

[REDACTED], Ed.S.

[REDACTED]
Cellular: [REDACTED]

Alternate: [REDACTED]
[REDACTED]

To:

Nevada State Board of Education
Carson City, Nevada

Subject: Application for Nevada State Superintendent of Public Instruction

Dear State Board of Education,

Please accept this letter and the accompanying materials as my formal application for the position of Nevada State Superintendent of Public Instruction. I bring over a decade of experience leading diverse school districts across the country, and I am excited about the potential opportunity to return to Nevada as the State Superintendent.

Currently, I serve as the Superintendent/CEO of the [REDACTED] School District in [REDACTED] State and as a member of the Executive Board for the [REDACTED] Association of School Administrators. My prior leadership roles have included serving as Interim Superintendent of [REDACTED] Public School [REDACTED] in [REDACTED] Superintendent of [REDACTED] Community Schools near Detroit, and State Transformation Interim Superintendent for the [REDACTED] Department of Education. In addition, I've led school districts in South Dakota and Nevada, taught as an adjunct professor, and served as Parent Engagement Officer for [REDACTED] Public Schools—where I began my administrative journey. Additionally, I have facilitated and assisted each school district I have led through the development and implementation of the Strategic Planning Process.

Throughout my career, I have focused on improving student achievement, closing achievement gaps, fostering inclusive learning environments, and building effective leadership teams. Under my leadership, districts have seen measurable growth in student outcomes, the development of high-impact instructional frameworks, and implementation of systems-level accountability such as the Data Analysis Accountability Team (DAAT) and Instructional Leadership Cabinet. I've also contributed to national best practices,

including the creation of a statewide online classified staff evaluation tool that is now in use across the country.

My leadership is centered on equity, innovation, and collaboration. I bring strong skills in strategic planning, budgeting, curriculum and instruction, policy development, and educational law. I've facilitated board trainings, developed state-aligned evaluation rubrics, and championed technology integration to support teaching and learning.

The Nevada Department of Education's commitment to excellence and continuous improvement aligns closely with my educational philosophy. I believe in a "students first" approach, and I am confident that my background and leadership style make me a strong match for your agency's goals and values. My wife and I, along with our five children, are eager to become active members of your community and contribute meaningfully to its success.

Thank you for your consideration. I would welcome the opportunity to speak further about how I can serve the State of Nevada as its next State Superintendent of Public Instruction. Please feel free to contact me at your convenience.

Yours in Education,

[REDACTED]

[REDACTED] Ed.S.

Superintendent/ [REDACTED] Executive Board Member

[REDACTED]

[REDACTED], Ed.S.

[REDACTED]

Cellular:
Alternate:

[REDACTED]

[REDACTED]

[REDACTED], Ed.S.

CURRICULUM VITAE

OBJECTIVE

To continue my career in **SENIOR SCHOOL MANAGEMENT & ADMINISTRATION** with an institution that will utilize my expertise to benefit mutual growth and success.

SUMMARY OF QUALIFICATIONS

- Qualified professional background encompassing over 18 years as an **EDUCATIONAL LEADER** in positions requiring excellent **Management, Supervision & Administration** abilities with expertise in:
 - **School Administration:** Strategic Planning; Budget & Curriculum Development, Mission & Vision Statements, Core Values, Goals & Collective Bargaining
 - **Human Resources:** Recruiting, Staffing, Evaluating, Coaching, Motivating & Supervising Teachers & Staff Members; Conducting Staff Meetings & Briefings; Ensuring Strict Adherence to Government & Board Compliance
 - **Instruction:** Standard Curriculum, Special Education, Athletics & Business
 - **Parent & Community Involvement:** Developing & Implementing Creative & Effective Outreach Programs
- Innovative, Results-Driven Team-Player with proficient **OPERATIONS MANAGEMENT & ADMINISTRATION** abilities: Developing Strategic Plans, Budgets, Policies & Procedures; Controlling Multiple Business Operation; Negotiating Contracts & Terms; Maintaining Quality, Cost, Loss Prevention & Safety Controls; Preparing Accurate Documentation & Reports; Working Well Under Pressure of Multi-Tasks, Workloads & Fast-Paced High-Volume & Stressful Environments.
- Proven INTERPERSONAL COMMUNICATION & PUBLIC RELATIONS skills: Ensuring Effective & Quality Board Member & Public Relations; Problem Solving & Crisis Intervention; Handling Difficult People with **Tact & Diplomacy**; Projecting **Positive Company Image**.

LICENSES / CERTIFICATIONS

- Washington State: Initial Administrator License – Endorsement: [REDACTED]
- North Carolina Administrator Certificate: [REDACTED]
- Mississippi District [REDACTED] License
- Michigan School Administrator License: Endorsement: Central Office & PreK – 12 Principal
- Educator's License #10044918 (Building-Level Administrator P-12/Business 5-12, State of Indiana: Inactive
- PK-12 Building Level Administrator Certification, State of Indiana: Inactive
- CPR/AED Certification: Active

PUBLICATIONS

2011 - Building Efficient School Systems Through Effective School Leadership Performance

Present (Thesis Publication) & Currently Writing Book, "From Dreams to Reality: Building Efficient School Systems Through Effective School Leadership Performance."

EDUCATIONAL BACKGROUND

Stayer University, Herndon, VA
**Master of Education Degree* (2011)
Emphasis: K-12 Education Management
**Executive Graduate Certificate in Human Resource Management* (2011)
**Bachelor of Arts Degree in Business Administration* (2005)
Emphasis: Management
Honors: Dean's Lists

Indiana State University, Terre Haute, IN
**Education Specialist (Ed.S.) Degree* (2014)
**Superintendent of Schools Certification* (2014)
**Principal License* (2012)
Honors: Dean's Lists; 2 "Letters of Recommendation"
Courses Included: Law Conferences

NOTE: See End of Resume for Conferences & Specialty Training.

PROFESSIONAL EXPERIENCE

07/2023 [REDACTED] **SCHOOL DISTRICT – [REDACTED]**
CEO/SUPERINTENDENT OF SCHOOLS
EXECUTIVE BOARD MEMBER – [REDACTED] Association School Administrators
[REDACTED]

Supervise and manage the executive and senior management of the organization
Developed a new District Strategic Plan (Core Values, Mission and Vision Statement and Goals)
Developed new District Cabinet & Administrative Council to bring collaboration, TEAM and togetherness
Manage the day to day operations of the school district.

<https://www.grandcoulee.com/story/2024/01/24/community/district-extends-superintendent-contract/17133.html>

<https://www.grandcoulee.com/story/2024/03/13/news/two-highlighted-for-work-leadership-roles/17280.html>

<https://www.grandcoulee.com/story/2023/07/19/news/new-supt-launching-coffee-pizza-events/16664.html>

03/2023 [REDACTED] **PUBLIC SCHOOL ACADEMY SYSTEM**
INTERIM SUPERINTENDENT – [REDACTED]

07/2021 [REDACTED] **COMMUNITY SCHOOLS – [REDACTED]**
SUPERINTENDENT OF SCHOOLS
Hired by CCS Board of Education to serve as the CEO and Chief Educational Officer of the

District on a 6 – 0 Unanimous Vote

Supervise and manage the executive and senior management of the organization

Developed a new District Strategic Plan (Core Values, Mission and Vision Statement and Goals

Developed new District Cabinet & Administrative Council to bring collaboration, TEAM and togetherness

<https://www.metroparent.com/sponsored-content/cte-programs-shine-at-clintondale-community-schools/>

Established monthly Board Retreats to develop new vision for the district

Facilitated all Board Retreats to develop a new Strategic Plan for the District

(Core Values, Mission and Vision Statement)

Dragon Pride Initiative 2027

Established and implemented an Executive Cabinet within the District

Established an Administrative Council, which meets bi-weekly that consists of all principals, assistant principals, district level and classified administrators – Allows for a shared decision – making process

Elected as the Vice President/President – Elect of the Michigan Association of African American Administrators

Established and developed a five – year Capital Projects Plan with the Board of Education/Administration

- New Parking Lots completed at the Middle and High School

Developed and implemented a monthly Coffee with Superintendent to provide parents and the community with an opportunity to come in and ask questions and receive clarity concerning the district

Negotiated one of the best contracts in the history of the district with the Clintondale Education Association (CEA) to begin September 2022 (Teacher Moral has skyrocketed)

Partnered with the FBI to bring law enforcement communications within the district for staff and students

Developed and implemented the first Annual Back to School Kick Off

Developed and implemented the first Enrollment Rally, which brought 29 new students into the district this past May 2022 for the upcoming 2022 – 2023 school year. = \$264, 915.

Rebranded the District – Media Relations to set a more positive tone within the community and state

Developed and implemented a new Lesson Plan criteria and process for the accountability and prerequisite for high level instruction. Lesson Plan is located on the Evaluation Platform

Established Accountability for Administrators by developing a new Walkthrough Form and Matrix for district – wide evaluation (Teachers, classified staff and administrators)

State Assessment scores increased in every tested subject from the 2020 – 2021 school year 98% of third grade students scored high enough to pass the Reading State Assessment

Developed and Implemented the Superintendent's Teacher Advisory Committee that meets monthly to advise the superintendent (First in the history of the district)

Hired a new Food Service Organization

03/2022

**ASSOCIATION OF AFRICAN AMERICAN SUPERINTENDENTS
ELECTED VICE PRESIDENT/PRESIDENT ELECT**

08/18

DEPARTMENT OF EDUCATION –
COUNTY SCHOOL DISTRICT –
STATE TRANSFORMATION INTERIM SUPERINTENDENT

Hired by the State Board of Education to turnaround one of the most struggling school district's in the Southern Region of the United States as it relates to the financial, academic and accreditation status of the district.

Manage, hire, retain and evaluate all senior executive staff and principals. Senior staff oversight includes: Chief Administrative Officer (Asst. Superintendent); Director of Federal Programs, Chief Financial Officer, Director of Operations, Director of Food and Nutrition and Director of Special Education

Developed strategies to bring the district back to financial stability. Moved the district from a **-\$989,000 fund balance to a \$7.4 Million dollar fund balance in 2.5 years**

Developed strategies to ensure all students to have highly talented teachers in every classroom

Developed strategic relationships with all media outlets to ensure the district develop business and community partnerships

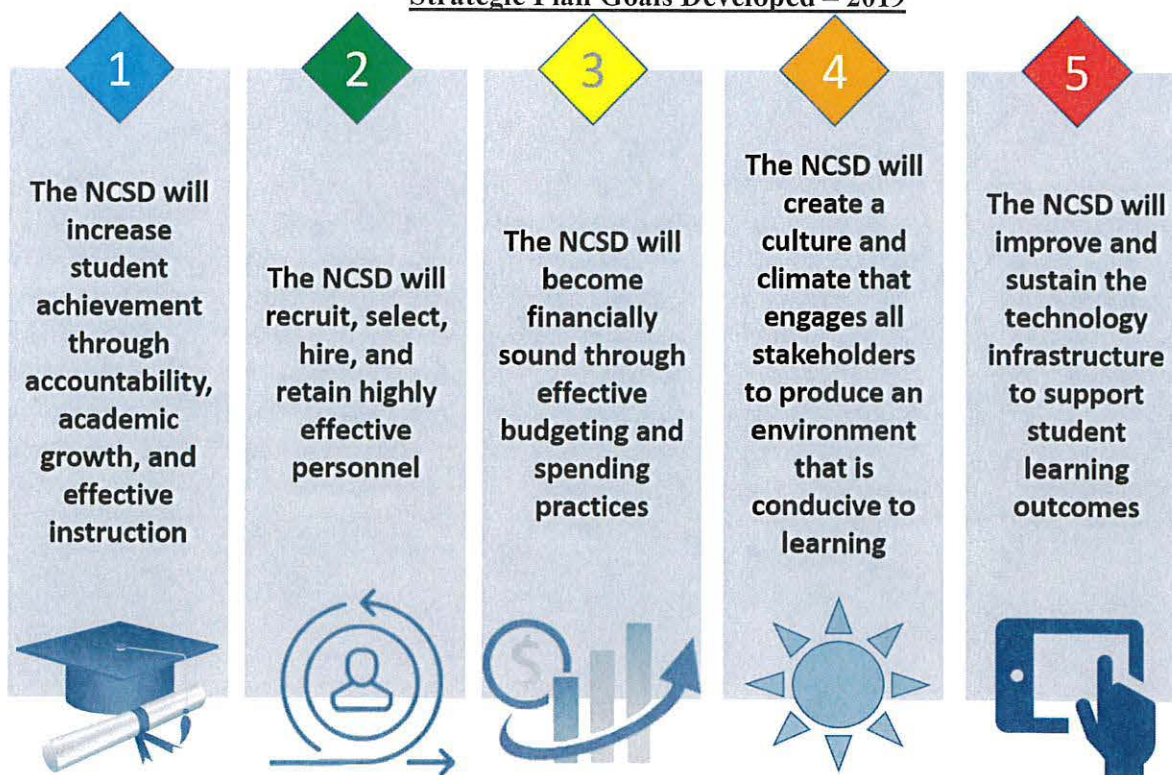
Increased the Graduation Rate from 71% to 89%, the highest in the history of the district.

Grad Rate Year	Four-year Adjusted Cohort Rates Denominator	Four-year Adjusted Cohort Graduation Rate Numerator	Four-year Adjusted Cohort Completion Rate Numerator	Four-year Adjusted Cohort Dropout Rate Numerator	Four-year Adjusted Cohort Still-Enrolled Rate Numerator	Four-year Adjusted Cohort Graduation Rate	Four-year Adjusted Cohort Completion Rate	Four-year Adjusted Cohort Dropout Rate	Four-year Adjusted Cohort Still-Enrolled Rate	Four-year Adjusted Cohort Starting Year	Four-year Adjusted Cohort Finishing Year
2021	109	97	4	8	0	89.0	3.7	7.3	0	2016-2017	2019-2020
2020	106	86	9	9	2	81.1	8.5	8.5	1.9	2015-2016	2018-2019
2019	140	110	17	11	2	78.6	12.1	7.9	1.4	2014-2015	2017-2018
2018	144	105	22	13	4	72.9	15.3	9	2.8	2013-2014	2016-2017

Developed five new District Core Values through collaboration and planning/work sessions with the administrative team. This was the first set of Core Values approved, adopted and implemented in the history of the district.

Developed a Strategic Plan through data, stakeholder input and administrative collaboration in work sessions which held on the campus of one of the prominent community colleges in the region. See the goals of the 5 Year Strategic Plan "Operation NCSD 2025" below:

Strategic Plan Goals Developed – 2019



Media Partnership Stories and Articles = Broadnax Work/Accomplishments (Click on each link for each story)

<https://www.cdipatch.com/news/article.asp?aid=67432> **Community Meeting held**

<https://www.wtok.com/content/news/Interim-superintendent-making-changes-in-Noxubee-County-492729521.html> **State Transformation Interim Superintendent makes changes**

<https://www.wcbl.com/future-noxubee-county-school-district/> **The Future of the Noxubee County School District**

<https://www.wtva.com/content/video/509616232.html> **Noxubee County schools working to improve education**

<https://www.wcbl.com/noxubee-county-seniors-graduate-after-year-of-challenges-changes/> **Noxubee County Seniors Graduate after year of challenges and changes**

07/17 **MCINTOSH PUBLIC SCHOOL DISTRICT – McIntosh, South Dakota
SUPERINTENDENT OF SCHOOLS (CEO)**

01/18 **SITTING BULL COLLEGE – Fort Yates, North Dakota
ADJUNCT PROFESSOR – MASTER LEVEL EDUCATION COURSES**

8/15 --
06/17

COUNTY SCHOOL DISTRICT --
SUPERINTENDENT OF SCHOOLS (CEO)

Total responsibility "5-Star" School District encompassing 3 Elementary - Middle Schools including: Serving as *Chief Negotiator* for District Contract Negotiations Team with Collective Bargaining Units; Helping develop \$5 Million Annual Budgets with Expense Forecasts as well as Strategic School Board Mission, Vision, Core Values, Goals, Objectives, Timelines, Accountability, Educational Curriculum, Policies and Procedures; Building effective partnerships with businesses and community organizations for donations and community/student events; Conducting nationwide recruiting of highly-qualified teachers and principals; Interviewing, hiring/firing, assigning, giving written evaluation, motivating, coaching, mentoring and supervising 3 Academic School Officer (Principals), Teachers and Staff, Director of Special Education, Director of Testing, Director of Transportation, Director of Technology, Chief Financial Officer, Chief Operating Officer, Maintenance Supervisor and Secretary; Conducting weekly meetings with department heads and supervisors, bi-weekly meetings with administrative cabinet member and monthly meetings with stakeholders and other state superintendents; Grading teacher lesson plans; Reviewing and authorizing all departmental purchase orders; Reviewing Infinite Campus, Power School Documentation Databases; Working with county emergency medical service, fire and sheriff departments as needed; Inspecting schools, assessing administrative operations and evaluating teacher performances; Troubleshooting and solving staff, teacher and community issues; Management Facility and Grounds Operations; Utilizing Windows, Microsoft Word, Excel, PowerPoint and Outlook Software to produce presentations, generate and analyze data, as well as create Monthly Superintendent, Weekly Board Update and state-mandated Accountability, Student Attendance, Emergency Plan, Human Resources/Personnel, Food & Nutrition, Budgetary, Incident, Accident, Complaint, Workman Compensation, Staff and Student Discipline Reports; Ensuring adherence to No Child Left Behind, OSHA and HazMat and all other state and county laws; Updating and maintaining social media superintendent blog, school district

PROFESSIONAL EXPERIENCE

COUNTY SCHOOL DISTRICT (Cont'd)

website and Facebook page; Partnering with local radio station to create mass public communication advertisements; Facilitating community educational workshops and forums; Attending district functions and educational conferences to maintain constant visibility.

Accomplishments:

- ✓ Successfully negotiated 2 Collective Bargaining Agreements and maintained "Zero Teacher Vacancy" Rating.
- ✓ Presented and facilitated School Board Retreat, from strategic planning and new School District Missions to Vision Statement, Goals, Objectives and Accountability Measures to ensure achievement and growth.
- ✓ Created District's First Administrative Cabinet that utilizes social media Blue Jeans Video Conferencing and Skype during bi-weekly meetings, Online Tool for Nevada Teacher Evaluation Model (NEPF) and First Pre-School Program.
- ✓ Developed and implemented District Decentralized Decision Making Process, Pre-Kindergarten Program, New Hire/Onboarding District Initiative and Everyday Math Curriculum which aligns with Common Cores Curriculum, Curriculum Development Team, social media Facebook Page and Superintendent's Blog posted on School District's Website for Transparent Communication with all Stakeholders,

- ✓ Currently creating Adult Education and Virtual Learning Academy.
- ✓ Implemented, managed and facilitated Administrative Cabinet which meets bi-weekly.
- ✓ Worked with Deputy Superintendent of Public Instruction to implement new NEPF Online Teacher Evaluation Program and shadowed State Superintendent of Public Instruction to develop State-Level Skill Sets.
- ✓ Reorganized Transportation Department.
- ✓ Increased Student Achievement Opportunities for all students.
- ✓ Generated over \$250,000 in Alternative Funding Measures within 1st 3 months of tenure.
- ✓ Achieved “Highest Rated Performance Evaluation” in history of District.
- ✓ Effective and Efficient Superintendent – Board of Education working relationship and communication as evident in the superintendent’s evaluation. (Evaluation Form Below which shows the superintendent’s rating in this area) This insert is directly from the Board of Education.

Levels of Performance

4	3	2	1	N/A
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6. Advises the Board of Trustees on the development of policies and administrative rules and regulations, which will enhance district operation and maintain the district's compliance with state and federal mandates.

[illegible]

2011 -
2015

PUBLIC SCHOOL DISTRICT -

PARENT ENGAGEMENT OFFICER (8/14 – 6/15)

Hired to design, develop and implement Effective Initiatives for Family & Community Engagement Department that would increase parent involvement and support, close achievement gap and increase student growth at the state's largest high school, including campus with over 2,000 students, for state's largest school district with 32,000 students. Responsibilities included: Revising Title I Plan for Department; Working with Core District Administrative Team to develop Strategic Parent Compact and School Strategies and Plans for students, parents and community; Generating and logging parent school list then making 300 phone calls weekly to inform parents of publications, social media information, community networking events, encourage to regularly attend school board meetings and to schedule parent conference sessions; Designing, implementing, facilitating and overseeing Community Engagement Events; Scheduling, assigning job duties, giving written evaluations and supervising 2 Parent and Community Engagement Educators; Creating accurate Attendance, Family Engagement Session, Student College & Readiness and other Reports.

PROFESSIONAL EXPERIENCE

(2011 -
2015)

PUBLIC SCHOOL DISTRICT (Cont'd)

Windows, Microsoft Word, Excel, PowerPoint, Publisher and eSchool Software; Serving on Curriculum Committee.

Accomplishments:

- ✓ Successfully increased Parent Engagement by 30%.

MIDDLE SCHOOL PRINCIPAL (8/11 – 6/13)

Complete responsibility for management, administration and daily operations at Middle School with 825 students including: Working with CFO to create \$265 Million District Budget and Funds Projections (General, Debt Service, Capital Projects, Transportation and Bus Replacement); Developing Strategic School Mission, Philosophy, Values, Goals, Programs, Policies, Procedures, Maintenance and Emergency Evacuation Plans; Accessing, overseeing and monitoring all Instructional Programs to include Teacher Schedules and Drills, Class Curriculum, Lesson Plans, Tests, Extracurricular Activities and Discipline Systems to ensure model teaching, use of various instructional strategies and materials consistent with child learning, development and growth; Disciplining both teachers and students while maintaining high morale; Reviewing and evaluating office operations, personnel management and building/grounds maintenance; Ensuring efficient, safe and orderly environments, as well as ensure strict adherence to government regulations, board policies and civil regulations; Creating Violence, Vandalism, Attendance, Discipline as well as all government and board required reports; Supervising 40 Teachers and 50 Support Staff; Working closely with Child Protective Services and other agencies to report child neglect and abuse, substance abuse, severe medical or social conditions, potential suicide and other student issues.

Accomplishments:

- ✓ Instrumental in 2012-2013 "Double Digit Growth" on End of Year State Assessment (ISTEP) by implementation of Math and English Lab intervention and strategies, 30% Test Score Increase, as well as Attendance and Tardy Increase from 92% to 95% by creating various strategies and interventions.

- ✓ Implemented Professional Development Opportunities and Read 180 and Systems 44 Programs resulting in State Accountability Measures Growth for below grade level reading students.
- ✓ Designed, developed and implemented new Lesson Plan Rubric in alignment with State of Indiana Teacher Evaluation Model (RISE).
- ✓ Created Middle School Staff Principal Survey, personally receiving "Highly Effective" Teachers' Response.
- ✓ Developed Talent Acquisition Program, recruiting top talent and creating Pool and Pipeline of Highly Qualified Candidates for Core Content Area Positions.
- ✓ Implemented Human Resources Information Systems (HRIS) as best practices including Benefit Management, Compliance Filing, Applicant Tracking, Performance Management & Training and Information Technology Software.
- ✓ Designed, developed and implemented Professional Learning Communities and Professional Opportunities for classroom teachers that included Literacy, Instructional, Book Study and Technological Strategies and Interventions.
- ✓ Created Professional Development Library which supported teachers with classroom management, student engagement and other classroom instruction deficiencies.

PUBLIC SCHOOL DISTRICT (Cont'd)

- ✓ Established Charlotte Danielson "Framework of Teaching" Performance evaluation Instrument as well as Teacher Rating Protocol with teacher union and president that decreased teacher deficiencies.
- ✓ Developed and integrated Student Academic Learning Center facilitated by Core Content and Special Education Teachers to include remediation, test prep, maintenance, enrichment and credit recovery.
- ✓ Designed and implemented Literacy Strategies into Curriculum.
- ✓ Helped design Business Finance Magnet Program at Secondary Level.

HIGH SCHOOL VICE PRINCIPAL / DEAN OF STUDENTS (8/11 – 6/13)

Direct responsibility for High School with 1,700 students included: Creating and administering \$1 Million Annual and \$300,000 Title I Budgets, as well as Strategic School Improvement Plans and Disciplinary, Professional Development Library and Community Involvement Procedures; Staffing and supervising 200 Staff Members to include Guidance Learning Facilitator; Supervising Extended Day and Extra-Curricular Activity Programs including teachers and employees; Overseeing grades 7-12 student attendance and tardy, as well as handling discipline issues; Reviewing recommendations for expulsion and alternative placement programs; Supervising all after school activities, cafeteria and bus parking lot; Also serving as *Text Book Coordinator* and *Summer School Principal*.

Accomplishments:

- ✓ Created and implemented Professional Development Library.
- ✓ Developed Student Discipline Chart resulting in 20% Lowered Suspension Rate.
- ✓ Received numerous "Letters of Appreciation" from families and businesses.

**COMMUNITY SCHOOL CORPORATION OF SOUTHERN HANCOCK COUNTY –
New Palestine, Indiana**

INTERNSHIP, Superintendent of Schools (8/13 – 5/14)

Duties for High School, Middle School and 5 Elementary Schools with 3,200 Students included: Overseeing and supervising all District Curriculum and Budget Development, Human Resources Department, Administrators and Operations; Designing and implementing Common Core Strategies for staff and professional development and Cost Effective Financial Strategies; Writing Safety Grant; Visiting, inspecting and evaluating operations at elementary, middle and high schools with Superintendent; Staffing and supervising 200 Teachers and 165 Support Staff; Developing and maintaining exemplary school board and superintendent relationships. Position required knowledge of IDOE Reports, collective bargaining, Common Core Values, staffing of effective District and Building-Level Administrators, cost effective financial strategies and strong staff relations.

Accomplishments:

- ✓ Designed and implemented Classified & Certified Personnel Handbooks encompassing Board Policies, Insurance Information, Policies, District Expectation and Accountability.
- ✓ Chose to serve as *Member of Collective Bargaining Team* attending pre-collective bargaining meetings with board members and association presidents conducting negotiations.

PROFESSIONAL EXPERIENCE (Cont'd)

8/09 – [REDACTED] – Monroe, North Carolina

6/11 ***HIGH SCHOOL BEHAVIOR ADMINISTRATOR***

Responsibilities for high school with 900 students included: Serving as Liaison between Principal and Exceptional Children Department; Assessing, resolving and supervising grades 9-12 behavior, discipline, bus/transportation, cafeteria, class changes and other issues; Tracking and maintaining accurate records of At-Risk Students; Supervising 6 Staff Members, as well as sports and other Before/After Extra-Curricular activities; Facilitating Parent Conference Meetings; Serving as *Member* of Administrative and IEP Teams.

Accomplishments:

- ✓ Received 2 "Letters of Recommendation from Principal."

8/04 – [REDACTED] – Charlotte, North Carolina

8/09 ***HIGH SCHOOL BEHAVIOR ADMINISTRATOR & COACH***

Performed duties for Exceptional Children Department/Inclusion Security Specialist for High School with 3,000 Students. Interviewed, hired, resolved issues and supervised 250 Teachers and Classified Staff Members. Facilitated Parent/Teacher Meetings and Fire Drills, Lockdowns and other Emergency Procedures. Supervised all after school events. Also served as *Head Varsity Men Soccer Coach, Head Junior Varsity Women Basketball Coach, Assistant Varsity Women Coach and Assistant Varsity Football Coach.*

Accomplishments:

- ✓ Implemented and facilitated new Discipline Plan that targeted students with excessive suspensions, tardiest, truancy, classroom performances and end-of-course tests.
- ✓ Worked with School Resource Officer to implement Safe Schools Policies at Building-Level.
- ✓ Received "Letter of Recommendation."

EDUCATIONAL BACKGROUND (Cont'd)

Conferences:

- **Essential Management Skills Certificate**, POOL/PACT Human Resources, Carson City, NV
- **Nevada School Law Conference**, Reno, NV
- **Collective Bargaining Contract Negotiations Work Sessions**, Carson City, NV
- **Nevada State Board Meetings**, Las Vegas, NV
- **Nevada Association School Administration**, Las Vegas, NV
- **American Association of School Administrators**, Phoenix, AZ (2016), New Orleans, LA (2017), Nashville TN (2018), Los Angeles, California (2019) & San Diego, CA (2020)
- **Professional Attributes in the Workplace Human Resources**, Reno, NV
- **Professional Conference for K-12 Teachers**, Terre Haute, IN
- **MTSS Conference**, Chamberlain, SD
- **South Dakota School Administrators/School Board Joint Convention**, Sioux Falls, SD
- **Mississippi Association School Superintendents (MASS) 2018 – 2019 & 2019 - 2020**

EDUCATIONAL BACKGROUND (Cont'd)

Specialty Training:

- **Esmeralda County School District**, Goldfield, NV: LEA Representative & IEP Special Education Training; HEPF Teacher Evaluation; EPI; Marketing, Social Media & Human Resources Skills; Quality Controls; Student Safety & Bullying; Fire Safety & Evacuation; Air & Bloodborne Pathogens; OSHA Regulations; Infinite Campus, Power School & NC Wise Student Information & Media Systems; Time & Stress Management; Sexual Harassment Awareness; Americans with Disabilities & Family Medical Leave Acts.
- **Indianapolis Public Schools**, Indianapolis, IN: LEA Representative, IEP Special Education, RISE Teacher Evaluation/Administrator & Professional Development Training; Cooperative Learning/Standard Based Instruction; Grant Writing & Alternative Grant Budgets; Safety & Gang Intervention Plans; Student Safety & Suicide Prevention; Quality Parent, Student & Public Relations; eSchool & Power School Systems; Building & Grounds, Custodians & Maintenance Management; CPR/AED Certification.
- **Union County Public School**, Monroe, NC: Student Scheduling & Teacher Evaluation Skills; School System Data Systems; Multi-Cultural Diversity Awareness; Positive High School Reforms.

AFFILIATIONS

- Nevada Association of School Administrators
- Appointed to the Nevada Department of Education Statewide Coordinating Council
- Governing Board of Southern Nevada Regional Professional Development Center (RDPD), Las Vegas, NV: Past Board Member
- American Association of School Administrators: Active 7-Year Member
- Nevada Association of School Superintendents: Past 2-Year Member
- National Education Association: Past 2-Year Member
- National Professional Development Council: Past 2-Year Member
- North Carolina Association of Educators: Past 4-Year Member
- Indiana Superintendent's Association: Past 2-Year Member
- Indiana School Board Association: Past 2-Year Member
- South Dakota Association School Boards: Past Member
- Mississippi Association School Superintendents –Past Member

- Michigan Association School Administrators – Member
- Washington Association of School Administrators (WASA) – Member 2023
- USAA – Urban Superintendent Association of America – Member as of 2024

NOTE:

- **Bondable:** *Background Security Clearance* (State of Nevada) (Mississippi)
- **Computer Skills:** Infinite Campus, Power School, NC Wise, eSchool, Apple & IBM Systems; Windows 10, Microsoft Word, Excel, PowerPoint, Access, Google Docs & Drive, Keynotes, Pages & QuickBooks Software.
- **Willing to Travel & Relocate**

[REDACTED] Ed.S.

[REDACTED] Cellular: [REDACTED]

[REDACTED] Alternate: [REDACTED]
[REDACTED]

REFERENCES

PROFESSIONAL

DR. JIM HALIK

Education Consultant/Retired Superintendent of Schools
COMMUNITY SCHOOL DISTRICT OF SOUTHERN HANCOCK COUNTY
New Palestine, IN
[REDACTED]

DR. JACQUELINE GREENWOOD

Retired Executive Director of Secondary Education
INDIANAPOLIS PUBLIC SCHOOLS
Indianapolis, IN
[REDACTED]

CARL BROWNFIELD

Vice President School Board
ESMERALDA COUNTY SCHOOL DISTRICT
Goldfield, NV
[REDACTED]

CHARLENE WOLFORD

School Administrator, Charlotte – Mecklenburg Schools
Charlotte, NC
[REDACTED]

JERRY MCDONALD

Esmeralda CSD District Counselor
Goldfield, NV
[REDACTED]

DR. DAVID JENSON

Former President Nevada Association School Superintendents/ Current Superintendent
[REDACTED]

PAM NORRIS
Chief Financial Officer
Noxubee County School District
[REDACTED]

DR. JAMES COVINGTON
Director of Human Resources/Career and Technical Center
[REDACTED]

ATTORNEY REGINA MAY
Noxubee County School District Legal Counsel
[REDACTED]



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www.clintondaleschools.net

BOARD OF EDUCATION

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Ryan Liddy, Trustee
James Potter, Trustee

December 27, 2022

To Whom it May Concern:

It is a tremendous honor to write this letter of recommendation for a remarkable and talented educator. My work with [REDACTED] began in 2021. He joined [REDACTED] (CCS) at a time when the district was in dire need of leadership. The district did not have a strategic plan, teachers were not required to submit lesson plans detailing the standards and objectives, administrators were not required to check and evaluate the lesson plans, and there was virtually no accountability. It is my belief that this was one of the major factors, among others, that resulted in low State test scores.

During [REDACTED] 18-month tenure at CCS, he was able to improve the quality of education for our students. The State Assessment test scores rose in every tested subject from the 2020/2021 school year and ninety-eight percent of third grade students scored high enough to pass the State's reading assessment. He was also able to:

- Facilitate monthly board retreats to develop a new strategic plan for the District (Core Value, Mission & Vision Statements) and Dragon Pride Initiative 2027.
- Establish and develop a five-year capital projects plan with the Board Education and Administration.
- Oversee the new construction of parking lots at the middle and high schools.
- Oversee the lighting projects which replaced inside and outside lighting for the entire district.
- Develop and implement a new lesson plan criteria and process for the accountability and prerequisite for high level instruction.
- Establish accountability for administrators by developing a new walkthrough form and matrix for districtwide evaluation (teachers, classified staff, and administrators).
- Establish and implement an executive cabinet within the District.
- Establish an administrative council which meets bi-weekly and consists of all principals, assistant principals, district level and classified administrators. The Council fosters a collaborative environment that allows for a shared decision-making process.
- Create and implement the Superintendent's Teacher Advisory Committee that meets monthly to advise the superintendent.

- Develop and host alternate monthly morning "Coffee with the Superintendent" and evening "Soup and Salad with the Superintendent" to provide parents and the community an opportunity to come in and ask questions and receive clarity concerning the district.
- Develop a relationship of mutual trust and respect with elementary, middle and high students.
- Develop and implement the first enrollment rally, which brought 29 new students into the district for the 2022-2023 school year resulting in a \$264,915 increase in state aid funding.
- Rebrand the District's media strategy to set a more positive tone within the community and staff.
- Partner with the Federal Bureau of Investigation community outreach team to bring much needed programming and training to the district for staff and students.
- Hire a new food service company to provide a more balanced and nutritious meal for students.
- Renovate the kitchens at all District schools to ensure all students can have hot food.
- Negotiate a [REDACTED] Education Association (CEA) contract which increased teacher moral.

[REDACTED] was a breath of fresh air for our District. He truly puts his heart into his work and believes in the possibilities of young people and strives to make a difference in their lives. [REDACTED] is an extremely motivated, diligent, and hardworking individual. His departure from the district was a tremendous loss to the students, staff and district. I, without hesitation, highly recommend [REDACTED] for the position of Superintendent in your school district.

Sincerely,

/S/

Beverly Lewis-Moss

President

[REDACTED] Community Schools

Board of Education

E-mail: [REDACTED]

Phone: [REDACTED]

Cc: [REDACTED] Superintendent



Lorrie A. MacGilvray
ReModel International Limited
5 St Johns Lane, London, EC1M 4BH, United Kingdom

26 December 2022

Dear [REDACTED]

It is with great pleasure to introduce you to potential future employers..

As head of [REDACTED] Alumni A-Team, [REDACTED] and I worked together on many different projects from mindset shifting, personal/team growth, bigger thinking & taking action through Board of Education MasterMind Workshops. Also, securing MaryGrove Conservancy C.O.O. on 1 year contract to begin uplifting students and community through listening to voices unheard and creating [REDACTED] Conservancy.

Having lived several countries and worked with corporate executives in many countries... [REDACTED] is one of the most creative, innovative, inclusive, bigger picture thinking and massive action taking people I have worked with... He has one laser focus in mind.. uplifting the kids and the community.. while also ensuring his entire team are heard, included and looked after as well.

On many occasions watched how much the children of [REDACTED] loved Superintendent [REDACTED]. Growing up at [REDACTED] never knew any superintendents and barely the principals names only in fear. As we walked around together, the children always came running with huge smiles and arms in the air waving... [REDACTED]. He always stopped and gave them focused attention asking how they are and about their day.

[REDACTED] will be an excellent asset to your school district, children and community. Please feel free to ring should you have further questions.

Warmest regards,

Lorrie A. MacGilvray, Co-founder & Chairman
ReModel International Ltd.

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Ed.S. - Nevada Department of Education – Vision and Plan Statement

Leadership Framework for 2025 and beyond

Plan Statement

As the State Superintendent of Public Instruction, the Nevada Department of Education (NDE) will envision a future where every student in Nevada regardless of background, geography, or circumstance has equitable access to high-quality education, empowering them to thrive in a challenging world. I commit to leading NDE with transparency, equity, inclusion, and a shared sense of purpose, ensuring every learner succeeds.

Strategic Leadership Goals and Priorities

Goal 1: Strengthen Communication Across the State

NDE will build and sustain effective, efficient, and transparent communication channels both internally and externally. By fostering timely, accurate, and accessible messaging, we aim to increase trust, engagement, and alignment across all education stakeholders in Nevada.

Goal 2: Implement a Unified and Comprehensive Strategic Vision Grounded in Core Values

We will develop and execute a comprehensive Strategic Plan that reflects our six foundational values:

- **Equity** – Ensuring all students have what they need to succeed
- **Access to Quality** – Providing all learners with high-quality educational opportunities
- **Success** – Promoting measurable improvement in learning outcomes
- **Inclusivity** – Embracing diversity and ensuring all voices are heard
- **Community** – Partnering across sectors and communities
- **Transparency** – Operating with integrity and openness

Key Initiatives:

- Improving learning outcomes for all Nevada learners
- Enacting the Nevada Accountability in Education Act (2025)
- Advancing an equitable funding formula
- Aligning with and implementing the Statewide Plan for the Improvement of Pupils (STIP)

Goal 3: Align with Governor Lombardo's Education Priorities

NDE will actively collaborate with Governor Lombardo to ensure alignment with his vision for public education, including:

- Advancing historic investments with strong accountability mechanisms
- Supporting the expansion of high-quality school choice options
- Promoting operational transparency and compliance at every level
- Ensuring safe and disciplined school environments for all students and staff

Goal 4: Build Statewide Collaborative Partnerships

NDE will serve as a connector and convener, fostering strong, cooperative relationships with the State Board of Education, Governor's Office, Legislature, school districts, educators, families, and community leaders. Together, we will shape policy, practice, and progress.

Goal 5: Lead the Implementation of Statewide Education Policy

With a focus on fidelity and impact, NDE will lead the implementation of all approved policies and transformative initiatives to ensure consistency and excellence in education across all Nevada communities.

The Nevada Department of Education's leadership will be defined by its steadfast commitment to students, transparency, and collaborative progress. Through bold action and shared responsibility, we will elevate education across our state and empower every learner for lifelong success.