interpersonal communication skills to coordinate the resolution of pre-existing legal issues between parents and the school improvement process. Completed budget and assessment tasks required of the principal. Promoted to a high school principal position by superintendent.

1990 - 1993

**ASSISTANT PRINCIPAL**

Triangle Elementary School

Mt. Dora, Florida

Served as interim principal during the absence of existing principal for five months. Responsible for school safety and student discipline. Designed and implemented an in-school suspension program inclusive of behavior modification activities. Assisted in supervision and assessment of

staff, curriculum development and textbook acquisitions. Conducted staff inservice on "Creating a Climate for Learning". Promoted to position of school principal.

1989 - 1990                    **ASSISTANT PRINCIPAL**  
Minneola Elementary School                    Minneola, Florida

Responsible for school facility and student discipline. Assisted in supervision and assessment of staff. Instituted the Careers on Wheels program for students. Superintendent appointment to an assistant principal position in the Golden Triangle area of the district.

1987 - 1989                    **OCCUPATIONAL SPECIALIST**  
Clermont High School                    Clermont, Florida

Responsible for career counseling for students in grades 9 - 12. Developed and implemented a career curriculum providing a progressive approach to career education. Coordinated dropout prevention program for 9th graders. Monitored student progress in dropout prevention classes. Assisted teachers with various teaching strategies and compiled audit reports. Counseled students on college, vocational school and military opportunities. Assisted with disciplinary interventions with assistant principal. Appointed to administrative level position.

1982 - 1987                    **TEACHER - BUSINESS EDUCATION**  
Mount Dora High School                    Mt. Dora, Florida

Served as department chairperson with the responsibility of monitoring the vocational budget, scheduling, equipment needs, state reporting requirements, program reviews of course standards. Received training in Quality Circles.

1978-1981                    **LEGAL ASSISTANT**  
Law Offices of Christopher C. Ford                    Tavares, Florida

Responsible for preparing legal documents, real estate closings, research, county government tasks and trial preparation. Assisted lawyers in court for major trial proceedings.

**CERTIFICATIONS**

- Florida Department of Education Certificate in the areas of:
  - School Principal (All Levels)
  - Business Education (Grades 6-12)
  - Vocational Office Education (Vocational)
  - Occupational Specialist (Vocational)
  - Local Director (Vocational)

- Superintendent’s Certification 2009: Modules in Economic Forces, Legal Aspects of Leading a School District, Employee Relations and Collective Bargaining, Chief Executive Officer / Leadership Development Program’
- National Trainer for CRISS (Creating Reading Instruction through Student-owned Strategies) 1996-2014
- Certified Ventures Interviewer for administrators and instructors
- Certified state Classroom Walkthrough Trainer
- ESOL for School Administrators – Statewide Course – 60 hours

**COMMITTEES**

- Learning Forward Florida Host Committee – 2017 National Conference
- Florida Association of District School Superintendents (FADSS)
  - Member – 2008 to present
  - Board of Directors – Secretary 2016-2017
- Shared Services Network – Lake County Agencies Roundtable
  - Roundtable Member (8 years) – 2009-2017
  - Vice Chairperson (3 years) – 2010-2011, 2011-2012; 2013-2014
  - Chairperson (3 years)– 2012-2013; 2014-2015, 2015-2016
- Commissioner of Education’s Leadership Policy Advisory Committee (LPAC) 2012-2014
- AASA – The School Superintendent’s Association: Governing Board Member - 2013-2017
- Graduate Faculty Scholar, University of Central Florida, June 2016 to present.
- Member of Doctoral Dissertation Committee – UCF, August, 2016 to present.
- Florida Department of Education Reactor Panel for Assessment – Tallahassee, September 27-28, 2012
- Teacher and Leader Preparation Implementation Committee (TLPIC): a RTTT work group on Teacher Preparation Programs: 2012-2014
- Statewide Longitudinal Data System (SLDS) Committee: a RTTT work group on data systems – 2012-2013
- PRISM (Promoting Regional Instruction in Science and Mathematics) Advisory Council 2009-2013
- STEM Alliance of Central Florida: Governing Board Superintendent’s Liaison – 2013 – 2017
- Central Florida School Boards Coalition – 2009 - 2017
- Metro Orlando Economic Development Commission – Board of Directors Member - 2009 – 2017
- South Lake Chamber – Governing Board – Ex-Officio Member – 2013- Present
- Lake County Education Foundation – Governing Board – Ex-Officio Member – 2009 – 2017
- University of Central Florida South Lake Advisory Council 2014 - 2017
- Workforce Central Florida – Board of Directors Member – 2009

- UCF College of Education – 40<sup>th</sup> Anniversary Planning Committee Member
- Progress Energy – UCF Leadership Advisory Board Member 2003-2005
- Member of Lake County Conservative Founders Club
- Past Member of Umatilla Kiwanis and Golden Triangle Kiwanis
- Chamber of Commerce – as school principal and superintendent maintained membership in local Chamber of Commerce within school community
- Florida Organization of Instructional Leaders (FOIL), 2013-2017
- Florida Association of School Administrators (FASA) 2016-2017

**SPECIAL RECOGNITION:**

- Redesign PD – Council of 30 professionals collaborating on professional learning in the field of education. One of three superintendents selected nationally to participate to attend. Sponsored by Learning Forward and the Gates Foundation – 2014-2017
- Gates Foundation Superintendents Advisory Council – one of ten superintendents selected nationally to participate – February 20-21, 2014.
- University of Central Florida Professional Achievement Award – October 2010
- Leadership Lake County – Class of 2012
- Boy Scouts of America Central Florida Council – Golden Eagle Honoree 2013
- Selected to participate in Race To The Top Convening in Washington, D.C. – October 1-2, 2012
- Selected to participate in the U.S. Secretary of Education’s Labor-Management Collaborative Conference in Cincinnati, OH – May 22-24, 2012 and in Denver, CO – 2013
- Invitation to iPD (Innovative Professional Development) Learning and Idea Fest sponsored by the Gates Foundation – October 27-28, 2014
- Selected to participate in Urban School Superintendent Association’s Leadership Academy – 2009, 2010, 2011, 2015
- Future Farmers of America Honoree for East Ridge High School and Clermont Middle School 2009-2010
- Orlando Tech ACE Recognition Award for Leadership and Support of Adult Education – 2007-2008
- Orange County Career Technical Educators Appreciation for Outstanding Support – May, 2008
- Exceptional Student Education Administrator of the Year, Lake County Schools, 1997
- Lake County's first academy concept - Academy of Public Service

**PRESENTATIONS**

- One of three district administrators selected to present Lake County Schools Instructional Theory of Action to Bill and Melinda Gates, the Co-Chairs of the Gates Foundation – April 29, 2014

- Gates Florida Key Partners Convening – Served as a Superintendent Panelist – St. Petersburg, Florida, November 21-22, 2013
- Presented Personalized Learning for Students Proposal, Gates Convening, 2012, Salt Lake City.
- Presenter at the Gates Foundation NextGen Systems National Convening on Personalized Learning for Students – Houston – January 29-31, 2014
- Presented Problem of Practice – Lake County’s Theory of Action on Personalized Learning for Students, Teachers and Leaders
- Annual Lake County Leadership Summits for principals, assistant principals and district directors and supervisors. Keynote presenter for morning session. 2009, 2010, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017
- Guest Speaker at YMCA of Central Florida Advocacy Meeting – January 20, 2013
- Guest speaker at various community and civic groups in Lake County, ie. Kiwanis, Chambers, Rotary Clubs on an annual basis, 2008-2017.
- Presenter at the K-12 Innovations Fair – Topic: League of Educational Excellence – Taking Career Academies to the Next Level. October, 2007
- Presenter at National Tech Prep Network Conference – Pittsburgh, PA, October 2000 Title, “Internships: Vision Accomplished, the Complete How-To-Handbook”
- Presenter at National Tech Prep Network Conference - Nashville, October 1999 Title, "Linking Postsecondary to High School on One Campus"
- Presenter at Georgia State Tech Prep Conference, 1999 – Academy of Public Service
- Presenter at National Tech Prep Network Conference - Kansas City, October 1998
- Presenter at National Tech Prep Network Conference - Nashville, October 1997 Title, "Emeralda Marsh - The Living Classroom"
- Presenter at the Florida Council on Elementary Education Conference - Orlando Presentation title, "Portfolio Assessment" - 1994

### **PROFESSIONAL TRAINING**

- Teaching Students with Disabilities Module – FDLRS 20 hours – February 2015
- Ethics Training – Online Training provided by Florida School Boards Association, December 2014
- AASA (The School Superintendent’s Association) Conferences: Houston 2012, Los Angeles 2013, and San Diego, 2015
- Learning Forward – National Professional Development Association Conferences: 2012 and 2014
- Empowering Effective Teachers and Teaching Project Convenings sponsored by Gates Foundation 2012-present
- Elevating and Celebrating Effective Teachers and Teaching Convenings sponsored by Gates Foundation 2013 – present
- Spending Money Smartly Convening, March 27, 2013: Chicago, IL

- Gates Foundation Finance Demonstration Districts Kick-Off Meeting, September 17-18, 2013: Washington, D.C.
- University of Central Florida Math/Science Enhancement Program – Morgridge International Reading Center – August 24, 2012
- Reform Support Network – Teacher/Leader Effectiveness and Standards and Assessment Community of Practice Convening: Building Leadership for Rigorous Instruction, October 1-2, 2012: Washington, D.C.
- Lead 360 – Larry Coble, October 13, 2009
- Center on Reinventing Public Education (CRPE): Portfolio School District Network Meeting, January 27-29, 2014: Houston, TX
- Florida Association of District School Superintendents Human Capital Convening – February 26, 2014
- Central Florida Superintendent Convening with Governor Scott and Commissioner of Education – Tampa – December 12, 2012
- Florida Education Summit – Sterling Conference: May 31, 2011
- Leading the Way Conference: Strategy for Transforming Florida Schools, Tampa – January 19-20, 2011
- Florida School Board’s Association Master Board Training 2009, 2011
- American Recovery and Reinvestment Act Statewide Meeting – Tampa – May 6, 2009
- New Superintendent’s Orientation – FADSS – December 2-3, 2008
- CAR-PD Training – UCF Online – December, 2009
- Systems Thinking / Systems Dynamics – Peter Senge - November, 2005 and 2007
- Ruby Payne Training - 2005
- Tregoe Problem Solving Decision Making – 2005
- Tregoe Advanced Problem Solving Decision Making 2010
- Facilitative Leadership – 2005
- National Training Seminar: “Staff Development, Induction, and Mentoring” – Tucson, AZ – March 14-15, 2005
- Interest-Based Collective Bargaining, Lake County Schools Negotiating Team
- Progress Energy – UCF Leadership Institute Participant and District Contact – 5 years 2003 - Present
- “Results: The Essential Elements of School Improvement” – Mike Schmoker
- “Shaping School Culture: The Heart of Leadership: - Kent Peterson
- “A Leaders Guide to Standards: A Blueprint for Educational Excellence and Equity, and Assessing Educational Leaders” – Douglas Reeves
- “Understanding by Design” – Grant Wiggins
- “Balanced Leadership: What 30 Years of Research Tells Us About the Effect of Leadership on Student Achievement” – Brian McNulty of Mid-continent Research for Education and Learning
- “Professional Learning Communities at Work: Best Practices for Enhancing Student Achievement and Getting Started: Reculturing Schools to Become Professional Learning Communities” – Richard and Rebecca DuFour
-

- “Classroom Instruction That Works: Research-Based Strategies for Every Teacher” – Debra J. Pickering and Robert Marzano
- “Working on the Work” – Phil Schlechty
- Principal Institute by Florida Assoc. of District Superintendents -Certified facilitator for the Principal's Institute - Dr. Phil Schlechty
- Ventures for Excellence Training: The Best in the Selection and Development of People
- “Classroom Walkthroughs with Reflective Feedback”
- High Schools That Work, School-To-Work and Tech Prep.
- Member of Lake County Schools' Transformational Leadership Team for the Florida Association of District School Superintendents
- Creating Satisfied Customers, Interactive Management, Facilitative Management, and Interviewing Techniques - Management Training Institute
- Educational Leadership by Dr. Bill Blokker
- World Class - Leesburg Chamber of Commerce
- Team Building – Dr. Rothberg, University of Central Florida
- Interaction Management
- Administrator E.S.O.L.
- Lake County Schools – Effective Teaching Center
- Cultural Diversity – Bettye Coney
- Positive Approach to Discipline - Dr. Clint VanNagel - Univ. of North Florida
- Coalition of Essential Schools - Dr. Ted Sizer, San Francisco
- National Career Academy Coalition - U.S. Dept. of Education, Philadelphia

### **SPECIAL RESEARCH INTERESTS**

Currently working on research project related to Targeted Feedback and Microcredential for Administrators with Lake County Schools, Center for Educational Leadership (Univ. of Washington), Digital Promise and University of Central Florida.

Strategic Finance Planning / Strategic Planning

Leadership Development

Change Management

Teacher Professional Learning / Collaborative Practice

Personalized Learning

## References

Bill Mathias  
School Board Member (current and former Board Chairman)  
Lake County Schools  
Cell: 352-551-9208

Stephen Johnson, Esq.  
School Board Attorney  
JT Johnson / Turner  
215 N. 2<sup>nd</sup> Street  
Leesburg, Florida  
352-973-0440

Rosanne Brandeburg  
Former School Board Member  
Lake County Schools  
Cell: 352-551-6416

Carman Cullen  
Executive Director  
Educational Foundation of Lake County  
Cell: 352-504-5327

Carol MacLeod  
Former Chief Finance Officer  
Lake County Schools  
Cell: 813-956-3757

**This page intentionally left blank.**

# Delanie Ferguson

## Hourly Shift Leader

Palm Bay, FL  
[delanie561@yahoo.com](mailto:delanie561@yahoo.com)  
561-291-1693

Seeking a position where my experience can be an asset with the potential of growth. Experienced Crew Leader bringing enthusiasm, dedication and an exceptional work ethic. Highly trained in customer service and guests relations.

Authorized to work in the US for any employer

## Work Experience

---

### Hourly Shift Leader

Papa Johns - West Palm Beach, FL  
June 2017 to July 2018

Manages and assumes responsibility for all functions of Papa John's restaurant to ensure high quality products and customer service are delivered to ensure restaurant profitability.

### Crew Trainer

Mcdonald's - Riviera Beach, FL  
December 2016 to June 2017

Motivate the crew, serving customers, keeping the restaurant clean and organized, preparing food, making sure that the food safety rules are followed, and monitoring employee performance.

## Education

---

### Diploma

Palm Beach Lakes High School - West Palm Beach, FL  
May 2018

## Skills

---

TIME MANAGEMENT, Shift Lead, Crew Member, Food Service, Fast Food

## Additional Information

---

### SKILLS

- Time management
- Well organized
- Multi-tasking

- Quick Learner
- Computer and internet skills

# Gregory Burrell

Stuart, FL 34994  
[gaburrell@gmail.com](mailto:gaburrell@gmail.com)  
5617225696

Experienced Field Superintendent working in the multi unit housing industry. Very adept at new construction and renovation work. Working with organizational skills and keeping up in a fast paced environment. Ability to multi task with different work categories at one time. Prompt, punctual, professional, loyal and consistent. Capabilities include:

## Work Experience

---

### **Purchasing Manager/Buyer**

Interior Concepts llc  
April 2018 to January 2019

Field and Administrative support

- Supported complete corroboration with the Superintendent and the Project Manager to maintain the schedule and cost controls
- Managed all subcontractors for quality control and contract accuracy to performance. When necessary reviewed contract with subcontractor General conditions and Specifications
- Reviewed all project specifications and general conditions. Familiarized with sub contracts and field personnel responsibilities
- Verified all materials meet project specifications. Controlled inventory and verified delivery quantities. Maintain materials quality controls

Permit qualifications and postings

- Reviewed all permits and assured proper posting
- Corroborated with local inspectors and understood expectations and end result expectations

Project closeout and turnover

- Worked with the Project Manager and Superintendent to assure the closeout is complete and finalized. Supervised demobilization
- Assured that the quality and presentation of the final product meets customer expectations

## Education

---

### **Construction Management**

Cabrillo College - Soquel, CA  
2008 to 2010

## Skills

---

budget (10+ years), Estimation (8 years), Preconstruction (10+ years), quality control (10+ years)

Date: May 7, 2019

Andrea Messina  
Executive Director  
Florida School Board Association  
203 S. Monroe St.  
Tallahassee, Fl. 32301

Dear Mrs. Andrea Messina,

I look forward to the consideration of having the honor of serving as the Interim Superintendent of the School District of Indian River County. My experiences in education has involved all levels of leadership, administration, supervision, curriculum development/implementation, business, finance, and technology in school districts of varying sizes and demographics all in which we have shown a record of executive management and accountability. I have done this while developing strong professional working relationships with ALL school stakeholders as well as school board members. These wide-ranging experiences has helped to prepare me for the job of Superintendent. My core beliefs are to provide high standards of excellence in academic achievement, accountability, and responsiveness to the public.

It is my goal to lead a district to eliminate the achievement gaps between all identifiable groups of students. I successfully completed the Atlantic Partners Superintendents Academy, a rigorous program designed to prepare leaders to become the next group of comprehensive leaders in education for the academic, political, legal, and logistical rigors inherent to K-12 education. Additionally, in my position as a Director of Curriculum, Academics and Professional Learning, I lead the development, board approval, and implementation of the City of Harper Woods School District Curriculum. It was an amazing journey to work with a committee and develop a comprehensive, rigorous, curriculum that ensures an equitable, viable, aligned curriculum. I was also able to develop and monitor grade/content level meetings, instructional coaching model and an International Baccalaureate, (IB) process for its implementation and approval to become an IB World School. Additionally, I lead the separation of the High School and Middle School which placed the middle school in its own building. I lead in the rental negotiation, revitalization and the renovation of the middle school. I also lead in the negotiation of the new Career and Technical Education Institute as well as its garnering of its grants to refund a portion to the district.

My personal values and professional record, starting from a teacher, to department leader to building administrator to central office administration demonstrate my passion and ability for leading change and improving organizational effectiveness with the goal of making a measurable impact on ALL students.

Sincerely,

*Dwayne Richardson*

Dwayne Richardson, Ed. D. c

## DWAYNE F. RICHARDSON

“The Power is in the Progress and Progress is in the Results”

40610 Coachwood Circle Northville, MI 48168 (313) 971-9227 [drique@yahoo.com](mailto:drique@yahoo.com)

### EDUCATION

- **Atlantic Partners Superintendents Academy**, Chicago, Ill. 2019
- **Horizon Leadership Academy**, Lansing MI., 2019
- **National Principals Leadership Institute**, New York City, NY., 2013
- **Master of Education**, Marygrove College, Detroit, MI. 2001
- **Bachelor of Computer Science**, Jackson State University, Jackson, MS. 1998

### PROFESSIONAL EXPERIENCE

#### **City of Harper Woods School District**

2017 – Present

*Director of Curriculum and Instruction*

- Led and developed k-12 curriculum for City of Harper Woods School District.
- Provide development and implementation of federal or state aid programs including but not limited to Title I, Title IIA, Title IX, Title X and Title IID.
- Support all aspects of district instructional and curriculum integration of technology.
- Coordinate the development, implementation, and evaluation of the Comprehensive Plan (both District and building plans).
- Oversight of \$28 million budget with 19% fund balance.
- Prepare and create the School Instructional Calendar.
- Coordinated development and editing of Atlas Rubicon, parent brochures and other educational materials.
- Opened middle school on time and under budget.
- Opened College and Career Institute on time and under budget 2019.
- Supervise the administration and analysis of all state and local testing programs within the district, including the creation of an annual district-wide assessment calendar.
- Implemented and oversight of International Baccalaureate Middle Years Programme.
- Report periodically to the board on all curriculum, instruction, and assessment matters and all technology issues as directed by the Superintendent.
- Make recommendations pertaining to policy and procedure to the Superintendent..
- Attend all Intermediate School District’s Curriculum Council meetings.
- Supervise and chair Technology Committee meetings and coordinate the development and implementation of the district’s 1-to-1 technology plan.
- Increased student population by 32%.
- Led negotiations of current four-year teacher contract.

#### **Avant Garde Academy Schools**

2016 – 2017

*Executive Coach for Failing Schools*

- Led implementation of district wide instructional cycle.
- Developed district benchmark assessments.
- Led two school from a failing grade.
- Developed schedule yearly administrators review and observation.
- Developed plan in which the school received donations for new digital sign.
- Created connections between local businesses and the school.

## DWAYNE F. RICHARDSON

“The Power is in the Progress and Progress is in the Results”

- Trained Principal and Assistant Principal on data analysis for school improvement and program evaluation.
- Senior executive responsible for charter school relations, marketing and student achievement.

### **Burns Elementary School, Detroit, MI.**

*Principal*

2012 – 2016

- Selected as the winner of the STEM Lab for Inner City Education given to school that demonstrate the best overall performance and improvement in student achievement while reducing achievement gaps among poor and minority students (2014).
- Executive leader for the state worst performing school. PreK-8 school, staff members, and a budget of more than \$12.2 million.
- Wrote grant to receive \$6 million SIG Federal Grant
- Increased student achievement on End-of-Course, End-of-Grade, in all subjects and grades assessed (2013-2014).
- Increased MEAP scores 2013-14.
- Developed a high functioning leadership team, 17 members have gone on to be Central Office and Principals.
- Awarded \$2 million for Robotics Program initiated by Michigan Governor.
- Led over \$1.4 million budget reduction process in response to economic downturn.
- Certificates of Participation funding.
- Developed Student Centered Learning Strategies and platform.
- Led the development and creation of \$1.2 million build of new kitchen.
- Assisted in the realignment of Engaged New York Curriculum.

### **Certifications**

#### **Administrative Certification:**

- **Specialty - Central Office**
- **Elementary & Secondary K-12**

#### **Professional Teaching Certificate**

- **Mathematics 6-12**
- **Humanities 6-12**

### **ADDITIONAL EXPERIENCE**

#### **Detroit Public Schools, Detroit, MI**

*Assistant Principal*

2008 - 2012

#### **Detroit Public Schools, Detroit, MI**

*Math Department Chair/Dean of Students*

2004 - 2008

#### **Detroit Public Schools, Detroit, MI**

*High School Math Teacher*

1998-2004

### **AWARDS AND HONORS**

## **DWAYNE F. RICHARDSON**

“The Power is in the Progress and Progress is in the Results”

- Jackson State University, College of Education Alumni Association, Outstanding Alumni K-12 Administrator Award, 2008
- Omega Psi Phi Fraternity Incorporated Man of the Year Award
- Northern High School winner of the Educator of the Year Award, 1998

# STATE OF MICHIGAN

State Board of Education

Department of Education

## SCHOOL ADMINISTRATOR CERTIFICATE RENEWAL

awarded to

**DWAYNE F RICHARDSON**

In accordance with the provisions of Act 451 of the Public Acts of 1976, the holder of this certificate has completed all state requirements for Administrator Certification.

### ENDORSEMENTS

CENTRAL OFFICE (CO)

ELEMENTARY & SECONDARY ADMIN K-12 (ES)

### PROFESSIONAL LEARNING

SPECIALTY-CENTRAL OFFICE



Sheila A. Alles  
Interim State Superintendent

Issue Date : 04/15/2019  
Expiration Date : 06/30/2024  
License Number : SA0000000865711

1849

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

### MICHIGAN PROFESSIONAL EDUCATOR'S CODE OF ETHICS

The following ethical standards address the professional educator's commitment to the student and the profession:

- Service toward common good** - The professional educator's primary goal is to support the growth and development of all learners for the purpose of creating and sustaining an informed citizenry in a democratic society.
- Mutual respect** - Professional educators respect the inherent dignity and worth of each individual.
- Equity** - Professional educators advocate the practice of equity. The professional educator advocates for equal access to educational opportunities for each individual.
- Diversity** - Professional educators promote cross-cultural awareness by honoring and valuing individual differences and supporting the strengths of all individuals to ensure that instruction reflects the realities and diversity of the world.
- Truth and honesty** - Professional educators uphold personal and professional integrity and behave in a trustworthy manner. They adhere to acceptable social practices, current state law, state and national student assessment guidelines, and exercise sound professional judgment.

### ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

### EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

This certificate was subscribed and sworn to before me, along with picture identification, on \_\_\_\_\_

\_\_\_\_\_  
Notary Print Name

\_\_\_\_\_  
Notary Signature

Commission Expires: \_\_\_\_\_

Notary Seal

\_\_\_\_\_  
Educator Signature

**This page intentionally left blank.**

# *Cover Letter*

## *Mrs. Stephanie Roberta Jackson*

17214 Maryland Street  
Southfield, Michigan  
48075  
Telephone: (248)-991-2139  
Email: [swalkes@yahoo.com](mailto:swalkes@yahoo.com)

Date: May 7<sup>th</sup>, 2019

Dear Human Resources Professional,

It is with great enthusiasm that I am applying for the position of Interim Superintendent. I have earned a Masters of Education Degree in Curriculum and Instructions, a Bachelor of Education Degree in Elementary Education, a Bachelor of Arts Degree in Drama in Education and recently have completed Michigan Education Administrator Certification. With almost 3 years of Administrative experience and 17 years of teaching experience, I am confident that I possess the qualifications your district needs, to promote its philosophy and goals.

As the attached Resume will highlight, I am currently operating as a Data & Assessment Director, where I oversee a diverse group of staff as well as approximately 300 students. I have coordinated the NWEA, ANET, MSTEP, and Training for the school district along with creating the assessment schedules and calendar for these Assessments. Along with these responsibilities, I also oversee the entire MTSS Process. These opportunities have enabled me to develop strong communications, interpersonal, organizational and leadership abilities which allow me to cultivate a supported learning environment and reinforce the school's standards, policies and goals.

My greatest strengths include but aren't limited to being a leader, a visionary, a strategist, a great listener, and a bridge builder. I am creative, organized, focused, supportive and committed to excellence.

As a visionary in education one of my biggest areas of learning is investing very early in early childhood education. I feel this is something of great importance. Also, in being committed to excellence I endeavor to inspire change through accountability. Your School's vision and mission statement outlines key principles that are cornerstones to learning and are in alignment with what I've acquired in education over my years of tenure. With that said, as your Interim Superintendent I am prepared to commit to the continuous improvement process to ensure all students within your school culture are achieving at high levels. As your Interim Superintendent my statement of change is: "This is where we're going and this is how we're going to get there!"

I would like to be afforded a seat at the table to discuss further opportunities of collaboration in the process of becoming a member of your institution of learning. I can be reached at your earliest convenience by phone or email at:

Sincerely,

*Mrs. Stephanie Roberta Jackson M.Ed, B.Ed, B.A*  
*/Encl.*

# *Resume*

*Mrs. Stephanie Roberta Jackson*

17214 Maryland Street  
Southfield, Michigan  
48075

Telephone: (248)-991-2139

Email: [swalkes@yahoo.com](mailto:swalkes@yahoo.com)

## **WORK EXPERIENCE**

### **DISTRICT DATA AND ASSESSMENT DIRECTOR**

David Ellis Academies / Wayne County/ 2016- present

*Highlight: Ability to handle unforeseen challenges and multiple priority for a school committed to continuous improvement,.*

- Preparing for Principal Certification through Internship Training since September 2018 till present
- Provide professional learning and share instructional practices to increase student achievement.
- Instrumental in increasing overall test scores for struggling learners
- Develop, maintain, and access Edmentum Exact Path to track progress of student performance
- Implement ongoing process to improve school ratings through an intense analysis and disaggregation of standardized test data
- Set up school wide assessment for all grades from Kindergarten-Gr. 8 namely:
  - NWEA, ANET, & MSTEP (State wide assessment)
- Lead and provide direction with faculty for analysis in analyzing data to assist in the improvement to ensure increase in student mastery
- Facilitate Professional Development Meetings for Faculty
- Create Systems and Schedules to ensure compliance with National and State requirements
- Organize and facilitate bi-weekly Data Protocol meetings with Kindergarten-Grade 8 Staff
- Generate Reports showing the Analysis of Students Achievements & Students Progress towards school goals, for School Leadership and the Board of Directors
- Oversee entire MTSS Process
- Serve as a member on The Instructional Leadership Team
- Assist with setting and monitoring School, Students, and Teachers' goal
- Participate in regularly held Staff Development Meetings where I provide ongoing Content Presentations
- Facilitate Professional Development for staff as requested by School Leadership
- Active member of the School Improvement Team

### **DETROIT CHARTER SCHOOLS**

*Detroit Charter Schools -Detroit -2002-2016*

- Designed units and lessons aligned with, or exceeding, Common Core State Standards.
- Provided modifications, using multiple teaching strategies, for learners from varying backgrounds, such as English Language Learners, students with IEPs and gifted learners
- Consistently increased student achievement scores for NWEA
- Created and implemented innovative and engaging lesson plans and activities, increased student learning and mastery
- Integrated technology into learning with Ipad and computers

### **WINDSOR-ESSEX COUNTY DISTRICT SCHOOL BOARD**

*Toronto District School Board*

*Sept 2000-June 2001*

*Windsor, Ontario, Canada*

*Sept 2001-June 2003*

- Built a collaborative and friendly classroom environment through the use of interactive learning
- Utilized educational games and group activities to drive instructions
- Cultivated and encouraged the development of the Arts through music especially in the area of vocalization through the use of a diverse group of students to form a 25 voice choir

# **EDUCATION**

## **EDUCATIONAL LEADERSHIP CERTIFICATION**

*Michigan Association of Secondary  
Principal 2018-Present*



## **MASTERS IN CURRICULUM AND INSTRUCTION**

*University of Phoenix 2008*



## **BACHELOR OF EDUCATION**

*University of Windsor -1999-2000*



## **BACHELOR OF ARTS DRAMA in EDUCATION**

*University of Windsor -1999-2000*



## **MICHIGAN PROFESSIONAL EDUCATION CERTIFICATE**

*June 2015- June 2020*

# **SKILLS**

**STRATEGIST**



**LEADER**



**ENERGETIC**



**COLLABORATIVE**



**ACTION ORIENTED**



**PROBLEM SOLVER**



**ORGANIZED**



**SELF MOTIVATED**



**SUPPORTIVE**



**MULTI-TASKER**

*~References Available Upon Request~*

# Stephanie Jackson

## **DISTRICT DATA AND ASSESSMENT DIRECTOR - David Ellis Academies / Wayne County**

Southfield, MI 48075

[swalkes@yahoo.com](mailto:swalkes@yahoo.com)

(248)-991-2139

Willing to relocate to: Fort Lauderdale, FL - West Palm Beach, FL - Jacksonville, FL

## Work Experience

---

### **DISTRICT DATA AND ASSESSMENT DIRECTOR**

David Ellis Academies / Wayne County

2016 to Present

Highlight: Ability to handle unforeseen challenges and multiple priority for a school committed to continuous improvement, .

- \* Preparing for Principal Certification through Internship Training since September 2018 till present
- \* Provide professional learning and share instructional practices to increase student achievement.
- \* Instrumental in increasing overall test scores for struggling learners
- \* Develop, maintain, and access Edmentum Exact Path to track progress of student performance
- \* Implement ongoing process to improve school ratings through an intense analysis and disaggregation of standardized test data
- \* Set up school wide assessment for all grades from Kindergarten-Gr. 8 namely:
  - \* NWEA, ANET, & MSTEP (State wide assessment)
- \* Lead and provide direction with faculty for analysis in analyzing data to assist in the improvement to ensure increase in student mastery
- \* Facilitate Professional Development Meetings for Faculty
- \* Create Systems and Schedules to ensure compliance with National and State requirements
- \* Organize and facilitate bi-weekly Data Protocol meetings with Kindergarten-Grade 8 Staff
- \* Generate Reports showing the Analysis of Students Achievements & Students Progress towards school goals, for School Leadership and the Board of Directors
- \* Oversee entire MTSS Process
- \* Serve as a member on The Instructional Leadership Team
- \* Assist with setting and monitoring School, Students, and Teachers' goal
- \* Participate in regularly held Staff Development Meetings where I provide ongoing Content Presentations
- \* Facilitate Professional Development for staff as requested by School Leadership
- \* Active member of the School Improvement Team

### DETROIT CHARTER SCHOOLS

Detroit Charter Schools - Detroit, MI

2002 to 2016

- \* Designed units and lessons aligned with, or exceeding, Common Core State Standards.

- \* Provided modifications, using multiple teaching strategies, for learners from varying backgrounds, such as English Language Learners, students with IEPs and gifted learners
- \* Consistently increased student achievement scores for NWEA
- \* Created and implemented innovative and engaging lesson plans and activities, increased student learning and mastery
- \* Integrated technology into learning with Ipad and computers

WINDSOR-ESSEX COUNTY DISTRICT SCHOOL BOARD - Toronto, ON  
September 2000 to June 2001

Windsor, Ontario, Canada

Sept 2001-June 2003

- \* Built a collaborative and friendly classroom environment through the use of interactive learning
- \* Utilized educational games and group activities to drive instructions
- \* Cultivated and encouraged the development of the Arts through music especially in the area of vocalization through the use of a diverse group of students to form a 25 voice choir

## Education

---

### **CERTIFICATION**

Michigan Association of Secondary  
2018 to Present

### **CERTIFICATE**

Michigan Association of Secondary  
June 2015 to June 2020

### **MASTERS in CURRICULUM AND INSTRUCTION**

University of Phoenix  
2008

### **BACHELOR OF EDUCATION in EDUCATION**

University of Phoenix  
2008

### **BACHELOR OF EDUCATION in EDUCATION**

University of Windsor  
1999 to 2000

### **BACHELOR OF ARTS in DRAMA**

University of Windsor  
1999 to 2000

### **BACHELOR OF ARTS in DRAMA**

University of Windsor  
1999 to 2000

### **CERTIFICATE**

University of Windsor  
1999 to 2000

## Skills

---

ENERGETIC (5 years), MULTI-TASKER (5 years), PROBLEM SOLVER (5 years), SELF MOTIVATED (5 years)

Ms. Andrea Mesinna  
Executive Director, FSBA

Dear Ms. Mesinna:

It has come to my attention that the Indian River School Board is searching for an Interim School Superintendent, while they work through the process of obtaining someone to replace their current leader.

Having served over fifteen years as a superintendent in the State of Florida, ten of which were in Indian River County, I am aware that the challenges facing school districts today require expertise that often comes only with experience. I have institutional knowledge of the school district and care deeply about the future of the students it serves. The School District of Indian River played a major role in my development as a school administrator, and giving back to the community that supported my efforts in past years is a role worth serious consideration.

My service as Superintendent to the district sixteen years ago is recent enough for me to be aware of the community, the schools and the unique challenges facing the system, and yet distant enough that I have no political ties or preconceived ideas about current issues within the school system.

To that end, if I can be of benefit in supporting the District while the Board progresses through the Superintendent selection process, I am happy to be of service.

Attached you will find my resume that documents my professional career.

Very truly yours,

**Roger Dearing**

Roger Dearing, Ed. D.

**James 'Roger' Dearing, Ed.D.  
10605 Cheval Place  
Bradenton, FL 34202-4026  
(941) 737 - 1113**

### **Professional Preparation**

I possess a Bachelor and Master of Arts Degrees in Mathematics Education from the University of Central Florida. Also, I have an earned Doctor of Education Degree from the University of Central Florida in Educational Administration and Supervision/Leadership.

### **Professional Experience**

I have a total of forty-six (46) years of professional experience, which include nine years as a classroom teacher in Orange County, followed by thirty-seven years as an administrator in Florida. My administrative experience includes serving five years as a high school Assistant Principal and Principal in Osceola County, nine years as an Assistant Superintendent for Curriculum and Instruction in Osceola County, ten years as Superintendent of Schools in Indian River County, five years as Superintendent of Schools in Manatee County and eight years as the Executive Director of the Florida High School Athletic Association.

Among my direct responsibilities as Superintendent in both Indian River and Manatee Counties were the overall day-to-day operations of the school systems and the supervision and management of seventy-five schools, which includes twenty-two contracted or charter school sites (among the two districts). The positions also required making recommendations and nominations to the School Boards that positively impact the efficient and orderly operations of the school districts. At the time of my departure from Manatee County there were over 45,000 students, 8,500 employees and a \$800 million budget. Typical recommendations to the School Boards would include, but not be limited to, proposals for educational programs, personnel, policies and procedures, short and long-term facility and construction plans along with curriculum, scheduling and academic programming for the various schools.

Among my direct responsibilities as Executive Director of the Florida High School Athletic Association was setting the agenda and making recommendations during the quarterly Board of Director meetings. Those recommendations included the state-wide athletic programs' policies, classifications, scheduling, administrative guidelines and championship format for over 800-member schools, forty-thousand coaches and nearly 9,000 games officials.

## Honors and Awards

- Twice recognized as Teacher of the Year in Winter Park
- Selected as Winter Park's Chamber of Commerce Teacher of the Year
- Recipient of Osceola County Jaycee's "Outstanding Young Educator Award"
- Nominated for the Orlando Business Journal's "Up and Comers Award"
- Honored three times as Osceola County Schools "Administrator of the Year"
- Recipient of the "Best Business Practices in Government Award" from the Taxpayers Association of Indian River County
- Honored as "Outstanding Alumnus" from the University of Central Florida's College of Education - for the First Quarter of a Century
- Presented the "President's Outstanding Service Award" by the Indian River County Chamber of Commerce
- "Outstanding Service Award" from the Indian River County United Way
- Selected as "Administrator of the Year" by the Florida Association of Educational Office Professionals
- Selected as "Outstanding Alumni of the Decade" for the University of Central Florida
- Received the "Outstanding Community Service Award" for Manatee County
- Honored by Manatee County Chamber of Commerce for "Dedication to the Improvement of Community Standards Award"
- Served as President of the Florida School Music Association's Board of Directors for seven years.
- Served on the FHSAA's Board of Directors, appointed by FADSS, for four years
- Served on the University of South Florida's Citizens Advisory Committee
- Served on the Sun Coast's Educational Advisory Council

## Personal Data

Born September 16, 1949 . . . 6' 3", 220 lbs. . . . excellent health . . . married with four adult children and four grandsons . . . hobbies include reading, golf and genealogy . . . strong commitment to participatory leadership and a team approach to problem solving . . . rewarded by satisfactorily accomplishing goals which were established in order to meet challenging tasks.

**This page intentionally left blank.**

*Paul D. Sexton*

*5185 55<sup>th</sup> Street  
Vero Beach, FL 32967*

*Phone: 407.744.1835  
Email: paul\_n\_donna@msn.com*

---

Date: May 7, 2019

Re: Interim Superintendent Position  
School District of Indian River County  
Vero Beach, FL

Dear Search Committee,

I'm pleased to express my sincere interest in the Interim Superintendent Position for the School District of Indian River County in Vero Beach, Florida. As a seasoned executive for non-profit and for-profit organizations, I am confident my diverse experience lends itself well to the multi-dimensional leadership disciplines required of the Interim Superintendent.

I have a proven track record building strong, high-performance leadership teams, directing major financial turnarounds, and establishing and maintaining organizational credibility. I also understand the importance of creating a philanthropic strategy that attracts long-term donors and effectively communicating organizational relevance and value within the community. Specific leadership examples include operating efficient and effective programs for at-risk populations including seniors, increasing annual operating net income, ensuring all residential and clinical programs delivered strong year-over-year service and profitability gains, expanding evidenced-based clinical and residential programs, and growing the organization's geographic footprint across a multi-county service area.

I strive to embody and promote a culture of inclusion, integrity, character, and service. I know first-hand the importance of promoting values of respect, responsibility, caring, and results-oriented leadership. I am especially adept at navigating complex organizational environments and building collaborative relationships with customers, colleagues, community leaders, stakeholders, and legislators. I am equally adept at exercising strong fiscal stewardship, driving above average performance and ensuring the highest standard of customer service. Furthermore, I understand that success thrives under motivated and competent leadership, a responsive, involved management style, and a service philosophy that is based on integrity, honesty, moral turpitude, and compassion.

I am deeply committed to developing people and systems by promoting a customer-centered service delivery model that drives the mission and puts the needs of people first. I am devoted to building lasting partnerships in the community and I am a firm believer that strong "relationships" yield the greatest success. Clear and concise communication is paramount—a transparent and open leadership approach is an absolute necessity.

I sincerely believe my background, education, and experience, but most of all my passion for serving people, makes for a desirable and competitive candidate for the Interim Superintendent position. Thank you for your time and consideration. I would be honored to serve in this challenging position and meeting the needs of the School District by "Making a Meaningful Difference in the Lives of People and the Community".

Sincerely,

Paul D. Sexton

## Curriculum Vitae

### Education

#### **Executive MBA**

Colorado Technical University

#### **B.S., Organizational Management**

Colorado Christian University

### Employment History

2015—Present

#### **President/Chief Executive Officer**

**Hibiscus Children's Center, Jensen Beach, FL**—Senior Executive for a 501(c)3, non-profit organization that provides emergency shelter and residential services for abused, abandoned, and neglected children. The organization offers a 36-bed emergency shelter for children from infants— 12 years old and a 40-bed residential group home treatment complex for children 13—18 years old. The organization's continuum of services includes educational, medical, mental health and clinical programs designed to begin the healing process, developing life skills, and preparing children for a brighter future, and providing tools necessary for teens to continue their education and enter the workforce.

2013—2015

#### **Chief Executive Officer**

**Highlands Behavioral Health System, Littleton, CO**—Hospital Administrator for an 86-bed, free-standing, psychiatric hospital, a \$40M subsidiary of a Fortune 500 corporation, providing comprehensive inpatient mental health triage, stabilization, treatment, and psychiatric care for children, adolescents and adults. Provided executive oversight of child, adolescent and adult Partial Hospitalization Programs and Experiential Therapy Programs, including Cognitive Behavioral Therapy and Trauma-Informed Care, which expands the hospitals continuum of care for patients.

2002—2013

#### **Deputy Chief Executive Officer**

**AspenPointe, Inc., Colorado Springs, CO**—Senior Executive for a \$60M, 501(c)3, non-profit, Community Mental Health Organization providing community-based behavioral healthcare services including outpatient mental health programming and medication management services, vocational training and GED program, call center operations, care management, substance use disorder treatment, tele-health operations, career development and employment training, educational programming and restorative justice programming.

Implemented visionary and entrepreneurial strategies to diversify funding streams through a broad array of business ventures in support of the organization's primary mission to serve disabled and disenfranchised mental health populations. Affiliations include: AspenPointe Connect Care—a Managed Care Organization, AspenPointe Enterprises—a diversified business Company providing jobs and career development opportunities for people with mental health disabilities, A

for-profit Construction Company, two large residential apartment complexes, and a 40,000 sq. ft. Restaurant.

Developed and implemented a Career Development and Education Center providing culinary arts training and certification, construction training, facility maintenance training, landscaping, custodial services training, administrative and clerical training, and a highly successful GED program for at-risk youth and adults.

Developed and implemented the Peer Navigator Program—a community re-integration model for veterans and their families which was presented to the White house, the Pentagon and represented at a congressional hearing on initiatives to address PTSD and improve services for the military community.

1998—2002

**Director, Human Resources**

**North Jeffco Parks and Recreation District, Arvada, CO**—Executive for a \$25M, public-sector Special District, a quasi-government agency instilling value-based life skills programming for families and providing public recreational activities in one of the Nation’s largest public recreation facility (168,500 sq. ft.) west of the Mississippi at the time of construction which was funded by a \$20M Bond project.

1996—1998

**Director, Human Resources**

**Focus on the Family, Colorado Springs, CO**—Executive for a \$120M, 501(c)3, non-profit, faith-based organization dedicated to the preservation of traditional family values by providing resources and programs for children, youth, adults and seniors.

**Professional Certifications**

**Executive Leadership and Management Academy**

Distinguished Graduate Award

**Leadership and Management Academy**

Professional Communicators Award

**Professional/Board Affiliations**

**American College of Hospital Executives**

**Florida Coalition for Children**

**Social Enterprise Alliance**

**Workability America**

**Colorado Hospital Association**

**Professional Publications**

**Behavioral Health Tomorrow**—Topic: The Impact of Work Development on Mental Health

**New York Times**—Topic: White House Presentation on Military Programs

**Time Magazine**—Topic: The Hell of PTSD

**Denver Post**—Topic: White House Presentation on Innovative Military Programs



## **Biography**

### **Paul D. Sexton President/Chief Executive Officer**

Paul is the President and Chief Executive Officer for Hibiscus Children's Center, a 501(c)3, non-profit organization that provides emergency shelter and residential services for abused, abandoned, and neglected children. The organization offers a 36-bed emergency shelter for children from infants—12 years old and a 40-bed residential group home treatment complex for children 13—18 years old. The organization's continuum of services includes educational, medical, mental health and clinical programs designed to begin the healing process, developing life skills, and preparing children for a brighter future, and providing tools necessary for teens to continue their education and enter the workforce.

Prior to his role as President/Chief Executive Officer, Paul was the Chief Executive Officer for Highlands Behavioral Health System, a free-standing specialty hospital that provided comprehensive mental health triage, stabilization, treatment, and psychiatric care for adolescents and adults. Centrally located in Littleton, Colorado, the hospital provides pre-adolescent and adolescent inpatient psychiatric programs, adult inpatient psychiatric programs, adult partial hospitalization programs, child and adolescent partial hospitalization programs, and adult outpatient medication management programs for families throughout Denver and communities along the Colorado Front Range. Paul has a relentless commitment to providing a meaningful, positive "Patient Experience" for everyone who interacts with the hospital. This makes him well-suited to continue Highlands Behavioral Health System's on-going commitment to deliver world-class, quality services, which it has done since its inception in 2007.

Prior to his role as Chief Executive Officer, Paul was the Deputy Chief Executive Officer for AspenPointe, a socially innovative 501(c)3 Community Mental Health organization that provided solutions to many of the community's largest social needs such as behavioral healthcare, unemployment, and lack of education. In this role, he empowered clients by providing tools to succeed and overcome disadvantages; enriched lives with better healthcare, employment and education opportunities; and embraced the philosophy that every individual has a purpose and the ability to have a positive influence in the community. Paul provided executive oversight of three separate subordinate organizations responsible for Behavioral Healthcare, Acute Treatment Unit, and Call Center operations; Coordinated Care Management, Substance Use Disorders, and Tele-health operations; and, Career development, Employment, Education, and Jail Diversion operations. Paul also provided oversight of strategic planning, Real Estate Acquisitions, Property Management Operations, Marketing & Communications, and Legal Counsel.

Paul is published in Behavioral Health Tomorrow, and his work with military families has been covered in the New York Times, Time Magazine, and the Denver Post. On numerous occasions, he presented Behavioral Healthcare initiatives to prominent political leaders in Washington D.C. including: 2010—Paul met with the Director of Veteran and Wounded Warrior Policy at the West Wing of the White House and the DoD's Senior Mental Health Official at the Pentagon to introduce a Military Peer Navigator Model; 2011, he testified to the Congressional Committee on Veterans Affairs on innovative programs to treat PTSD and TBI; 2012 Paul met with the First Lady's Director of Joining Forces in the East Wing of the White House to discuss a green jobs initiative for veterans; and, in 2012, Paul met with the Secretary of Labor and presented a comprehensive behavioral healthcare continuum of care and wrap-around services for formerly incarcerated veterans.

Paul holds a Master's Degree in Business Administration and undergraduate degrees in Organizational Development and Human Resources Administration.

Cari B. Warnock  
138 Lightwood Drive  
Antioch, Tennessee 37013  
321-543-2389

---

May 7, 2019

Ms. Messina on behalf of the School District of Indian River County:

As my resume describes, I faithfully served Brevard Public Schools from 1995 to 2017. Working in several schools and departments supervised by many highly respected leaders gave me perspective and sharpened my saw. During my tenure, I had the opportunity to collaborate across departments, schools, and manage diverse projects and funding sources. Much of my administrative experience revolves around school and district leadership, fiscal management, curriculum, grants management, federal compliance, continuous improvement, writing, and sustainability. I have extensive training and experience with norming, calibration, evaluations, compliancy, fiscal management, and aligning district programs with fiscal priorities.

I hold a Master's degree in Educational Leadership and Florida certification- Leadership: Principal Level II, ESOL, Elementary Education. As a school building and district leader I gained perspective under several Superintendents and leaders who fueled my desire to seek career growth.

In 2017, I relocated to Metro Nashville to work in an urban school system to grow my leadership skills. As a Director in a large urban school district I manage federal funds, procure approved items, negotiate contracts, manage resources across multiple sites, strategically implement student-based budgeting, manage business operations, advise on performance measures, evaluate programs, align K-12 programming, and collaborate with many departments and schools. I learned more about systems, leadership, and have the opportunity to report to the Chiefs and Superintendent.

I will use my vast experience with school and district leadership, federal programs, fiscal management, strategic planning, managing resources, business operations, purchasing, and transportation. Over the course of the last 12 years I have managed over 42 million dollars, facilitated procurement issues through federal guidelines, strategic planning, and operational aspects of education at the school and district level. My top strengths lend themselves to juggling many diverse aspects of a job (strategic), allow me to ask questions about the consequences of a decision (futuristic), and at the same time stay positive about the endless possibilities and outcomes (activator). As a learner, I enjoy the challenge to learn new things and I thrive in an environment where I am able to expand my horizons. I have reviewed the job description and I meet and exceed the minimum requirements. I am hopeful to be selected for an interview and provided references on my resume.

Best,

*Cari B. Warneck*

**CARI B. WARNOCK ♦ 138 Lightwood Drive Antioch, TN 37013 ♦ 321-543-2389**  
**Gallup Strengths as Trailblazer: Strategic, Futuristic, Activator, Learner, Significance**

**OBJECTIVE:** EDUCATIONAL LEADERSHIP

**EDUCATION**

Nova Southeastern University

**Master of Science, 4.0 GPA**

- September, 2007: Educational Leadership, K-12

University of Central Florida

**Bachelor of Science, 3.3 GPA**

- May, 1995: Education, K-6
- 

**CERTIFICATIONS: Florida**

- Florida Principal Level II Certification
- Educational Leadership, K-12
- Elementary Education, 1-6
- ESOL endorsed, K-12

**Training:**

Equity, Diversity, Cultural Competence-IDRA, Title IX, VII, VI, Federal Programs, TNTP Problem of Practice, Cycle of Inquiry, IFL Coaching, AVID, Magnet Schools, Educational Law, Florida Education Finance Program

**EXPERIENCE**

**METRO NASHVILLE PUBLIC SCHOOLS**

♦ 2601 Bransford Drive Nashville, TN 37013

**12/17-present**

**Director, Magnet Schools Assistance Program (promotion, relocation)**

Direct Report: Executive Director

Budget: 14.9 million

- Manage federal MSAP funding, urban education
- Report to the U.S. Department of Education and Office for Civil Rights
- Facilitate and create Diversity, equity, cultural competence training
- Hire MSAP funded staff across six sites, external evaluators, and vendors
- Ensure systemic reform occurs on all campuses of theme-based schools
- Complete site visits, ensure compliance, community outreach, and hire consultants
- Training: Equity, Diversity, Cultural Competence, Title IX, VII, VI, Federal Programs, TNTP, Problem of Practice
- Manage and negotiate sales and service agreements
- Create partnerships and outreach to develop relationships and network locally and nationally

- Create new theme-based reform systems at low-income schools with minority group or socio-economic isolation, hire cultural competence trainers and create professional learning communities

## **BREVARD PUBLIC SCHOOLS**

◆ 2700 Judge Fran Jamieson Way Viera, FL 32940

**9/95 – 9/17**

***Project Director, Magnet Schools Assistance Program (promotion)***

***AVID District Director 10/13 – 9/17***

**Direct Report: Associate Superintendent, Equity, Innovation, Choice**

**Budget: 11.4 million**

- AVID District Director
- Complete ADL coursework, 3 Summer Institutes as District Director, Middle School Implementation
- Create professional development for magnet AVID schools
- Manage federal MSAP funding, urban education
- Facilitate and create diversity and equity training, cultural competence
- Expand equitable distribution of innovation through faculty development and evidence of promise research
- Elementary school implementation of STEAM and AVID-District Director, 3 National Demo sites in Brevard
- Lead faculty development: differentiated instruction, analyzing rubrics, calibration, data analytics
- Report to the Office of Innovation and Improvement, Office for Civil Rights
- Ensure compliancy with performance measure objectives-external evaluators and West Ed through USDOE
- Hire MSAP funded staff, external evaluators, and vendors
- Manage and negotiate sales and service agreements
- Create partnerships and outreach to develop relationships and network locally and nationally
- Stay current with systemic reform to advise school leadership
- Create new theme-based reform systems at low-income schools with minority group or socio-economic isolation, hire cultural competence trainers and create professional learning communities
- Coach and advise four administrative teams, 11 coordinators at seven magnet schools, K-12
- Ensure systemic reform occurs on all campuses of theme-based schools
- Complete site visits, ensure compliance, community outreach, and hire consultants
- Create sustainability grants, bring large leveraging partnerships to Brevard
- Middle School implementation of 1 to 1 Apple devices, Middle School implementation of STEAM, High School creation of 17 STEAM pathways.
- Manage and evaluate staff

***Project Manager, Race to the Top 5/11 to 10/13 (promotion)***

**Direct Report: Associate Superintendent Curriculum and Instruction**

**Budget: 7.6 million**

- Facilitate norming committees for calibration of appraisal system
- Manage \$7.4 million dollar quarterly funded grant
- Understand and comply with federal laws, state statutes, and local policies
- Ensure 100% compliance with quarterly deliverables and activities, report to the Florida Department of Education
- Lead 12 cross-functional work teams/section leaders, and 33 department and division leaders
- Create and facilitate professional development for administrators and teachers to deconstruct the appraisal system
- Create sustainability plans through collaborative efforts with HR, PD, Career and Technical, Educational Technology, and Leadership Team
- Administer the appraisal certification course for administrators to ensure tight scoring
- Create classroom observation instrument to record classroom walk-through information
- Create and facilitate training sessions to analyze the new appraisal rubrics
- Disseminate district wide information regarding RTTT issues

***Assistant Principal and Interim Principal: 8/08 to 5/11 (promotion)***

**Direct Report: Principal, Area Superintendent**

**900 students, supervise 100 staff**

- Instructional leader: curriculum, testing, discipline, teacher professional development, teacher evaluation and feedback process, textbooks coordinator, IEP Team Lead, ELL program coordinator
- Attend audit review committee meetings, Board meetings, Child Study Team (IEP) Meetings
- Supervise department chairs, disseminate standards, evaluate teaching methods, discipline teachers and staff on professional development plans

***Learning Director of School Choice 7/07 to 7/08 (promotion)***

**Direct Report: Director of School Choice**

**Budget: 6.3 million**

- Manage Magnet Schools Assistance Program Grant, \$6.3 million
- Understand and comply with federal laws, state statutes, and local policies
- Support and Monitor charter schools in Brevard
- Read charter school applications and manage the cycle
- Counsel parents about their school choice options

- Organize and manage district wide recruitment fairs for choice schools and programs
- Act as a liaison to the Superintendent on any special projects
- Create and organize charter school appeals
- Organize annual charter school visits and audits
- Attend audit review committee meetings, board meetings, or State Charter Appeal meetings, as needed

***Magnet Program Coordinator 2/05 to 6/07 (promotion)***

**Direct Report: Director of School Choice, Principal**

**Budget: 1.4 million**

- Manage federal funds and bi-annual compliance reporting, audit reviews
- Create reports for the US Department of Education
- Understand and comply with federal laws, state statutes, and local policies
- Create marketing campaign to market and recruit students; tours, shadows, school visits
- Train teachers, align curriculum, and analyze student achievement data
- Create performing arts program for grades 7, 8; hire teachers
- Create and deliver model lessons that integrated technology and the arts into the curriculum
- Observe teachers teaching and facilitate conversations about effective teaching practice, rewrite curriculum
- Present at state level education conferences

***Educator 9/95 to 2/05 (promotion)***

Direct Report: Principal

Grades 3-6

**SKILLS**

- **Fiscal Management** Grants Writing/ Management, Federal Programs Fiscal Management, School and District Leadership
- **Project Management:** Directed 40 million dollars, responsible for quarterly milestones, KPI's and performance measures
- **Professional Developer:** Grants, federal programs, magnet schools, leadership
- **Presenter:** National Conferences topics such as: Building sustainable magnet schools, how to create pre-reform work to create magnet schools, build webinars about sustainability, AVID Summer Institute
- **Consultant:** school districts around the country regarding magnet school topics and systemic reform
- **Facilitator:** focus groups and roundtable discussions at national conferences
- **Expert:** Expert panelist for national conferences, member of the legislative project work group MSA
- **Chairwoman:** of the Partnership and Outreach project work group with Magnet Schools of America
- **Advocate:** Legislative project work with Magnet Schools of America
- **Fundraiser:** United Way District Wide Fundraising, Co-Chair 2013-2016

## **REFERENCES (FORMER NAME CARI KUPEC)**

Stephanie Archer, Assistant Superintendent, Brevard Public Schools 321-633-1000

Kelly Bucherie: Director of Leadership, Magnet Schools of America 702-326-5136

Robin Ward, Grant Developer, Brevard Public Schools 321-633-1000

Todd Mann: Executive Director, Magnet Schools of America 202-824-0672

Veronica Raley: Assistant Director STEM, Cybercrimes Network: veronica.raley@gmail.com

Karry Castillo: Principal, Brevard Public Schools 321-454-2144

## **PUBLICATIONS, NATIONAL CONNECTIONS**

<http://www.magnet.edu/conferences-and-events/2015-TATC-to-be-or-not-to-be>

<http://www.floridatoday.com/story/money/business/2016/03/20/gaining-stem-steam-economic-future/82045248/>

<http://www.magnet.edu/files/presentations/ptc-16/kupec-cari-msa-policy-feb-2016.pdf>

Magnet Schools of America, MSA, Board of Directors and Region 3 Director

**This page intentionally left blank.**

# Dean Vines

## **Decisive leader with a deep expertise spanning in several management disciplines**

United States

[buju\\_jamaica@yahoo.com](mailto:buju_jamaica@yahoo.com)

(904) 707-7909

An accomplished Business Executive and Operations Executive, Campus President, Chief Business Officer, COO, and VP with an exceptional record of success in leading institutional and financial strategic/business planning and budgeting, administration/operations management, business growth/marketing development, and risk management for the two largest post-secondary institutions in the North America. An outstanding communicator, relationship and team builder who creates win-win partnerships with key stakeholders.

Willing to relocate to: Florida - California - Texas

Authorized to work in the US for any employer

## Work Experience

---

### **Director of Operations**

UNIVERSITY OF FAIRFAX - Roanoke, VA

August 2018 to Present

Director, 08/2018 to present

University Of Fairfax- Roanoke, VA (A division of American National University)

Online Division- specializations in Cyber Security (DIA), DBA, MBA and Computer Engineering.

Responsible for the academic quality, operational effectiveness, staff development, and growth of the campus. Built government relationships to extend program offerings to both military and government sites. Developed new degree programs and government certifications for the big three-letter organizations.

- Accountable for quality professional education for student and graduate success by leading the overall administrative and educational functions of the online campus. Oversee the Financial Aid, Admissions, Marketing and IT divisions.

- Familiarity with fiscal management and student advocacy activities. Developed new student application processes (streamlined process for the doctoral programs making it more efficient and reduced approval time by 3 days).

- Ability to interact with Board of Trustees and accrediting agencies, in a diplomatic manner. Presently an officer on the Board of Directors for the University of Fairfax.

### **Campus President**

AMERICAN NATIONAL UNIVERSITY - Charlottesville, VA

August 2018 to Present

Regional Director/Campus President, 08/2018 to present

American National University- Virginia Region - Four Campuses (Charlottesville, Lynchburg, Danville & Harrisonburg, VA)

Successfully directed and provided overall leadership and strategic direction to all four Virginia campuses, overseeing 15 direct and 40 plus indirect reports to include: Academics, Student Services, Marketing, Career Services, Financial Aid, IT, Finance and Facilities while reporting to the Chief Executive Officer (CEO) and the Chief Operations Officer (COO).

- Oversaw and supported overall operations of the college to ensure student welfare. Attendance rate is at 92% term over term.

- Planned, prepared, and implemented strategic plans to generate college resources and revenue.

- Directed and maintained cost-effective management of all resources of the college. Recently completed a renovation of the second floor (leased) to another client to keep cost down while improving revenue by \$35,000 per month (8 year contract)-adding \$3.4 million to our overall revenue.

- Communicated with students and motivated them to participate in college-sponsored activities. Developed new relationships with the University of Virginia, Defense Acquisition University (DAU), Government (CIA and FBI), Central Virginia's Free Clinics, and Workforce of Charlottesville. Expand operations to support Argosy University and Virginia International University students with their programs due to the fact their universities closed. Built a partnership with our accreditation board to support other systems in jeopardy.

- Developed and maintained profitable professional relationships with appropriate community groups and organizations. Building relationships with the Virginia State Department of Education and local community leaders to develop more educational opportunities for students.

- Interpreted and followed all applicable policies and objectives of education board and regulatory bodies.

## **Service Operations Management**

CarMax

April 2015 to August 2018

- Working with department managers to improve profitability and organizational efficiency. Top store in the Baltimore Region (highest sales, low production rates, and top customer service index- 90th percentile). Consistently over-delivered against individual and company goals.
- Creating and maintaining a positive relationship with customers, ensuring service levels are highly favorable ensuring referral and repeat business (Ranked # 1 in the Region (21 stores) and 3th in the company (138 stores).
- Recognized leader in the service operations group and invited to President's Gala in Las Vegas 2015, 2016 & 2017. Voted one of the "Most Valuable People" (MVP) in 2015 & 2017.
- Initiate automotive service and repairs by ascertaining performance problems and service request (including warranty claims). Support the Operations Manager leading a team of 30 to optimize service operations and efficiency.
- Developed a new automotive and inventory tracking system strategy that revolutionized the loss prevention ratios from 10% to 1% error margin. Sales effectiveness increased by 25% year over year. Customer satisfaction scores up 40% year over year.

## **Chief Operations Officer, Co-Founder**

JL, Inc. - United States

January 2012 to June 2015

- Co-founder and partner in a non-profit education group focusing on servicing students with autism spectrum disorders (ages 6-17).

- Strategic counselor for accreditation management, business licensing, company vision, agency marketing and new business generation. Served on committees, task forces and advisory groups to enhance our brand and surrounding schools.
- Accountable for strategic vision, talent acquisition and retention, P&L management, and physical property proposition.

### **Senior Director of Admissions & Campus Marketing Officer**

EDMC - Education Management Corporation / American School of Professional Psychology  
January 2013 to January 2015

- As member of the President's Council, collaborated on the individual school's global vision and action plan to drive results. Worked with finance team to create actionable reports and processes.
- Provided day-to-day counsel to admissions, marketing, faculty, and student services teams.
- Heighten branding efforts by rewriting and unifying all print and online marketing materials.
- Assisted external and internal fulfillment, external marketing groups on bids, ordering, and managed the relationships. Completed an articulation agreement with Northern Virginia Community College (Guarantee Acceptance Program). Recognized a niche opportunity to develop a new student orientation program (support recent high school graduates and first time students in a 6 week support program).
- Determining the key areas of business performance and directing the admissions staff (of 40) and two Director of Admissions to effective implementation of marketing and promotions of the EDMC-American School of Professional Psychology University brand. Supported over 1200+ students in a city over 800,000 with an annual growth of 2-3% per year. Created an in house job fair and recruitment event for our students and surrounding community (produced over 100 enrollments for our campus and online divisions).

### **Campus Director**

Keiser University- Corporate - Fort Lauderdale, FL  
February 2011 to September 2012

Management oversight over Fort Lauderdale, West Palm Beach, Miami and Pembroke Pines.

- Managed business development plans and tactics with step by step administration of events between three campuses. Reformatted and sourced student inquires to all supporting campuses. Collected over 35k inquiries in one calendar year (highest ever). Converted 4% of the inquiries collected. Recognized for "Partnership Excellence" by the Chamber of Commerce.
- Developed an undergraduate and high school admissions organizational structure that highlights the importance of on campus events, workshops for guidance counselors, transfers, and application evaluation for several campuses.
- Proactively created pathways to success and high school transition measures via College Day Program (annually) to over 400 seniors and juniors preparing them for their freshman year, strengthen the unit's community presence. Hosted numerous public relations and STEM events. Enhanced the Dual High School Enrollment Program and student retention leadership.
- Accountable for Human Resources functions including the interview process, admissions and staff appraisals, and leadership for the teachers. Enforced the employee and student Code of Conduct policies as required, which included grievances and review board oversight.

### **Campus Director**

Corinthian Colleges, Inc - Miami, FL  
April 2004 to February 2011

- Promoted rapidly from start to Campus Director to oversee the Miami and Fort Lauderdale Campuses and operations serving over 1400+ students in the South Florida region. Highly regarded track record of consecutive years of exceeding revenue budget and enrollments, which grew from \$6 to \$8.6 million annually. Increased enrollments by 30% and graduation rates were exceeding 71% on average.
- Recognized the need to form a School Peer Mediation and Conflict Resolution Program (focusing on at risk students).
- Sought and secured a formalized agreement with neighboring high schools to provide tutoring, college preparation, and dual enrollment modeling. Developed local partnerships with middle schools with emphasis on the arts, engineering, and STEM programs.
- Supervised cross-functional teams to overhaul recruiting processes and modernize antiquated applicant tracking systems to modern, web-based and mobile applications.

## **Admissions**

International Education Corporation - Jacksonville, FL

April 2002 to April 2004

- Retained initially to deliver support to the internal military admissions and enrollment team. Recruited, interviewed, and mentored over 150 military students. Added Vocational Habitation students during the expansion of the school population through active recruitment. Central figure for military, vocational programs, and community presentations.
- Assigned responsibilities of identifying new business and marketing opportunities by coordinating with marketing solutions team.
- Pinpointed programming to address issues such as character education, safety on campus, and military transition programs for military spouses.

## CAREER NOTE

Additional tenure as Senior E-Commerce Manager at Citibank / Metris Companies (Minnetonka, MN) and Senior Operations Manager at AT&T (Miami, FL). Details available upon request.

## Education

---

### **Doctor of Management in Organizational Leadership**

University of Phoenix - Phoenix, AZ

### **Masters in Management**

University of Phoenix - Phoenix, AZ

## Skills

---

MS Office, Campus Vue, Class, Banner, CRM, Salesforce, LMS, and various learning platforms (10+ years)

## Links

---

<http://linkedin.com/in/deanvines>

## Additional Information

---

University of Fairfax Board of Directors- Officer  
Health Science Education Advisory Board  
ABHES Advisory Board -Member  
Chamber of Commerce- Central Virginia

**This page intentionally left blank.**

May, 2019

Dear Interview Committee,

I am writing to express my interest in the Interim Superintendent position with the School District of Indian River County. For over twenty-six years I have dedicated my life to public service through education. It is with great pride and enthusiasm that I share with you my successes in my tenure as an administrator.

There are four general strengths I bring to this important position. First, I would bring exceptional communication skills, i.e. the ability to listen, speak, write, and read. Currently, my day-to-day activities place me in a variety of dynamic, and often conflictual, situations requiring a high degree of communication in order to have the organization run smoothly. At any given moment my ability to use my communication skills solves potentially costly problems. Furthermore, it is these skills which give me the ability to work amicably and productively with people with diverse interests, backgrounds, purposes, and values, and to unify and gain consensus from them.

Another of my strengths is relationship building. This is an essential interpersonal skill to build trust and help facilitate meaningful change in an organization. In 2015 I was involved with a comprehensive reorganization of the district. My relationships with parents, teachers, cabinet members, board members, union and district leadership was invaluable as we worked through this transition. I relied on this trust to support my principal colleagues and move forward in a positive manner during this reorganization.

In 2015 I became principal of Sky Oaks Elementary, in Burnsville School District 191. Previous to this, I was elementary principal of Hidden Valley Elementary. My day-to-day administrative experience in two complex elementary buildings and a junior high school in a large suburban district have made me acutely aware of looking at educational issues from a systems lens.

As an educational leader I have led the continuous improvement process through the development of School Improvement Plans in two of the most diverse and complex elementary buildings in a district serving 9,000 students. This work has resulted in our recognition as a 2019 Sustained Exemplar PBIS School by The Minnesota Department of Education. This coming fall, as a result of my work leading trauma informed practices and Yoga Calm and Mindfulness at my site; I will be presenting at the Collaborative for Academic, Social, and Emotional Learning (CASEL) SEL Exchange in Chicago. The topic, our multi-tiered approach to supporting students' Social Emotional Learning (SEL) needs. I have had the privilege of mentoring many aspiring administrators through both Hamline University and University of St. Thomas administrative programs, some of whom have become colleagues. As a supervisor of instruction, I have implemented and supervised a reading curriculum adoption and provided district wide professional development leading the unpacking of the Minnesota State Literacy Standards with third grade teachers. The area I am proudest of is my leadership with equity and the work with staff and our district regarding Cultural Competency. My experiences working with a diverse population both in students and community has had a profound impact on me as an educational leader. It is my work to lead a Culturally Proficient School System (CPSS) and believe the entirety of my experiences embodies the Instructional Superintendent position.

In the category of political advocacy, in 2013 I testified before the Minnesota State House Education Finance Committee in support of funding full-day kindergarten, as well as supporting education funding which involved meeting with Minnesota State Legislators as a member of the District Legislative Coalition. I also bring experience with technology implementation. In 2015/2016 our district passed a significant technology levy. I have been involved with a three-year plan to integrate technology K-12. As a result of the passage of our technology levy we have hired Digital Learning Specialists at the elementary level to support staff and students' professional development with technology using coding, MyOn Reader, Seesaw portfolios, and the use of Maker Spaces promoting inquiry based learning of technology.

Lastly, I am a subscriber to and participant in life-long learning. Your opportunity is exciting to me in that respect. First, our students would receive the best services the district, staff, parents, and I could collaboratively craft. Second, the collaboration among these same groups would give each of us essential knowledge and wisdom in meeting the needs of the district. It would be a privilege to serve the School District of Indian River County as Interim Superintendent.

In closing, I would be honored to discuss my past and future in more detail with your interview team. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jon Bonneville', enclosed in a light gray dashed rectangular border.

Jon Bonneville, Principal



## Official Statement of Status of Eligibility

JON BONNEVILLE  
20679 HELENA LANE  
LAKEVILLE, MN 55044-5504

Florida DOE Number: 1135018  
Applicant ID Number: [REDACTED]  
Processing Date: June 13, 2017  
Expiration Date: June 13, 2020

**DO NOT DESTROY. PLEASE RETAIN UNTIL ALL REQUIREMENTS ARE COMPLETE.**

This Official Statement of Status of Eligibility outlines requirements for issuance of a Florida Educator's Certificate. Florida school district personnel will advise you of any additional requirements for employment in the school district and compliance with the federal No Child Left Behind Act.

For Florida educator certification purposes, college degrees and credits must be earned at institutions that are either accredited by an agency recognized by the U.S. Department of Education or approved by the Florida Department of Education. College level credits recommended by the American Council on Education (ACE) are also acceptable.

**YOU ARE ELIGIBLE FOR A FLORIDA EDUCATOR'S CERTIFICATE AS SHOWN BELOW.**

**PROFESSIONAL CERTIFICATE:** For issuance of a Professional Educator's Certificate valid for five years covering **EDUCATIONAL LEADERSHIP (ALL LEVELS)**, official documentation of the following requirement must be submitted to the Bureau of Educator Certification:

- results of your fingerprint processing from the Florida Department of Law Enforcement and the FBI. If your application or fingerprint report reflects a criminal offense or suspension/revocation record, your file will be referred to Professional Practices Services for further review. Issuance of your certificate will be contingent upon the results of this review.

*If you are seeking employment in Florida, your employer will assist you in completing the fingerprint process. If you do not plan to seek employment in Florida or if you have an immediate need for issuance of your Professional Certificate, please see the Fingerprint Processing Instructions enclosure.*

*Please note: If you choose to have your fingerprints processed prior to Florida employment, it may be necessary to have your fingerprints reprocessed and you may have to pay a second processing fee as a condition of employment in a Florida public school.*

Enclosure: Fingerprint Processing Instructions



Florida Department of Education  
**Bureau of Educator Certification**  
Fingerprint Processing Steps for Eligible Applicants

Review "Submitting Fingerprints for Certification" instructions on the Florida Department of Education (FLDOE) Educator Certification Website at <http://www.fldoe.org/edcert/step4.asp>. Determine the category under which you should proceed with fingerprint processing.

1. Employees of Public Schools – processed directly by school district employer
2. Employees of Nonpublic Schools
3. Individuals Not Seeking Florida Employment

For category 1 above, you should contact your school district employer and follow their instructions.

For categories 2 and 3 above, you should only have fingerprints processed if you satisfy one of the following eligibility scenarios:

- A. You are a United States citizen, and you are eligible for issuance of a Florida Professional Educator's Certificate as evidenced by your valid Statement of Status of Eligibility (SOE) from the Bureau of Educator Certification (BEC).
- B. You are eligible for issuance of a Florida Athletic Coaching Certificate as evidenced by your valid SOE from the BEC.
- C. You are eligible for issuance of a Florida Educator's Certificate as evidenced by your valid SOE and are employed by a private school with a Florida state-approved Professional Education Competence (PEC) program. Consult with your employer to determine approval status for the PEC program.

*Please note:* If an individual chooses to have his/her fingerprints processed prior to Florida employment for issuance of the Professional Certificate, it may be necessary to have the fingerprints re-processed, and the individual may have to pay a second processing fee as a condition of employment in a Florida public school.

**Live Capture (Livescan) Fingerprint Processing:**

Register with a qualified *Livescan Service Provider* approved by the Florida Department of Law Enforcement (FDLE). Each of these service providers is required to register and certify their devices with FDLE before submitting electronic criminal history record checks on behalf of an agency. There are numerous service providers within the state of Florida. Review the FDLE listing to locate possible options available in your area. *Note: Non-public school employees should consult their employers for their recommended Livescan Service Provider and/or locations.*

If you are submitting fingerprints as "Individual Not Seeking Florida Employment", you may need to select an FDLE approved service provider who is designated as 'Hard Card Scanning Capable' from the *Livescan Service Provider* list. If you choose hard card fingerprinting your prints must be captured on the Federal Bureau of Investigation's (FBI) fingerprint card form FD-258 (blue boxing); if any other FBI card form is used it may be rejected and your results delayed. Your service provider may send you the required fingerprint hard card or you may request BEC mail the fingerprint cards which you will then send to the FDLE approved service provider of your choice.

To Search for a Service Provider:

- o Go to <http://www.fdle.state.fl.us>.
- o Select "Criminal History Records" under **Search Our Systems**.
- o Click on "Livescan Service Providers and Device Vendors" at the top of the page
- o Register for Fingerprint Processing with results provided directly to BEC.
  - See *Specific BEC Requirements* below the service provider must include to successfully submit your fingerprints.
- o Payment must be made directly to the selected Livescan Service Provider.
  - Do **NOT** submit payment for fingerprint processing to Bureau of Educator Certification (BEC).

**Specific BEC Requirements:**

- BEC authorized under §1012.56, Florida Statutes
- ORI=FL921620ZDOE/TEACHER/CERTIFICATION
- Originating Agency Case# (OCA) = Florida DOE #
- Social Security Number (SOC) Mandatory for BEC
- Date of Birth (DOB) must match BEC records
- Poor quality may be rejected and delay processing

**BEC Contact Information:**

E-mail: [edcert@fldoe.org](mailto:edcert@fldoe.org)  
Phone: (800) 445-6739, or  
from outside U.S. (850) 245-5049  
Hours of Operation: M-F 8AM-5PM (EST)

# Jon Bonneville

20679 Helena Lane  
Lakeville, MN 55044

(H) (952) 469-3526

(C) (612) 581-4406

[jonneville88@gmail.com](mailto:jonneville88@gmail.com)

Twitter: @jskyoaks

---

## PROFILE

A dedicated educational professional with twenty-six years of experience in both administration and teaching. Adept in consensus building with people from diverse backgrounds and viewpoints; comfortable with leadership roles including committee management, staff motivation and facility operations.

---

## QUALIFICATIONS SUMMARY

- State Legislative Communication / Advocacy
  - Social Emotional Learning
  - Administrative Mentorship
  - Human Resources
  - Financial Stewardship
  - Contract Negotiations
  - Collaborative Planning
  - School Board Relations
  - Professional Development
  - Project Management
  - Technology Skills
  - Strategic Planning bldg/district
  - Presentations and Oral Communications
  - Media Relations
  - Strategic Communication Plans
  - Technology Planning
  - Student Advocacy
  - ELL Programming
- 

## EDUCATION

<b>Ed.D, Leadership, Policy and Administration</b> <i>University of St. Thomas, Mpls, MN</i>	2012- 2019 (Anticipated)
<i>Dissertation Topic:</i> <i>Supporting Students with Unidentified Mental Health Needs</i>	
<b>Superintendent Licensure</b> <i>University of St. Thomas, Mpls, MN</i>	2014
<b>K-12 Administrative Licensure</b> <i>Saint Mary's University of Minnesota, Mpls, MN</i>	1999
<b>M.A., Master of Education</b> <i>Saint Mary's College, Mpls, MN</i>	1996
<b>B.A., Bachelor of Arts in Elementary Education K-12</b> <i>Augsburg College, Mpls, MN</i>	1993

---

---

## ADMINISTRATIVE EXPERIENCE

<b>Elementary Principal</b> - Sky Oaks Elementary, Burnsville, MN	2015- Present
<b>Elementary Principal</b> - Hidden Valley Elementary, Burnsville, MN	2006 – 2015
<b>Interim Associate Principal</b> – Metcalf Junior High School, Burnsville, MN	2005

### Summary:

Provide leadership and build systems to support staff, schools, and the district in increasing appropriate instructional capacity that allows all students to meet or exceed expected growth each year, graduate from high school, and eliminate predictability in achievement through practices of educational equity. Lead the building's efforts in creating a culturally competent and racially inclusive learning environment so that all students are successful; lead the design and implementation of the district's instructional delivery and professional development in alignment with the district's operational plan and individual school improvement plans; lead the design and implementation of the district's instructional methodology and professional development programs aligned with the district operational plan; actively support district planning and improvement processes.

### Key Achievements:

- Culturally Proficient School Systems Leadership
- Testified before the Minnesota State House Education Finance Committee in support of funding full-day kindergarten
- Developed and successfully met a school and district-wide goal in literacy as measured by state testing criterion.
- Emergency Operation Planning
- Actively participate and plan with HR to recruit top teacher candidates at the Minneapolis job fair annually
- Implementation of PRTI, tiered level of Math and Reading intervention for identified students
- Develop and implement a School Improvement Plan
- Guide and set the directions for the Building Leadership Team
- Deliver and plan kindergarten and third grade teacher staff development for new math curriculum adoption
- Created and implemented the LINK (Language Immersion for New Kindergarteners) program
- Developed and supported implementation of an (ASD) Autism Spectrum Disorder program at the elementary level. Maintain staff and provide staff development opportunities for teachers in the area of Autism.
- Develop, implement and support district staff development initiatives.
- Restructured the (ELL) English Language Learners Program to improve communication and collaboration between program teachers and general education teachers

**Summary:**

Assisted the principal in managing the largest elementary school in the Burnsville School District. Responsibilities included providing discipline and outreach to the 750+ students and assistance to the 50+ staff and classroom teachers on a daily basis, as well as complete oversight of the building, transportation providers, and administrative concerns in the principal’s absence.

**Key Achievements:**

- Initiated the purchase and implementation of Accelerated Reader, a program used by students to test comprehension and encourage growth in student reading kindergarten through grade six
- Facilitated and set agendas for the Site Council, a site-based decision making committee.
- Presented to Minnesota State Legislators as a member of the District Legislative Coalition. Met with legislators at the State Capitol to address the need for increased school funding. Presented to legislators the benefits of funding an All-Day Kindergarten program initiative
- Developed A.C.E. (Achievement for all Children through Education) a program designed to provide remedial and enrichment education in math and reading for students’ grades K – 2

**TEACHING EXPERIENCE**

<b>Elementary Teacher K-6</b>	1993-
<i>Hidden Valley Elementary, Savage, MN</i>	2006

**AWARDS**

2019 Sustained Exemplar PBIS School presented by Minnesota Department of Education	2019
--	------

Minnesota Center for Reading Research (MCRR) Award	2012
--	------

Hidden Valley was 1 of 130 Minnesota Public Schools recognized for making significant gains in reading proficiency on the MCAs.

**PROFESSIONAL ASSOCIATIONS**

- Member, Savage, MN Rotary, 2014 - 2015
- Member, (NAESP) 2006-  
National Association of Elementary School Principals Present
- Member, (MESPA) 2006-  
Minnesota Elementary School Principals’ Association Present
- Member, (ASCD) 2006-  
Association for Supervision and Curriculum Development Present

---

## ADDITIONAL EXPERIENCE

<b>ProPay Committee Member</b> Committee responsibility includes reviewing teacher evaluation process.	2017- Present
<b>Social, Emotional Learning (SEL) Committee</b> A committee comprised of Secondary administrator, District Coordinator School Psychologists, Social Workers. This committee drives the implementation of (SEL) efforts for the district	2017- Present
<b>District Policy Review Committee Member</b> A committee comprised of the Superintendent, School Board members, Assistant Superintendent and Executive Director of Human Resources. This Committee reviews and makes adjustments to district policy monthly.	2017
<b>Reimagine Minnesota Event Participant</b> <b>Sponsored by the Association of Metropolitan School Districts</b> A community and school district event involving 40 metro school districts promoting conversation around Education for All students through the use of the World Café protocol.	March 2017
<b>MN State Literacy Standards Work</b> District wide facilitation work of unpacking MN literacy standards with 3 <sup>rd</sup> grade teachers.	2016
<b>Mankato State</b> <b>Institute for Courageous Principal Leadership</b> Leading educational change and conversation from an equity lens.	2015- 2017
<b>Culturally Proficient School System Training</b> Leading understanding our impact through a lens of equity Ultimately changing how we do business and build relationships within our organization, community and most importantly our students.	2015
<b>Adaptive Schools Training</b>	2014
<b>Teachscape Training</b> Research based staff observation system based on Danielson Model of Evaluation.	2015
<b>Ventures Training</b> Research based hiring and screening process to hire the most qualified teachers	2015
<b>Legislative Testimony</b> Presented testimony State of Minnesota House Education Finance Committee, advocating the funding of full-day kindergarten.	2013

Burnsville Principal Association	Present
<b>AVID Task Force</b> Tasked with gathering information about the AVID program and the possibilities of implementing the program district wide at the elementary level.	2011
<b>AVID Conference</b> Orlando, FL	2011
<b>Sheltered Instruction Observation Protocol (SIOP) Training</b> In-service focusing on the English Language Learners, providing a teaching delivery framework that benefits ELL learners.	2010
<b>Designed and Implemented (LINK)</b> Language Immersion for New Kindergartners, fall 2010 A non-fee based afterschool program for ELL students, providing full day kindergarten experience with targeted ELL support.	2010
<b>Cognitive Coaching Certified</b>	2009
<b>Magnet Schools of America Conference</b> Chattanooga, TN	2008
<b>Member, District Magnet School Task Force</b> Burnsville, MN, 2007 – 2009 Tasked with making recommendations to the School Board as to the possible implementation of magnet school programs.	2007
<b>Member, District Science Committee</b> Burnsville, MN Serving on committee responsible for making recommendations for new science curriculum district adoption.	2004
<b>Member, District Legislative Coalition</b> St. Paul, MN Served on committee that consulted with state legislators. Discussed proposed financial decisions and provided input on their impact on education.	2000

## REFERENCES

Cindy Amoroso, Superintendent, Burnsville Eagan Savage Schools, ISD 191  
200 W. Burnsville Pkwy  
Burnsville, MN 55337  
(952) 707-2001  
[camoroso@isd191.org](mailto:camoroso@isd191.org)

Dave Watkins, Chief of Schools, Saint Paul Public Schools, ISD 625  
360 Colborne Street  
Saint Paul, MN 55102  
(651) 767-8141  
[david.watkins@spps.org](mailto:david.watkins@spps.org)

Stacie Stanley, Ed. D Assistant Superintendent, Eden Prairie Public Schools, ISD 272  
8100 School Road  
Eden Prairie, MN 55344  
(952) 975-7141  
[Stacie.Stanley@edenpr.org](mailto:Stacie.Stanley@edenpr.org)

Joe Gothard, Ed.D Superintendent, Saint Paul Public Schools, ISD 625  
360 Colborne Street  
Saint Paul, MN, 55102  
(651) 767-8152  
[Joe.gothard@spps.org](mailto:Joe.gothard@spps.org)

Dee Dee Currier, Ph.D. Elementary Principal – Retired (January, 2008)  
Board Member, Burnsville-Eagan-Savage Schools, ISD 191  
12501 Nicollet Ave S. Apt. 408  
Burnsville, MN 55337  
(952) 882-7746  
(612) 867-2741  
[Drd2c2@aol.com](mailto:Drd2c2@aol.com)

Dave Helke, Principal, Burnsville High School, ISD 191  
600 E Highway 13  
Burnsville, MN 55337  
(952) 707-2101  
[dhelke@isd191.org](mailto:dhelke@isd191.org)



**This page intentionally left blank.**

Ms. Andrea Messina  
Executive Director  
Florida School Boards Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Dear Ms. Messina,

I wanted to write to express my interest in the Interim Superintendent position for the School District of Indian River County.

Having family in both Sebastian and Vero Beach, I have become very familiar with the community and quality of schools. My wife, also a career educator (teacher, counselor, librarian), and I want to relocate with our four children and make Indian River County our permanent home. I believe my educational and administrative experience make me a quality candidate for this position. I have 22 years of educational experience, with 19 of those years as an administrator. I have experience as a high school English teacher, high school assistant principal, middle school assistant principal, middle school principal, and district administrator in charge of human resources and secondary schools.

Currently I serve as the Director of Human Resources and Secondary Schools for the Olathe Public School District in Olathe, Kansas. Olathe is the second largest school district in Kansas (30,085 students) and the largest school district in the Kansas City metropolitan area (2.2 million). My position is the lead contributor to our organization's goals and forecasted needs in all aspects of human capital management and student learning. I am also responsible for maintaining relationships with numerous companies and organizations to benefit our school district and its employees.

Prior to my current role as a district administrator, I served for ten years spent as a school principal. In this role, I managed all curricular and business facets of a large teaching faculty with varied needs and approaches to learning. The students were diverse in their backgrounds as well as educational performance levels and interventions needed. I was responsible for the selection and observing of all staff members, as well as all educational and extracurricular activities of the school.

Throughout my career, I have consistently sought to creatively find the solutions and supports to ensure a quality educational experience for every student within my school or district. Students come to our buildings with a varied background: some with substantial needs and learning gaps, some with a supportive home environment and access to resources. All students should attend a school that instills a passion for learning as well as exposure to high quality, positive adults that help them reach their optimal level of learning. In the leadership positions I've held, I've kept the previous sentence as my mantra.

I wish you luck in your selection as I know you will have many candidates. I would love the opportunity to discuss this position and my leadership experiences further.

Respectfully,

Dr. Stephen Massey  
Director of Human Resources and Secondary Schools  
USD 233 - Olathe Public Schools  
913-780-8047 (Office)  
913-634-4357 (Cell)  
smasseyec@olatheschools.org

# Dr. Stephen Massey

25321 West 149<sup>th</sup> Court, Olathe, KS 66061  
913-634-4357 | smasseyec@olatheschools.org

## OBJECTIVE

---

- To serve as the Superintendent for the School District of Indian River County.

## EDUCATION

---

<b>The University of Kansas</b> <i>Doctorate of Education in Educational Leadership and Policy Studies</i> Dissertation: Experience, Age and Subject Matter Bias of Secondary Teachers	Lawrence, KS 2010
<b>Kansas State University</b> <i>Masters of Science in Educational Administration</i>	Manhattan, KS 2000
<b>Kansas State University</b> <i>Bachelors of Science in Secondary Education / English</i>	Manhattan, KS 1997

## PROFESSIONAL EXPERIENCE

---

<b>USD 233 Olathe School District</b> <i>Director of Human Resources and Secondary Schools</i>	Olathe, KS 2015 – present
<ul style="list-style-type: none"><li>• Oversee talent acquisition (recruiting, hiring, and training) for secondary schools</li><li>• Coordinate leadership development in HR and legal best practices for administrators</li><li>• Responsible for staff coaching, mentoring, and performance improvement (as well as all discipline and termination for all 4,892 employees)</li><li>• Responsible for selection and interview process of building administrators</li><li>• Provide leadership for middle and high school principals in managing staff and master schedules</li><li>• Coordinated staffing two new schools: Olathe West High school and Summit Trail Middle School</li></ul>	
<b>USD 233 Olathe School District</b> <i>Principal – Oregon Trail Middle School</i>	Olathe, KS 2005-2015
<ul style="list-style-type: none"><li>• Oversaw all staff responsibilities, including hiring, training, and evaluation</li><li>• Curriculum implementation and monitoring</li><li>• Coordinated and facilitated all Professional Development and School Improvement plans</li><li>• Responsible for all areas of building operations, including teaching and learning, safety, facilities, community relations, and all programs and activities</li><li>• Successfully transformed a school with a reputation of discipline and organizational issues</li><li>• Facilitated school improvement efforts to meet all AYP targets in all student sub groups</li></ul>	

**USD 233 Olathe School District**

Olathe, KS

*Assistant Principal – Pioneer Trail Junior High*

2001-2005

- Oversaw all state and district testing
- Developed and implemented the AYP improvement plans
- Oversaw school safety and security
- Monitored student discipline and attendance
- Conducted staff appraisals for a third of the certified staff
- Scheduled and coordinated student athletics and activities

**USD 469 Lansing School District**

Lansing, KS

*Assistant Principal – Lansing High School*

2000-2001

- Facilitated professional development for staff
- Provided administrative support and services for all grades: freshmen through senior students
- Scheduled, supervised, and coordinated all athletic and activity events
- Observed and appraised half of the professional staff members
- Facilitated and supervised all of the physical needs of the building
- Supervised and assisted the special education staff and services

**USD 450 Shawnee Heights School District**

Tecumseh, KS

*Language Arts Teacher – Shawnee Heights High School*

1997-2000

- Taught primarily juniors and seniors in Language Arts courses
- Coached football, track, and facilitated the entire school strength and conditioning program
- Coordinated the summer camp program for athletics and conditioning
- Facilitated ACT prep courses for students
- Served on the school NCA/QPA school improvement team
- Participated in curriculum alignment and textbook review and adoption committees

**Related Professional Experience:**

*Adjunct Professor – Baker University, Baldwin City, Kansas*

2015-Present

- Instructor for two graduate level courses: *School Personnel* and *Legal and Ethical Issues in Education*

**Organizations**

- AASPA American Association of School Personnel Administrators
- USA United School Administrators of Kansas
- National Association of Secondary School Principals
- Society for Human Resource Management {SHRM-CP certified}

May 7, 2019,

It is with great honor that I submit a letter of recommendation in support of Dr. Steve Massey for the Interim Superintendent position with the School District of Indian River. I submit to you my highest recommendation for his candidacy.

For many years, I have had the opportunity to write letters of recommendation on behalf of many district staff, colleagues and community members. I have always taken this task very seriously as I believe that transparent and genuine sharing among school districts is not only an honor, but vital to the selection of quality leadership to support the mission of our nation's public schools. Submitting such a letter on behalf of Dr. Massey is by far my greatest honor and yet, quite stressful. I have the opportunity in a single-typed page to articulate that Dr. Massey is a top candidate for this position, while also a servant leader who will be sorely missed by the leadership team and the community of the Olathe Public Schools. Such a loss for Olathe would be a huge win for the Indian River County Schools.

I have had the pleasure of knowing and working with Dr. Massey for the past eighteen years in his capacity as middle school assistant principal, middle school principal and director of human resources for the Olathe Public Schools in Olathe, Kansas. The Olathe Public Schools serves over 30,000 students and their families in a diverse, suburban community south of metropolitan Kansas City. Without question, I can attest to Dr. Massey's excellence in vision, leadership, capacity and relationship building with a second-to-none work ethic and drive to do the right thing for students, families, the organization and the community to which he serves. Dr. Massey is a highly intelligent, strategic and humble colleague and leader. I have had the pleasure of working with him in my role as Executive Director of Special Education and in the past 8 years as Assistant Superintendent for the Olathe Public Schools.

Dr. Massey has demonstrated a skill-set rich in organizational and systems competence. He has a vast knowledge and experience in everything from the implementation of progressive curriculum, instruction, and assessment initiatives to staff recruitment and retention to facilitating parent and community concerns. For each of the above, Dr. Massey has successfully approached each with his commanding ability to see the big picture, strategically seek input, and then make both the large and the smaller decisions that have served the needs of the individual(s) impacted, while remaining aligned to the vision and mission of the school district.

Dr. Massey has led high-quality professional development, managed the great majority of unique and critical human resource issues facing our district, and provided specific evaluative feedback, coaching and mentorship to our building leaders. He is also a powerful presence as an ambassador for public education in our community. Dr. Massey is well liked and respected. District staff and leadership quite frequently seek him out for his listening ear and sound advice. Steve is a proud and honorable husband and father, envied for his ability to balance all of the important things in his life. You will never meet a harder worker with such a great passion for doing what is best in all aspects of his career and family life.

I left the Olathe Public Schools this past May after my many years of service to take on the leadership role with a community nonprofit organization serving our community's most vulnerable children and families. I would hire Dr. Massey tomorrow. However, he insists that he has more to do in the realm of public education. The Indian River County Public Schools will be well served to hire this high quality leader and human being to lead their school district.

I would be more than happy to share additional detail in support of Dr. Massey. Please do not hesitate to contact me at any time.

Respectfully Submitted,

**Dr. Erin Dugan**  
**President/CEO – KidsTLC**  
**913.324.3609 Office**  
**913.915.9216 Cell**  
[EDugan@kidstlc.org](mailto:EDugan@kidstlc.org)

May 6, 2019

Ms. Andrea Messina  
Executive Director  
Florida School Boards Association  
203 S. Monroe Street  
Tallahassee, FL 32301

Dear Ms. Messina:

It is with great pleasure and confidence that I recommend Dr. Steve Massey to serve the School District of Indian River County as Interim Superintendent. Dr. Massey has a wealth of relevant experience and success which makes him an outstanding candidate for this position. As the current Assistant Superintendent of Secondary Education who oversees all secondary schools in the Olathe Public Schools, I have had the unique opportunity to work with Dr. Massey at both the building level as middle school principals, and in the district office where he currently serves as the Director of Human Resources for all Secondary Schools, as well as being in charge of all district performance and development.

Dr. Massey served the Oregon Trail Middle School community from 2005-2015 as the building principal. Oregon Trail is one of our districts' most diverse middle schools with a free/reduced percentage of 50-60% each year. Oregon Trail is our second oldest middle school (of ten) and is the flagship middle school on the west side of town; a community proud of their diversity and history. Dr. Massey came in as the building principal to a middle school struggling with academic achievement, student discipline, standardized tests, and some community perception concerns. He led and helped transform OTMS into a building that was excelling in all areas when Dr. Massey was offered the role of Director of Human Resources in 2015.

I have had the opportunity to work closely with Dr. Massey the last four years as we have helped lead our Secondary Schools in the Olathe Public Schools. Dr. Massey has the ability to motivate leaders, handle extremely challenging situations with a calm and calculated approach, and provides essential input to our senior leadership team as we make decisions to guide our district. He has been instrumental in helping successfully open both a new high school (2017) and a new middle school (2018). He has provided much more than HR leadership at the district office, as he has worked effectively with a variety of departments, including transportation, food services, counseling, safety and security, and health services. However, his greatest asset is the ability to lead professionals in all areas to ensure the optimal level of teaching and learning exists for the 30,400 students of Olathe. Dr. Massey has all of the skills to be a highly successful superintendent one day. He would leave a huge void in our district and community, but I realize the Sebastian area has been he and his family's second home for the past decade.

Reference letters don't seem to serve a candidate like Dr. Massey justice. I implore you to call me to visit more about Dr. Massey and his unmatched leadership as a district level leader.

Sincerely-

Dr. Jim McMullen  
Assistant Superintendent of Secondary Education  
Olathe Public Schools  
913-780-8065



Please accept this letter of recommendation on behalf of Dr. Steve Massey.

I have had the pleasure of working in a collaborative environment with Dr. Massey for the past five years. During this time, Dr. Massey was a positive and supportive teammate, successful change agent, and innovative leader that motivated others. I hold Dr. Massey in high regard and truly believe he is a tremendous candidate and for the position of Interim Superintendent with the Indian River County School District. I have encountered very few educational administrators with the wide variety of leadership and personal skills that Dr. Massey possesses.

While Dr. Massey and I worked together for the Olathe Public Schools, we had the unique opportunity to work for three superintendents, and two boards of education during a short timeframe. In both of Dr. Massey's roles as a principal and district administrator, he was strategic in leading others to be positive and engaged with their work. He was able to accomplish this by focusing on employee's strengths, communicating high expectations, and celebrating successes. Although the change in district leadership was a challenge to many employees, Dr. Massey fostered a culture that embraced a positive work environment, while reducing anxiety and fear over the unknowns often associated with change. Through his positive and supportive leadership, Dr. Massey increased employee satisfaction while retaining high quality team members. Dr. Massey has the respect and admiration of those in our community and organization.

As well as leadership changes during our time together, the district was faced with reduced funding from the state at a time when operational costs were increasing. Dr. Massey was tasked with finding ways to reduce expenditures and identify solutions to staffing shortages. These job targets required focused evaluation and change initiatives that had not been implemented in the past. Changing the approaches to staffing and programming required communication, personal meetings, group presentations, and increased local partnerships within the business community. The resulting action steps required Dr. Massey to meet with employees to reassign their roles or eliminate them, contract with local providers to fill voids in staffing shortage areas, and work with district leaders to realign budgets to provide funds to classroom needs and programming. As a change agent, no one is better at leading leaders through difficult, yet needed processes, while cultivating support and building relationships throughout the district and community.

Dr. Massey is an innovative leader for all aspects of a large school district. He has created programs and change to increase teacher performance and assist at the classroom level while providing accountability at the district level for all essential services. Dr. Massey carefully listens to constituents and explores ways in which to harness the expertise of others outside of the district to bring solutions to internal challenges. In short, he simply has made our district better with his approach to leadership.

I hold Dr. Massey in the highest regard. He has the educational background and experience that will result in success for the Indian River County School District. Please contact me to discuss Dr. Massey's candidacy; I am happy to assist your team in learning more about why he deserves strong consideration.

Sincerely,

Eric J. Punswick, Ed.D.

Executive Director for Human Resources  
913-239-4000 (office)  
913-240-9193 (cell)  
Blue Valley Public Schools  
15020 Metcalf Avenue, P.O. Box 23901  
Overland Park, KS

**This page intentionally left blank.**

Dear Indian River Schools Board of Education Members:

Please accept this letter and resume in application for the position of Interim Superintendent. Spanning over three decades, I have dedicated my career to helping each student achieve their goals. Broad and diverse, my experience includes working at large and small public-school systems with diverse student populations. My collaborative and visionary style of leadership centers on student achievement balanced with instructional outcomes and the development and implementation of academic systems in the district.

**LEADERSHIP AT LARGE SUBURBAN DISTRICT** (2006-2016: *Enrollment: 18,000; 27 schools; 2,500 staff*)

For over ten years, I devoted my life to the 7<sup>th</sup> largest district in the state of Missouri – Lee’s Summit R7 School District. We encountered a multitude of challenges from school finance to varying accountability systems, enrollment growth and facility needs to recruitment of qualified educators, and a changing demographic student population.

Much of my success would not have been possible without the dedication and servitude of a great faculty and staff. We had a long-standing tradition of excellence in the arts and activities and STEM programs that provided relevant experiences for our students, connections with businesses and viable careers; resulting in consistently high levels of achievement. **Here is a short summary of some of our accomplishments:**

- Achieved the highest state rating for achievement annually
- Earned the coveted National Blue-Ribbon High Schools recognition
- Annually achieved the “Top rated high schools” designation by US News and Reports
- Implemented a one-to-one technology program providing each student K-12 with a Chromebook
- Initiated the Head Start Program
- Established a Life Skills and Transitions Program to serve students with disabilities
- Developed the Missouri Innovation Campus concept, a partnership with higher education and the business community to provide for a nationally recognized Career-Ready Program.

**PRIOR SUPERINTENDENT POSITIONS**

In 1998, I rose to my first superintendent position at Sparta R-III (Missouri). Within three years, I became Superintendent of Schools at Raymore-Peculiar School District (Missouri). Over a five-year span, I placed a strong emphasis on academics, professional development, and a long-range strategic approach to facility needs.

**THE NEXT CHAPTER**

Since leaving the Lee’s Summit R-7 School District, I have felt a feeling of unrest. And while I’ve found other opportunities to assist and work with school districts, it is more evident to me every day that this is what I am called to do; to work and advocate for what is best for kids. I am actively seeking an out-of-state position and believe this is would be a rewarding opportunity for myself and the district.

I have a proven track record and welcome the opportunity to discuss my qualifications and leadership experiences in greater detail. I look forward to your response.

Sincerely,

Dr. David McGehee



# DAVID

# McGEHEE, Ed. D.



**BIOGRAPHY:** My main philosophy as an educational leader is to never hide behind the curtain of success of the majority; always focusing on the needs of each student, every day. Each student deserves the opportunity for success in an environment of high expectations.

Broad and diverse, my educational background spans more than three decades serving as Superintendent (three times), High School Principal, and Professional Educator.

In 1998, I rose to my first superintendent position at Sparta R-III (Missouri). Within three years, I became Superintendent of Schools at Raymore-Peculiar School District (Missouri). Over a five-year span, I placed a strong emphasis on academics, professional development, and a long-range strategic approach to finance and facilities.

Looking to expand my leadership skills at a large district, Lee’s Summit R-7 School District (Missouri) named me their Superintendent in 2006. Serving 18,000 plus students and 27 schools, we accomplished remarkable things. The district achieved the highest state rating for achievement annually, outperformed peers in state/nation on ACT, earned the coveted Nationally recognized Blue-Ribbon High School, and consistently achieved a designation as a “Top rated high schools” by US News and Reports annually.

Personal Note: I’m a devoted father to two wonderful kids: Megan, 24 (attending law school) and Laura, 22 (senior at University of Arkansas).

## EDUCATION

**Saint Louis University**  
Ed. D., Educational Leadership and Policy (2003)

**Southwest Missouri State University**  
Specialist Education (Masters’ Degree) (1999)

**Southwest Missouri State University**  
Master of Education, Secondary Administration (1995)

**Missouri Valley College**  
Bachelor of Science Physical Education and Science (1987)

## PROFILE of LEADERSHIP

**31 – Years in Public Education**

**18 – Years as Superintendent**

**3 – Years as High School Principal**

- One of only 11 educators named an Icon of Education by the Kansas City Business Magazine, 2016
- Missouri “Superintendent of the Year”, 2013
- New “Superintendent of the Year” for Missouri, 2000
- Spearheaded the nation’s largest school bus transition to Compressed Natural Gas, 2013 yielding over \$11 million in savings
- Implemented a one-to-one technology program providing each student K-12 with a Chromebook
- Established national model Career-Ready Partnership; Mo Innovation Campus

## CERTIFICATIONS

- Superintendent
- Principal
- Professional Educator

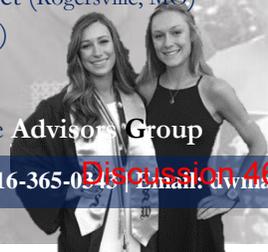
## SUMMARY OF PROFESSIONAL WORK EXPERIENCE

### PUBLIC EDUCATION

Superintendent	Lee’s Summit R-7 School District (Lee’s Summit, MO)	7/2006 – 6/2016
Superintendent	Raymore-Peculiar School District (Raymore, MO)	7/2001 – 6/2006
Superintendent	Sparta R-III School District (Sparta, MO)	7/1998 – 6/2001
High School Principal	Sparta R-III School District (Sparta, MO)	7/1995 – 6/1998
Professional Educator	Logan-Rogersville R-VIII School District (Rogersville, MO)	7/1990 – 5/1995
Professional Educator	Drexel R-IV School District (Drexel, MO)	7/1987 – 5/1990

### PRIVATE SECTOR

Education Consultant	Global Learning Accelerator and Prairie Advisors Group	8/2016 – Present
----------------------	--	------------------



## DETAILED SUMMARY OF PROFESSIONAL WORK EXPERIENCE

Lee's Summit R-7 School District (Lee's Summit, MO)  
Superintendent

7/2006 – 6/2016

*Summary: Served as Superintendent of Schools of an award-winning school district consisting of over 18,000 PK-12 students in 27 schools. Some examples of significant leadership achievements are:*

### ACADEMICS/INSTRUCTION

- District recognized with highest state rating for achievement annually and outperforming peers in the state and nation on ACT.
- Nationally recognized Blue-Ribbon High School.
- Top rated high schools by US News and Reports annually.
- Implemented the International Baccalaureate Program in all three high schools to ensure that every student could access this challenging curriculum.
- Initiated an advanced studies path for all middle school students that had previously only been available to gifted-identified students.
- Expanded offerings of district's Summit Tech Academy to include a variety of career paths such as BioMed, Computer Science and Engineering, Pre-professional Nursing, Teacher Cadets, Pre-Engineering, Digital Media, International Business, and Electronics and Manufacturing.
- Implemented Project Lead the Way in all high schools, and initiated expansion to all district elementary schools.
- Advocated for and eventually initiated a Head Start Program in the district.
- Implemented Response to Intervention as an alternative to the typical assessment-based special needs identification.
- Established a district-wide Life Skills Program to meet the needs of our most severely disabled students.
- Expanded Before-And-After-School services to provide free care for students on late-start teacher collaboration days.
- **Initiated and implemented a one-to-one technology program providing each student K-12 with a Chromebook.**
- Established Response –to-Instruction Multi-Tiered System of Support, serving as a model of other districts across the state.
- Initiated an Academic Systems Review to identify areas for improvement.
- Implemented transition days to assist students with transitioning to a new school environment in kindergarten, middle school and high school.
- Reconstructed district curriculum, identifying Essential Standards, Learning Targets, Sample Lessons, and 21<sup>st</sup> Century Skills; making all accessible through use of technology.
- Established a district dashboard for transparency and ease of understanding important measurements of success.
- The district is recognized as a Cybersecurity Center of Excellence.

### LEADERSHIP

- One of only 11 educators named an “Icon of Education” by the Kansas City Business Magazine, 2016
- Missouri “Superintendent of the Year,” 2013
- New “Superintendent of the Year” for Missouri, 2000

- Traveled and lobbied for public education in Washington D.C. each summer with AASA Governing Board.
- During economic downturn, lead a community-wide effort of identification and implementation of multiple phases of cost containment and budget cutting measures with the aim to solidify the district's financial future with as little impact on students and staff as possible. Accumulated savings are in the \$100s of millions to date.
- Implemented a needs-based budget initiative to ensure equity of resources in schools where additional supports were needed due to student demographics and challenges.
- Wrote numerous pieces for both internal and external communication avenues, as well as established a regular blog and utilized a Twitter account with over 8,000 followers to communicate about and advocate for our schools.
- District received the Community Ethics in Business Award from the local Chamber of Commerce.

## **FACILITIES/FINANCE**

- Constructed additional classrooms district-wide and budgeted for implementation of full-day kindergarten to be offered for the first time by the district.
- Refurbished abandoned district office campus into a Day Treatment Center, bringing special needs students back to the district and reducing contracted services.
- Designed numerous bond and levy campaigns resulting in the construction of many new schools, enhancement of activity areas, a new aquatics center to serve all students and the community, various expansions and improvements, as well as much needed maintenance.
- Remodeled space to provide for a district-wide Robotics Center for all high school First Robotics Teams to build and practice. These teams qualify for national and world competitions on a regular basis.
- Maintained long-range planning in numerous areas such as Budgeting and Facilities.
- District achieved AA+ Bond Rating, highest possible in our region.

## **BUSINESS OPERATIONS**

- **Partnered with Clean Energy to construct a Compressed Natural Gas fill station to be used by the district and community. This was part of our initiative in which we transitioned our entire bus fleet to CNG and our distribution fleet to CNG and/or Electric, saving millions of dollars in fuel costs over time.**
- Constructed and implemented a centralized purchasing and distribution center, resulting in large financial savings
- District was noted as “best run district” ever audited by the State Auditor during an exit conference following a random state audit.
- Implemented an Employee Health Clinic to curb costs for our employees and the district.

## **PROFESSIONAL DEVELOPMENT**

- Lead district-wide Professional Learning Communities Initiative, providing flexible timeline for implementation as buy-in was established at the school level.
- **Developed a professional development program emphasizing diversity that included the identification of diversity leaders in each school facility.**
- Enhanced the district's meet-and-confer team, utilizing district-wide staff survey data to address quality of work-life issues and to fairly distribute resources to attract and retain staff.

## COMMUNITY/BUSINESS RELATIONS

- **Co-founded the Missouri Innovation Campus concept, established partnerships with higher education and business community to provide for a nationally recognized program. This program was noted as a model for the rest of the country by former President Obama when he visited our community.**
- Developed an Employability Diploma providing additional information about attendance, certifications, etc. for use by employers.
- Was a leader in advocacy; developing an annual legislative platform, transporting community members to state capitol as part of our lobbying efforts, and testifying many times before the State Legislature
- Established a variety of new ways for the community to provide input such as the development of a Business Roundtable that met quarterly, PTA Council, a Citizens Advisory Committee, Boundary Study Teams, numerous topical forums, and an electronic access program called Let's Talk.
- Expanded on district Partners in Education Program to ensure every school had multiple business partners both providing financial support and time to enhance the curriculum.
- Expanded efforts of the Education Foundation to provide for additional funding. The Foundation worked with the Instructional Operations Team to ensure funding for specific needs that aligned with district goals as well as provide grants for implementation of teacher-generated ideas at the classroom level.
- Served on a wide variety of community teams at the leadership level including the Chamber of Commerce and Economic Development Council.
- Was extensively involved in negotiations with municipalities and local development community to ensure that schools were benefitting from new development and protected from devastating effects of tax abatement. We always focused on a win-win scenario and never failed to reach fair compromises that protected the district and did not deter development.

### **Raymore-Peculiar School District (Raymore, MO) Superintendent**

**7/2001 – 6/2006**

*SUMMARY: Served as Superintendent of Schools in this growing suburban district of approximately 6,500 students. Some leadership achievements included:*

- Entered the district at a time when interim leadership had been in place for almost a year and there had been no work completed on a long-range strategic approach to facility needs. Worked with architects and community to develop a plan to attack the current and future growth needs, including passage of a bond issue in my first year.
- Implemented Professional Learning Communities in an effort to move the district from what was very adult-centered to one that was focused on the needs of students. This resulted in program enhancements and many decisions that were best for students over time.
- Established walkthrough protocols, visiting schools and talking about what it is leaders look for in a successful classroom and providing feedback for them as part of the classroom visits.
- Lead the development of a new district strategic plan, identifying SMART goals and writing plans of action and measurements.
- Passed numerous bond and levy campaigns.
- Worked with state legislative leadership to help develop a new State Funding Formula that addressed growing concerns of adequacy and equity.

**Sparta R-III School District, Sparta, MO**  
**Superintendent**

**7/1998 – 6/2001**

*Summary: Promoted to Superintendent and served three years in that position in this district that consisted of approximately 700 students. This was a small rural district and it gave me the opportunity to experience every aspect of district leadership first-hand. We developed strategic plans for improvement, and passed a bond issue for a needed elementary school expansions.*

**Sparta R-III School District, Sparta, MO**  
**High School Principal**

**7/1995 – 6/1998**

*Summary: Served as High School Principal leading a transition of alternative scheduling that was trending during that time through some creative and collaborative sharing of middle school and high school teachers. Worked with staff to re-establish a climate conducive to learning through consistently high expectations for behavior and academics.*

**Logan-Rogersville R-VIII School District, Rogersville, MO**  
**Professional Educator**

**7/1990 – 5/1995**

*Summary: Served in my primary role as Middle School Science Teacher while also coaching a variety of sports and filling in for the Principal in some administrative capacities as needed. Co-taught elementary school summer science course.*

**Drexel R-IV School District, Drexel, MO**  
**Professional Educator**

**7/1987 – 5/1990**

*Summary: This was my first position out of college where I served as a Secondary Teacher of Science, Physical Education, and Health and was varsity football and track coach. Established a great connection with staff and students and was later asked to return as the keynote for graduation.*

**OTHER RELEVANT WORK HISTORY:**

**Global Learning Accelerator**  
**Education Consultant**

**8/2016 – 9/2017**

*Summary: Served as the K-12 Education Expert on a team working to bring real-life challenges and solutions to schools and industry partners. Worked with government agencies such as the Department of Defense and Department of Energy to design challenges for school students that emulated the global problems being worked on by these agencies.*

**Principal Partner- Prairie Advisors Group**

**8/2016 - Present**

*SUMMARY: Proving solutions to districts and their employees related to the ever-increasing cost of healthcare and providing an e-payables solution resulting in new annual revenues. We offer over 50 programs aimed at enhancing school district budgets through either savings and efficiencies and/or creating new revenue opportunities. The position provides me the opportunity to make a positive difference in the education arena*

## Professional and Civic Affiliations

- American Association of School Administrators, Governing Board 8 years
- Missouri Association of School Administrators, Served on the Board as Legislative Liaison to AASA
- Missouri Association of School Business Officials
- Kansas City Missouri Association of School Administrators, Served as President
- Cooperating School Districts of Greater Kansas City Executive Board, President and member of the Legislative Committee
- Suburban Conference Executive Board, Chair of this activities board
- Midwest Suburban Superintendent's Association; attend annual conference for this select group of school leaders with only 10 representatives invited from each state.
- Lee's Summit Chamber of Commerce; served on the Board and as a member of the Legislative Committee.
- Kansas City Chamber of Commerce, member and served on Kansas/Missouri Superintendent Forum and Legislative Committee
- Lee's Summit Economic Development Council; served on the Executive Board and presented to the group on multiple occasions, provided guidance on incentive proposals.
- Missouri Innovation Campus Lead Facilitator Group; served on the founding team that developed this concept of delivery and worked on the partnerships to make it come to fruition. Later worked to establish a partnership to construct a shared facility with the local university.
- Lee's Summit Civic Roundtable; served as a member and Chair of this community group of leaders. During my year as chair I initiated and led the effort to establish a Charter for the group that helped to define its purpose through measurable outcomes and develop an annual evaluation of progress that had never existed.
- Belton-Raymore and Lee's Summit Rotary
- Commissioner of Education High School Taskforce; worked with a state-wide team to define what high schools should look like with regard to programming to meet the needs of students and the business community.
- Lee's Summit 360 Strategic Planning Team; served as Chair of the Health and Wellness division of this community-wide strategic planning effort. Lead the Health and Wellness team toward the development and recommendation of goals to be adopted by the City Council.
- Business Roundtable; was the founder of this organization and served on the Executive Committee of this group whose aim was to provide input and be a more informed body of the business community with regard to school and related operations.

## Honors/Awards

- New Superintendent of the Year for Missouri, 2000
- Tech Savvy Superintendent Award, Eschool News Magazine, 2011
- Missouri Superintendent of the Year, 2013
- One of the "Fifty Faces of Headstart", 2015
- One of only 11 educators named an Icon of Education by the Kansas City Business Magazine, Ingram's (only recipient outside of higher education) 2016
- AASA Governing Board, elected and served 8 years
- R-7 received Distinction in Performance every year award existed
- R-7 received the Chamber Ethics in Business Award for strong business practices
- Blue Ribbon Schools
- Multiple National Recognitions for Missouri Innovation Campus Project
- Noted as "best run district" by Missouri State Auditor following random audit

## LIST OF REFERENCES

Ms. Terri Harmon  
Past R-7 Board Chair  
(M) 816-509-1929

Mr. Bob White  
Current R-7 Board Member  
(M) 816-863-4352

Adam Rutherford  
R-7 Board Member  
(M) 816-716-6458

Dr. Paul James  
Missouri School Boards' Association Superintendent Search Consultant  
(M) 816-695-6326

Dr. Jeff Miller (retired)  
R-7 Associate Supt Human Resources  
(M) 816-365-0703

Dr. Katie Collier  
R-7 Assistant Supt Elementary  
(M) 816-365-3376

Kristen Merrell  
Elementary Principal  
(M) 816-986-3315

Mr. Bill Brown  
Economic Development Chair  
(M) 816-877-1450

Dr. Gayden Carruth  
CSD of Greater KC Director  
(M) 816-591-4648

Dr. Chuck Ambrose  
University of Central MO President (former)  
(M) 704-322-8399

Mr. Dick Bartow  
George K. Baum, Inc.  
(M) 417-844-7040

May 7, 2019

**Reference: Indian River County Interim Superintendent of Schools**

To: Andrea Messina, Executive Director, Florida School Boards Association ([messina@fsba.org](mailto:messina@fsba.org))

Dear Executive Director Messina and School District of Indian River County Board Members,

It has been a pleasure talking with several individuals, including Executive Director Messina, about this outstanding leadership opportunity and I appreciate the Board taking time to outline the responsibilities and desired qualifications for your Interim Superintendent. Based on my knowledge of the School District of Indian River County, I am convinced that you are searching for an experienced, passionate, and effective educational leader to assume this position. I come to you as a very serious candidate, seek a long-term commitment, and to become a contributing member of the larger community. Therefore, I am formally responding to my name being placed into consideration and nomination for this leadership position and submit my application materials for your review and consideration.

My experiences as an Elementary, Middle and High School Principal, along with my central office tenure as Director of Curriculum/Communications, Assistant Superintendent, and Superintendent, coupled with my leadership roles in working with children in six different Florida counties, have prepared me for the opportunities that await your next Interim Superintendent of Schools. I feel confident that I will meet and exceed your expectations by offering the loyal, dedicated and effective leadership that the children, board, staff and community members demand from all members of the Indian River Team.

My leadership strengths include the following:

- **Superintendent experience** with a laser-like focus on doing what is in the best interest of all children, the community and district
- **Florida certification in Educational Leadership**, serving public school students in Broward, Miami-Dade, Pasco, Pinellas, Hillsborough and Jefferson counties, Florida
- **knowledgeable regarding multiple facets of a school district's fiscal health**—budget/appropriation development and fiscal management of district funds
- **ability to secure grant funds to support district initiatives**, relieving general fund obligations
- **effective management of human resources and district operations** including labor negotiations, contract language interpretation, cost saving measures, etc.
- **providing leadership in diverse suburban and urban school communities**, including international educational environments
- **ability to effectively market a school district** to retain current students and attract new students
- **strategic planning** for the growth and development of the community and school district
- **an appreciation for and sensitivity to school districts that have high expectations for quality education** and increased student achievement
- **problem solving through team leadership**, ability to mentor staff, excellent communication skills
- **forming collaborative partnerships** with staff, community members and area business stakeholders
- **K-12 administrative and central office leadership experience** with a record of success in narrowing achievement gaps for all student sub groups
- **an ability to create a strong bond between school personnel and diverse community residents** by clearly communicating with district stakeholders
- **becoming actively involved in the community**—a fully engaged community supporter
- **a clear understanding of technology and appropriate professional development** in all areas of the district's academic and operational systems, promoting efficient and cost-effective business operations
- **creating, using and interpreting data** for effective decision making
- **developing long and short-range educational goals**, including the development of Key Performance Indicators for accountability purposes
- **knowledge of school law, finance, business operations and K-12 curriculum development**
- **knowledge and ability to effectively navigate the Florida education, legislative and political landscapes.**

**Thomas Dean Gay, PhD, Interim Superintendent Candidate**

**School District of Indian River County, Florida**

**Page Two**

As Interim Superintendent of the School District of Indian River County, I will work diligently to obtain the trust and confidence of all staff and residents by becoming actively involved throughout the district and will utilize my skill sets, expertise and experience in such a way as to assist the Board of Education in maximizing the educational opportunities and benefits available to all children.

As a resident of St. Lucie County, Florida and a recent attendee and active viewer of Board of Education meetings over the years, I have a sincere interest in this position because of my knowledge of the progressive programs that define Indian River Schools. I also have great appreciation for the dedication and commitment of all members of the Board of Education, which, over the years, have effectively placed this district as an exceptional school community for students and families. The School District of Indian River County has a rich history coupled with tremendous potential and I feel confident that the goals of the district will be achieved as a result of my willingness to work with community members, students and staff. I hold the School District of Indian River County in high regard and am encouraged about the future of this quality school district.

Thank you for taking time to review the information presented to you. There are many rewarding experiences that await your Interim Superintendent and I welcome the opportunity to be of service and discuss my passion for education and career goals with you. If any further information is required in support of my candidacy, please feel free to contact me for additional documentation or clarification.

Professionally yours,

*Thomas Dean Gay, PhD*

Thomas Dean Gay, PhD  
Interim Superintendent Candidate  
School District of Indian River County

**From:** [Andrea Messina](#)  
**To:** [Esplen, Nancy](#)  
**Subject:** 47 Gay, Thomas  
**Date:** Wednesday, May 8, 2019 3:12:14 PM  
**Attachments:** [Resume, Dr. Thomas Dean Gay, Interim Superintendent Candidate, Indian River County Schools 05072019.docx](#)  
[Cover Letter, School District of Indian River County, Dr. Thomas Dean Gay, Interim Superintendent Candidate.docx](#)

---

**From:** Thomas Gay <drtgphd@gmail.com>  
**Sent:** Wednesday, May 8, 2019 2:54 PM  
**To:** Andrea Messina <Messina@fsba.org>  
**Cc:** Thomas Gay <drtgphd@gmail.com>  
**Subject:** Indian River County Interim Superintendent Candidate, Dr. Thomas Dean Gay

Dear Executive Director Messina,

I hope this message finds you and your colleagues well during this exciting time.

As I continue my successful leadership career in education, I have, most recently, been working in the Middle East, providing executive level education services to various organizations in Qatar, Saudi Arabia and the United Arab Emirates. I was scheduled to return to southern Florida on or after May 11<sup>th</sup>, but I cut short my trip to Dubai to make formal application for the position of Interim Superintendent, School District of Indian River County. I am currently in St. Lucie County, and as instructed in the vacancy announcement, I am presenting my formal application for this leadership opportunity.

During the past several years, I have closely watched this great community and school district evolve to where it is today. I applaud members of the current Board of Education for their commitment to govern and for their service to the Indian River community. I now look forward to discussing how our TEAM efforts will to move the school district to even higher levels of achievement and success.

As I assess how my skill sets and experiences are a great fit for the district during this time of transition, I note that there are several key opportunities, which have been clearly articulated by members of the Board of Education, which will require my laser focus. Based on my knowledge of the district and community, I believe that as Interim Superintendent, working closely with the Board of Education and various constituent groups, we can create and deliver an action-oriented agenda and provide achievable results based on a number of key areas.

**Although the following list is not all inclusive, I share, in no particular order, my observations, which I feel confident we can achieve, together.**

**After listening to reflections from members of the Board of Education, I believe that they, in part, are seeking a leader who:**

- *has previous Superintendent experience, is passionate about children, teaching and learning, has a strong professional ethic, and who works easily with others to explore and create multiple opportunities for student and district success.*
- *works closely with district resource officers, school staff, and other community stakeholders to ensure that all schools are safe and secure teaching and learning environments where children and staff can thrive.*
- *creates a culture, climate and community of excellence in all school endeavors. This includes building strong, effective, collegial relationships and creating an environment of trust and mutual respect. An environment exists where all stakeholders are valued, ensuring that everyone has a voice in forging the future direction of their school district.*
- *has an appreciation and respect for our global tapestry and embraces a vibrant and equitable education system, working diligently to create strong bonds with community leaders as we celebrate school progress and achievements. One who reaches out to key stakeholder groups with the goal of garnering strong community support, appreciating differing thoughts/opinions, while working together to provide effective solutions to challenging issues.*
- *who makes appropriate, thoughtful and timely decisions/recommendations based on the best data and information available.*
- *possesses strong fiscal, business and operations acumen. One who will work closely with district fiscal officers and others in a thoughtful and collaborative manner to prepare and monitor the district's budget while developing strategies to regularly review operational expenses with the goal of enhancing services at a lower cost point.*

- *understands and appreciates the roles and responsibilities of the school board and who will form strong, collegial and respectful relationships with all board members as we work as a unified TEAM. Our unified voice is focused on obtaining higher levels of achievement and success for all children.*
- *has worked cooperatively with various district association groups and has negotiated fair and reasonable agreements which serve the best interest of children, the school district and staff. This cooperative attitude will help with the recruitment and retention of staff, which is critical to higher levels of student achievement.*
- *has experience in working with various stakeholder groups to develop, refine, promote and effectively implement the school district's vision, mission and strategic direction for excellence. A large part of that strategic direction is focused on delivering measurable results in a timely manner.*
- *is focused on teaching and learning, (including, but not limited to) improving classroom instruction, promoting academic achievement, narrowing student achievement gaps, improving student attendance and graduation rates along with other metrics, creatively assessing and implementing academic programs to better meet the needs of all students (e.g. STEM/STEAM and technologically rich academic environments, continued support of Exceptional Student Education services, etc.).*
- *is able to transition quickly and seamlessly into the district and can continue to build community support with organizations such as the Gifford Youth Activity Center, among others, seeking opportunities to foster a TEAM atmosphere with organizations, which share the same child centered commitment that is at the heart of the School District of Indian River County.*

**In summary:**

After you review my application materials, I welcome the opportunity to discuss how my skill sets, experiences and areas of expertise are a great fit for this Interim Superintendent business/education leadership opportunity. I come to you as a very serious candidate and am seeking to make a long-term commitment to the School District of Indian River County, as this

opportunity is something that I have envisioned for some time. I would be humbled and honored to realize this leadership role in service to the larger organization, schools, Team and diverse students/communities served. I remain highly intrigued, interested and committed to pursue my candidacy, as this is exactly the leadership role I have successfully served, for many years, in large international and American based education organizations.

The depth and breadth of responsibilities that are inherent with this role are those which I have successfully assumed in previous leadership positions and I look forward to continuing to utilize my business and educational expertise in service to the Board, stakeholders, staff and students served.

One of my core competencies is leading diverse teams with various demographic profiles (easily integrating into communities and cultures) and implementing curricula, teaching, leadership and business strategies. Working effectively with different stakeholders to focus on the organizational mission and vision, while closing student achievement gaps, along with providing higher levels of fiscal and operational support/sustainability, and leading operational development plans which grow the organization and provide more effective and cost efficient economies of scale, are areas of leadership in which I thrive, and skill sets which I am prepared to bring significant added-value to the School District of Indian River County.

Each leadership role and responsibility I have successfully held during my tenure in K-16 education has effectively prepared me for this opportunity--

- Florida Educational Leadership Certification
- Experience supporting children in Florida
  - (Miami/Dade, Broward, Pasco, Pinellas, Hillsborough and Jefferson Counties)
- PhD in Educational Leadership and Communication
- USA and International Education Experience (Business, Operations, Finance)
- Experience as:
  - Superintendent/Chief Education Officer
  - Assistant Superintendent / Business and Operations / COO

- Curriculum and Communication Specialist
- University Instructor
- Principal at High School, Middle School and Elementary School levels
- Teacher

coupled with my previous licensure in Ohio as

- School District Treasurer/CFO
- School District Business Manager

I bring these skill sets and experiences to you, which serve as a solid, professional background, resulting in a high level of success to this role.

I look forward to the next steps of the selection process, continuing the dialogue with you and members of Board, and working with you as the opportunity presents itself.

Attached, please find my cover letter of intent and application and professional resume which outline my proud service in accomplishing similar goals. If any further information is required in support of my candidacy, please feel free to contact me for additional documentation or clarification.

Best regards,

Thomas Dean Gay, PhD  
Interim Superintendent Candidate  
School District of Indian River County

--

***Dr. Thomas D. Gay***

✉ **Email:** [drtgphd@gmail.com](mailto:drtgphd@gmail.com)

☎ **Primary Phone:** 1-305-432-1567

☎ **Secondary and Additional Phone Contact:** 1-734-718-2260

**Skype:** [thomasdgay](#)

**LinkedIn:** [linkedin.com/in.thomasdgay](https://www.linkedin.com/in/thomasdgay)

**Florida, USA**

# Thomas Dean Gay, Ph.D.

**Telephone:** 1-305-432-1567 or 1-734-718-2260

**Email:** [drtgphd@gmail.com](mailto:drtgphd@gmail.com) **Skype:** thomasdgay **LinkedIn:** [linkedin.com/in/thomasdgay](https://www.linkedin.com/in/thomasdgay)

**Certification:** Florida Educational Leadership; Superintendent, Assistant Superintendent, Supervisor, Principal, Teacher

## CONSUMMATE SENIOR EXECUTIVE

Innovative, results-driven entrepreneurial leader focused on achieving exceptional results in highly competitive environments that demand continuous improvement. Experienced in driving organizational enhancements while building partnerships with various stakeholders. Excels in developing and motivating highly focused teams that successfully meet and exceed organizational objectives. Successfully provided executive international leadership to educational organizations with Superintendent and Assistant Superintendent experience.

## CORE LEADERSHIP COMPETENCIES

- Visionary/Entrepreneurial Leadership
- Data Driven Decision Making
- Operational Strategic Planning
- School Improvement
- Developing Strategic Partnerships and Relationships
- Establishing Professional Development Programming
- Organizational Team Building
- Comprehensive Knowledge of Multiple Learning Models
- Collaborative Problem-Solving Skills
- Superior Interpersonal Communicator
- Budget, Forecasting and Cost Reduction
- Proven, Sound Business Practices
- Successful System Development
- International Education Leadership
- Action Oriented Change Agent
- Relationship Building with Community

✓ **Florida Educational Leadership Certification**, working with public school students in Miami-Dade, Broward, Pasco, Pinellas, Hillsborough and Jefferson Counties

✓ **Involved community leader**; inspires confidence and trust through open, honest communication with stakeholders

✓ **Skilled, experienced Chief Education Officer (CEdO), Superintendent/CEO/Corporate Leader/International Education Consultant/Organizational Strategist** who handles conflict and ambiguous situations with ease; able to motivate others in complex, multi-tiered organizations

✓ **Able to set and achieve organizational goals and Key Performance Indicators (KPIs)**; increased productivity and organizational efficiency; strategic organizational planning

✓ **Talent for balancing long-range vision with attention to detail**; organizing time and priorities

✓ **Skilled in job structuring and resource allocation**; maximizing resources under tight budgetary controls

✓ **Experienced executive leadership** provided to public and private schools in Florida, Ohio, Michigan

## NOTABLE ACCOMPLISHMENTS / EXECUTIVE LEADERSHIP HIGHLIGHTS

*2014-present:*

### *International Education Consultant and Leadership Transformation Advisor*

- Provide executive level consulting/strategic advisory services to growth oriented educational organizations
- Professional development programming and school improvement consulting/advisory leadership support:
  - Florida Next Generation Curriculum and Achievement Standards (including other state standards), AdvancED/NWEA accreditation, KPI development and implementation, creating strategies for fiscal, operational and academic enhancements (including cost containment/narrowing achievement gaps), external assessment strategies, international best practices, Board development, school evaluation and improvement strategies, instructional reviews, etc.

## **THOMAS DEAN GAY, Ph.D. Page Two**

**2017-2018:**

*Chief Education Officer / Board of Trustees Member, Bukhatir Education Advancement and Management International (BEAM), Dubai and Sharjah, UAE*

- Responsible for leading strategic education initiatives for multiple schools in Dubai and Sharjah, UAE (British and USA Academic Programming)
- Led education teams in the development of School Self Evaluation Forms for Improvement Planning (SEF) and School Improvement Planning (SIP)
- Developed strategic planning initiatives and led all inspection related activities for Ministry of Education (MOE) and Knowledge and Human Development Authority (KHDA), United Arab Emirates
- Initiated STEAM and Innovative Educational Initiatives throughout all corporate schools
- Developed and implemented the School Governance Framework Model for all schools
- Facilitated professional development presentations regarding Inspection and Accreditation Frameworks, Professional Learning Communities (PLC), data disaggregation, curriculum standards, instructional pedagogy, lesson planning, objective development, various internal and external academic assessments, School Improvement and Development Processes (SIDP), Exceptional Student Education, Differentiated Instruction, etc.
- Implemented Core Competency Framework Models (technical and behavioral with proficiency levels) for all staff positions
- Led efforts in facilitating Key Performance Indicators (KPIs) for all school leadership positions
- Created IELTS and TOEFL English Language Proficiency Standards for all professional staff
- Responsible for a wide range of Professional Development and Training Initiatives
- Introduced numerous managerial and operational enhancements including staff cross-functional teams, effective redeployment of educational resources, training and development, educational programming and staffing, among others, providing enhanced operational efficiencies, saving millions of Dirhams
- Prepared school staff for all New England Association of Schools and Colleges (NEASC), British Schools in the Middle East (BSME) and Council of British International Schools (COBIS) accreditation related activities
- Led efforts which resulted in receiving the Promethean Innovation Hub Award for all corporate schools
- Reviewed existing and developed new comprehensive educational policies and administrative procedures
- Board of Trustees Member (BEAM), working collaboratively with HR, Finance, IT, Procurement and Administrative Affairs teams
- Developed and facilitated internal academic, financial and organizational audits, reviews and surveys

**2016-2017:**

*Senior Education Manager, GEMS Education, a Global Education Operator and Management Organization serving approximately 200,000 students from 176 countries in 250 schools in 13 countries, implementing six world-class curriculums, Saudi Arabia and United Arab Emirates*

- Served as liaison with owners and established clear lines of responsibility between owners and management
- Directed, advised and supported school leadership teams and staff. Identified institutional problems and developed comprehensive resolution strategies

**continued**

- Designed community-wide communication protocols between owners, parents, staff and GEMS Education
- Facilitated implementation of Curriculum Standards of Learning to promote higher levels of instruction and academic achievement resulting in significant gap closure as measured by standardized test results
- Developed and conducted professional development presentations regarding Professional Learning Communities (PLC), data disaggregation, curriculum standards, instructional pedagogy, lesson planning, objective development, and internal/external academic assessments, School Improvement and Development Processes (SIDP), and differentiated instruction, among other timely topics
- Facilitated GEMS internal academic and organizational audits, reviews and surveys
- Provided leadership support and planning for development of the Saudi Arabia National Program for School Development and Implementation Plan in support of Vision 2030 and National Transformation Program
- Provided management support and documentation for school owners and stakeholder groups
- Developed leadership team structures to promote higher levels of academic achievement and fiscal accountability including the development of Strategic Plans and Key Performance Indicators (KPIs)
- Provided comprehensive leadership support for The World Academy and Kingdom Schools, Saudi Arabia

**2014-2016:**

*Education Expert and Advisor to His Excellency, Minister of Education and Higher Education, Doha, Qatar. The Ministry is responsible for national education strategy and is the competent authority responsible for the development and advancement of the education sector to meet the needs of the State of Qatar*

- Provided advice and support to the Education, Evaluation, and Higher Education Institutes and affiliated organizational divisions and departments
- Established strong working relationships with UNESCO, USA and British Embassies, and several education consulting entities; forming strong strategic stakeholder alliances, which promoted higher levels of educational advancement; Minister's representative to the World Innovation Summit for Education (WISE)
- School Inspection Responsibilities: United Arab Emirates and State of Qatar
  - Member of AdvancED Accreditation School Inspection Team (UAE)
- Organizational advisor regarding Professional Development, National licensing standards and leadership/staff programming, strategic and operational planning, organizational restructuring efforts, National curriculum, and other transformation initiatives
- Senior editor/contributor for numerous Qatar National Education Strategies, including:
  - Qatar National Curriculum Framework (including written and taught curriculum and curriculum architecture)
  - Supreme Education Council Strategy (2015-2022)
  - Strategy Implementation Project Roadmap
  - Organizational Transformation Change Program and Implementation Roadmap

## THOMAS DEAN GAY, Ph.D. Page Four

### 2010-Present:

*Quality Schools Group Chief Executive, and Education Consultant to Faircloth and Forsythe: national and international consulting firms with the mission to provide quality services to public schools, charter schools, school conversions, university and private schools, assisting them to become more effective, accountable, efficient and self-sufficient*

- Provided executive level consulting services to school organizations in areas of curriculum, instruction, fiscal accountability, needs assessment, professional development training for school leadership and staff, construction management, strategic planning and educational effectiveness, among other areas
- Education expert/advisor to the President of Qatar University, Doha, Qatar, the country's national institution of higher education; responsible for reviewing the University's Educational and Operational Programs, conducting detailed reviews and providing comprehensive conclusions and recommendations with respect to Qatar Vision 2030 and University reform efforts, including:
  - **Governance:** including national context with which to make plans to exercise its governance structure effectively
  - **Improvement and Evaluation:** including strategic, operational and continuous planning processes, assessment of outcomes, administrative standards and evaluation of operational and programmatic effectiveness
  - **Academic Organization:** comprehensive reviews including quality assurance, development of strategic goals, core curriculum and assessing the need to create new courses and discontinue existing academic programs; recommended professional leadership opportunities for university personnel/academic units
  - **External Focus:** examination of the University's collaboration with key stakeholders and public relation efforts including alignment of strategic goals, research for the knowledge economy, transitional programs, and creating strategies for developing proactive organizational capacity to assess stakeholder management functions
  - **Research:** creation of a new national focus on developing Qatar's research capacity, including the organization and management of research activities
  - **Implementation:** including review of executive team roles and responsibilities, developing the implementation plan, identification of timetables and resources, and identifying institutional problems and developing resolution strategies

### 2011-2012:

*Principal Administrator, Beacon Hill School, a highly accredited school in Broward County, Florida*

- Responsible for all academic, instructional, professional development and operational programs
- Developed school improvement processes which created a more collaborative educational environment, raising academic achievement at all levels of educational programming as determined by various testing measures
- Implemented school-wide student assessment programs
- Created and provided teacher professional development programming resulting in higher levels of student achievement at all grade levels

**continued**

- Obtained Florida Advanced Director Credential and Staff Credential Verification from the Florida Department of Children and Families; Florida Educational Leadership Certification
- Organized multiple efforts to engage stakeholders in the school's educational programming and worked closely with members of the state legislature and school district to address timely educational issues and concerns
- Lead school inspection efforts which resulted in accreditation by the following educational organizations:
  - Southern Association of Colleges and Schools
  - Association of Independent Schools of Florida
  - Commission on International and Trans-Regional Accreditation with membership in the National Council for Private School Accreditation and the Broward County Non-Public School Association

**2005-2010: Executive leadership responsibilities with two major Educational School Management Organizations in the United States**

***Corporate Vice President, The Leona Group; Education Advisor for Florida Education/Operations and Quality Schools Initiative - Professional Development***

- Responsible for all education programs for company schools in suburban and urban environments; worked collaboratively with numerous state and governmental education agencies
- Corporate consultant having supervisory responsibilities for all Florida Educational Operations; reviewing all facets of the organizational structure; providing recommendations and decisions which enhanced the viability of all Florida education operations
- School Inspection and Accreditation
  - Selected by AdvancED--North Central Association Commission on Accreditation and School Improvement (NCA SACS/CASI) to serve as a Quality Assurance Review Member, examining evidence to determine if schools are meeting quality standards and achieving goals for improving student learning and school effectiveness
  - Team Leader in inspection and ultimate accreditation of first K-12 charter school in the state of Michigan
- Authored and awarded a \$450,000 Federal 1003(g) start-up grant by U.S. Department of Education
- Developed, supervised and provided leadership within the Quality Schools Initiative, which is a major enterprise division having corporate responsibility for all academic programming, including:
  - responsible for successfully developing, leading, and providing direct hands on support for comprehensive professional programming including executive principal and teacher leadership training programs, resulting in narrowing achievement gaps and higher levels of student academic performance
  - state and federal compliance matters
  - academic achievement and success
  - educational reform initiatives
  - instructional programming and best pedagogical practices
  - curricular design
  - student assessment programs including data systems and all other academic responsibilities

***Regional Vice-President of Operations, Curriculum and Instruction, Mosaica Education***

- Managed academic, fiscal and operational restructuring efforts, assuming responsibility for Operations and Academic Achievement for students attending urban public schools in several states
- Established strategic partnerships with various community stakeholders, school districts, and local businesses, enlisting their insight and commitment to provide world-class education for all children
- Narrowed the achievement gap for student groups by initiating and executing quality, effective professional development opportunities for school leaders and teaching staff, (including conceptual/visionary, human, and technical skills) which are essential to the success of effective administrators of educational organizations
- Certified as a District Value Added Specialist by Battelle for Kids and the Ohio Department of Education
- Created and employed multiple measures that gauged Mosaica's and The Leona Group's success, including higher student standardized test scores and marked progress in the quality of performance-based assessments
- Provided professional development training sessions and created implementation strategies for Mosaica's proprietary humanities curriculum

**1998-2005:**

***Superintendent of Schools (Chief Executive)***

- **Lapeer Community Schools, Lapeer, Michigan**
- **Waldron Area Schools, Waldron, Michigan**
- **Redford Union Schools, Redford, Michigan**
- Experienced School Inspector and Accreditation Specialist
  - North Central Association of Colleges and Schools
  - Led team efforts to review all segments of educational programming and implemented the Baldrige National Quality Model resulting in receiving the prestigious "Lighthouse Recognition Award" from Michigan Quality Council
- Forged strategic partnerships with community stakeholders to pass a multi-million dollar election ballot issue which was the first building ballot issue to garner community approval in 30 years
- Championed a community-based process resulting in district's first Long Range Facility/Strategic Master Plan
- Created, recommended and implemented a significant budget reduction plan which immediately saved the district well over \$1,000,000
- Developed strategic alliances within the business community, including various civic organizations, soliciting support for district initiatives resulting in significant human, financial and intellectual resources
- Effectuated collaborative partnerships and strong working relationships with local, state, and federal law enforcement agencies in the design and implementation of safe school interagency teams
- Recognized by the Michigan Legislature and Former Governor John Engler for "*passionate commitment and steadfast dedication to pursuing the safest possible educational environment for all...*"
- Developed and recommended budget reduction plans resulting in cost reductions of well over \$3,000,000
- Provided leadership in the areas of curriculum, instruction, academic achievement and establishing a robust Professional Development Center, resulting in narrowing achievement gaps and higher state academic rankings

## **THOMAS DEAN GAY, Ph.D. Page Seven**

### **PROFESSIONAL EXPERIENCES - (1976-1998)**

- Superintendent of Schools (Michigan and Ohio)
- Assistant Superintendent of Schools
- Director of Secondary Curriculum and Communication
- High, Middle and Elementary School Principal
- Elementary Teacher
- University Adjunct Professor of Education

### **ACADEMIC CREDENTIALS - Earned**

- **Ph.D.** Doctor of Philosophy – Educational Leadership and Communication, University of Dayton
- **M.S. Ed.** Master of Science in Education – Educational Administration and Supervision, University of Dayton
- **B.A.** Bachelor of Arts – Education and Liberal Arts, University of Findlay

### **EXECUTIVE LEADERSHIP TRAINING**

- National Academy for Superintendents, The Ohio State University, Columbus, Ohio
  - Executive Leadership Training
- Columbia University, New York, NY
  - Chosen as one of 60 Superintendents in the United States to attend this executive leadership training
- Oxford University Round Table, Oxford, England
  - Presentation Topic: “The Policy Makers Role in Meeting the Challenge of Educational Delivery for a Global Society”
- Ohio School Leadership Institute, Center for Creative Leadership, Greensboro, North Carolina
  - Selected by the Ohio Department of Education and as an Institute Fellow; Ohio State Legislature

### **LEADERSHIP RECOGNITION / AWARDS OF DISTINCTION / HONORS**

- Promethean Innovation Hub Award—International (2018)
  - First award granted for being the most innovative / technologically equipped schools in Middle East
- Michigan House of Representatives
  - Awarded a Special Tribute from the Ninety-First Legislature and Governor John Engler (safe school initiative)
- Oxford International Round Table
  - Invited as one of 35 individuals from across the world to present at this prestigious international academy held at St. Antony’s College, Oxford University, Oxford, England
- Hillsdale County and Lake County, Ohio Board of Commissioners
  - Recognized for outstanding involvement and commitment in supporting safe and drug free schools and for outstanding accomplishments
- Michigan Quality Council Award Recipient
  - Waldron Area Schools - presented the “Lighthouse Recognition Award” as a result of district implementation of the Baldrige National Quality Program
- Ohio House of Representatives
  - Received Special Recognition from the 118th General Assembly. Named as one of Ohio’s Outstanding Citizens

**This page intentionally left blank.**

May 6, 2019

Andrea Messina, Executive Director  
Florida School Boards Association  
203 South Monroe Street  
Tallahassee, FL 32301

Attn: Andrea Messina, Executive Director, Florida School Boards Association,

If selected as the School District of Indian River County's Interim Superintendent, I will serve with CORE values of positive purposeful communication, contagious optimism, connected relationships, and a purpose-driven belief in an equitable learner centered environment with a proven track record of growing all students. Believing in the power of positive leadership, I commit to inspiring academic excellence for all students and developing the leadership potential in those I serve while fiscally and organizationally managing school and district resources. Serving all students through the support of a whole child approach, success is not an option, it is a given! For all students!

As a transformational servant leader with experience in diverse learning organizations, I contribute to the overall success of students, teachers, staff, and strategic partnerships with the community. My completion of the Atlantic Research Partners National Superintendent's Academy, a national leadership development program established to prepare individuals to serve as America's next generation of superintendents and school district leaders, will greatly contribute to my effectiveness as a Superintendent as it provides me with an exceptional network of the best educational leaders in the country. In addition to my experiences within the education field, I also bring a background in finance and systems rooted in process improvement and cost reduction strategies with specific experience as a financial auditor, financial analyst and systems analyst.

In my position as Principal of Port Orange Elementary, I focus on the instructional leadership necessary to address the needs of a historical community school with increasing poverty and mobility needs. Our school culture focuses on five core strategies; Mission Driven, High Rigor, Personalized Learning, Growth Mindset, and Supportive Learning Environment. These core strategies are embedded in our culture and have positively impacted our climate, guiding our increase in 5Essential climate survey results from partially organized to well organized in two years. Our whole child approach has made a positive impact on our students and they are celebrated for knowing their individual data and goals, both academic and social/emotional. Our implementation of Restorative Practices is a pilot for Volusia Schools and a model for other Elementary schools within the district. We closed achievement gaps across all students and subgroups, while some of our greatest gains were in our gifted classrooms. Through a strong Tier 1 standards-driven classroom, we ensured all students had access to grade level standards with the support they required. In addition, grade level teams, with the support of the Professional Learning Community protocols, owned the growth and achievement of each student in the grade level and supported our lowest quartile of students through focused intervention strategies and instruction. With support from staff and parents, we are providing the strong support network that staff, students, and families need to be successful.

As Principal of Port Orange Elementary and as Principal of Sidener Academy within Indianapolis Public Schools I led the implementation of iReady and MAP Growth as formative assessments to guide and drive instruction as well as identify and remediate gaps in skills. In addition to leading the technical and professional learning aspects of the implementation, I transformed the educational practices within the school to target available resources and supports to intervene for every student in their areas of need. In

November 2017, I presented at the NWEA Fusion conference on the topic of “Using MAP Growth to accelerate school improvement and equity for all students”. Within the presentation, I modeled a systematic approach to synthesizing MAP Growth data to impact student achievement.

My experiences as Principal of Sidener Academy provided a unique opportunity to lead a high ability magnet program within Indianapolis Public Schools. Mirroring the cultural and economic diversity of the urban school district, we implemented research supported best practices in identifying high ability students across cultural and economic boundaries. We launched a communication program to inform the community of resources available to students of high ability, in addition to partnering with SENG to assist parents and families with supporting the Social Emotional Needs of Gifted students through professional learning and peer collaboration. We marketed our program to families through the Showcase of Schools where all schools within the district had an opportunity to highlight the strengths of the choices available to families. In addition, we closed achievement gaps of all students by raising the passing rate of state assessment to 100%. And in 2014, we were honored with the National Blue Ribbon Award from the United States Department of Education.

As a servant leader, I continually work to improve the acquisition and retention of high-quality teachers and staff through connected relationships and ongoing recruitment. Developing connected relationships with Superintendents and educational leaders around the world and networking through AASA’s Superintendents conference and ASCD’s leadership conference has assisted me in networking and amplifying my impact as an aspiring Superintendent and educational leader. As a member of the inaugural team of trainers for Jon Gordon’s Power of Positive Leadership, I seek to lead others to develop the leadership potential within themselves. Through connected relationships with the community, we have increased our strategic partnerships with the community by 300% over two years. Serving on the South Daytona / Port Orange Chamber Education Committee, our strategic partnerships in our community have provided uniforms and meals for our underserved students, as an example.

Across multiple schools and districts, I have had the opportunity to love, learn, and lead. By encouraging the participation of all stakeholders and creating a healthy, collaborative work environment, I have created a positive brand and culture that is recognized in the community. Actively participating and staying highly visible in the school and community, I have created connected relationships that promote effective communication and high integrity with all stakeholder groups. I have focused on continually improving academic growth by connecting with community partnerships to foster learning for all students. Using a collaborative leadership style and seeking teacher and student voice bolstered by a robust curriculum, I have created a flexible and creative learner centered environment with a strong commitment to student success. My passion for furthering the mission of K-12 education empowers those around me to pursue a shared vision with progressive and forward thinking and push boundaries for the success of all students.

At the core of who I am, I believe in positive purposeful communication, contagious optimism, connected relationships, and a purpose-driven belief in an equitable learner centered environment with a proven track record of growing all students. I believe that my creativity and problem-solving skills will support my systems thinking approach to finding solutions to grow and achieve and my strengths in building collaboration and a sense of community will develop strong teams with trust and collective efficacy of the goals set before us while serving the students, staff, and community within the School District of Indian River County.

Sincerely,

Tennille Wallace

# TENNILLE WALLACE

---

303 N 12<sup>th</sup> St, Flagler Beach, FL 32136 (317) 914-3534 [twallace9424@gmail.com](mailto:twallace9424@gmail.com)

## EDUCATION

- Education Specialist, University of West Florida, Educational Leadership, 2010
- Masters of Accountancy, University of Denver, Accounting, 1998
- Bachelors of Business, University of Alabama, Accounting, 1997

## PROFESSIONAL EXPERIENCE

### **Volusia County Schools, Port Orange, FL** **Elementary Principal**

2016 - Current

Provided leadership of Port Orange Elementary, 400 students  
Implement a high-quality, rigorous curriculum with support of 21<sup>st</sup> Century learning strategies utilizing a growth mindset, personalized learning strategies and a supportive learning environment for all students.

- Increase 5Essentials climate data from Partially Organized to Well Organized over two years (2017 – 2019)
- Increase 5Essentials data over two years (2017 – 2019): Supportive Environment 100% increase, Collaborative Teachers 104% increase, Effective Leaders 76% increase
- Increased ELA/Reading percentage of students making learning gains by 6% over one year (2017 – 2018)
- Increased 4<sup>th</sup> grade ELA/Reading achievement by 5% over one year (2017 – 2018)
- Increased math percentage of student making learning gains by 5% over one year (2017 – 2018)
- Increased average math achievement by 4% over one year (2016 – 2017)
- Increased math learning gains for lowest quartile by 11% over one year (2016 – 2017)
- Increased 4<sup>th</sup> grade math achievement by 7% over one year (2016 – 2017)
- Increased 3<sup>rd</sup> grade math achievement by 9% over one year (2016 – 2017)
- Reduced number of students Two Years Below or more in reading and math by 50% (Aug – Dec 2018)
- 58% of students in grades 1-5 reached individual stretch growth goals on iReady diagnostic assessments in reading and math (Fall 2018)
- Implement Visible Learning and the research of John Hattie across grade levels
- Implement Canvas LMS for students, teachers, and parents
- Implement iReady and NWEA as a formative assessment tool to inform differentiated learning strategies to meet the needs of diverse learner groups
- Implemented Restorative Practices, pilot for Elementary Schools within Volusia County
- Alliance for a Healthier Generation’s list of 461 “America’s Healthiest Schools”
- HealthierUS Schools Challenge Gold Award to promote healthy eating habits, Smarter Lunchrooms, and Smart Snacks
- Co-facilitator of ESSA Title I Grant Development team focused on Technology and

College & Career Readiness as part of Volusia County Schools District Title I Steering Committee

- Member of Port Orange South Daytona Chamber of Commerce Education Committee
- District Professional Learning planning committee
- District Elementary Scheduling committee

**Indianapolis Public Schools, Indianapolis, IN  
Elementary / Middle Principal**

2012 - 2016

Provided leadership of Merle Sidener Academy for High Ability Students  
Implement a high-quality, rigorous curriculum with support of 21<sup>st</sup> Century learning strategies utilizing a growth mindset, personalized learning strategies and a supportive learning environment for all students.

- Increased student proficiency on ELA/Reading state assessment to 100%
- Maintained student proficiency on ELA/Reading state assessment at 100% over two years
- Increased student proficiency on Math state assessment to 100%
- Awarded 2014 National Blue Ribbon School
- Maintained #1 ranking in Indiana based on ISTEP scores for four years
- Increased IREAD-3 passing rate to 100% over one year
- Maintained IREAD-3 passing rate of 100% over four years
- Implemented 1-to-1 iPad program utilizing MDM device management system
- Implemented Canvas LMS including full configuration and training for students, teachers, and parents
- Aligned resources to provide additional support for Social Emotional Learning needs of High Ability students including executive functioning classes for students
- Implemented NWEA as a formative assessment tool in 22 schools across the district including full configuration, professional learning, and ongoing tech support

**American International Schools, Cairo, Egypt  
Elementary Principal**

2011 - 2012

Provided leadership of American International Schools, Main Campus  
Implement a high-quality, rigorous college-preparatory program that has been vertically and horizontally aligned.

- Implemented standards based grading
- Aligned curriculum vertically and horizontally to ensure all students received rigorous instruction

**Flagler County Schools, Bunnell, FL  
STEM Curriculum Specialist**

2007 - 2011

K-12 Math and Science content specialist charged with leading and supporting changes to curriculum, instruction, and assessment that infuse STEM into the curriculum to meet the needs of all students

- Lead and support the integration of technology into a blended learning environment that supports learning in and out of school.
- Lead and support the creation of performance tasks, formative and summative assessments aligned to the Common Core and 21st century skills as well as task validation and calibration.
- Develop pathways of study that lead to post-secondary credit and industry certification where applicable.
- Create and implement high-leverage policies that support blended learning, virtual learning opportunities, 21st Century instruction and assessment techniques, and 21st Century graduation requirements for a global digital society.
- Ensure the effective operation of data teams that analyze classroom, departmental, and school wide assessment data to improve future instruction, including serving as the district leader on school based data teams.
- Use data to inform practice and drive decision-making and instruction at the school level.
- Implement a district wide science fair to bring together students from 3<sup>rd</sup> – 12<sup>th</sup> grade. Grow participation over three years from 55 students to 205 students.
- Developed STEM based themes at each elementary school to align with STEM programs and academies in secondary schools

**Middle School Math and Science Teacher, Indian Trails Middle School                      2004 - 2007**

Adapted classroom activities and strategies to differentiate for each student's needs, capacities, and interests; understand and support each learner's strengths and style, and foster a setting in which they can each be their best self while also developing in areas of relative weakness. Applied a blend of learning pedagogy, including teaching for understanding, multi age, thematic, interdisciplinary, experiential, STEM oriented and partner in class learning experiences with computer based courseware that can be self-paced and leveraged at school and as homework.

**ADDITIONAL EXPERIENCE**

**Senior Systems Analyst, Siemens Westinghouse, Orlando, FL    2002 - 2004**

Supervise team of three to complete Financial Closing for Siemens Westinghouse N/A, Experience with SAP FI/CO/SD/MM/WM support for over 3000+ users, including two full life cycles of upgrades and updates, responsible for training across corporation for finance, engineering and support staff, Process Improvement Award for saving over \$10K per month in financial closing process.

**Advanced Financial Systems Analyst, Siemens Westinghouse, Fort Payne, AL 1999 - 2002**

Financial Analyst with heavy emphasis in inventory management, including cycle counting and inventory reduction, Cost savings implemented in reduction of on hand inventory required, lead trainer for SAP across departments and divisions.

**Senior Financial Auditor, Arthur Andersen, Chattanooga, TN    1998 – 1999**

Financial Auditing for Big 6 Financial Services Firm

**AWARDS AND HONORS**

- Completion of HBX: Harvard Business School's Certificate in School Management and Leadership, Leading Change Course
- Graduate of Atlantic Research Partner's National Superintendent's Academy, January 2018
- 2014 National Blue Ribbon Award – Sidener Academy
- Superintendent's Award for reducing Chronic Absenteeism by 3% at Port Orange Elementary
- Jon Gordon's Power of Positive Leadership training and Train the Trainer program

## **PUBLICATIONS AND PRESENTATIONS**

- 2017 NWEA Fusion – Using MAP Growth to accelerate school improvement and equity for all students? Yes!

## **PROFESSIONAL MEMBERSHIPS**

- NAESP, National Association of Elementary School Principals
- NCTM, National Council of Teachers of Mathematics
- AASA, American Association of School Administrators
- ASCD