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July 10, 2008

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SCHOOL BOARD
OFFICE

Pinellas County School Board
301 Fourth Street SW
P.O. Box 2942
Largo, Florida 33779-2942

Dear Board Members:

For more than 30 years, I have had the privilege of working with thousands of extraordinary educators, students and parents in Pinellas County Schools. Their dedication and commitment to this community's children inspired and sustained me during my career and is the reason that I am enthusiastically submitting my application to be the next superintendent of this great district.

Meeting the ever-changing educational needs of today's students requires a visionary and innovative leader who, together with leadership teams, can move the district forward to meet our goal of providing the best educational experience for students. As a trusted and respected educator with extensive school and district-level leadership experience in a large urban school district, I am uniquely qualified to successfully meet the challenges that lie ahead and build on our assets.

My role as deputy superintendent, and most recently as interim superintendent, allowed me to grow professionally and provided opportunities to help prepare me for this next step. The blend of my skills as a school and district-level administrator, and the ability to translate vision into meaningful action contributed to my success in the following areas:


- Management -- Served as the leader of academic delivery services and supervised the team of region superintendents responsible for more than 142 schools of which 74 percent are considered high performing based on the state's accountability system. Participated on the District Bargaining Leadership Team and developed a collaborative working relationship with all of our employee organizations. This has created a cohesive team working towards common goals.
- Strategic planning -- Spearheaded the revision of the district strategic plan and represented the superintendent in strategic planning, capital outlay projects, and implemented \$28-million in budget cuts.
- Community support -- Through effective communication strategies, built community support for the new student assignment plan and the renewal of a \$38-million per year tax referendum, while continuing to dialogue with key community groups to find common ground in helping students improve.

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- Partnership negotiation – Developed and expanded partnerships with St. Petersburg College, Chi Chi Rodriguez Foundation, University of Florida, *St. Petersburg Times*, University of South Florida, the City of St. Petersburg, Pinellas County Sheriff's Office, the Juvenile Welfare Board and the Pinellas Education Foundation to provide new learning opportunities and support systems for elementary and secondary students.

Our district is facing great challenges — budgeting for revenue shortfalls, improving student achievement and graduation rates, maximizing the efficiency and effectiveness in our operations, redesigning professional development, implementing a new student assignment plan, changing our transportation system, negotiating the resolution of two lawsuits and improving our data technology systems. As an interim superintendent with a reputation for fairness and integrity, I have the expertise and vision to successfully guide us in these challenges and to make this district one of the best in the country. I care passionately about the employees and students in Pinellas County Schools and I am confident that I can be the effective superintendent you are seeking. I look forward to talking with you about how we can move forward together.

Respectfully,



Julie Mastry Janssen, Ed.D.
Interim Superintendent
Pinellas County Schools

JULIE MASTRY JANSSEN, Ed.D.
52 Dolphin Drive
Treasure Island, Florida 33706
(727) 235-1823(M), (727) 363-6797(H)
jjanssen@tampabay.rr.com

EDUCATION

Doctor of Education University of South Florida, Concentration on Leadership Development, 2001

Master of Science Nova Southern University, Educational Leadership, 1992

Bachelor of Arts University of South Florida, Elementary Education, 1970

PROFESSIONAL EXPERIENCE

Deputy Superintendent, Chief Academic Officer 2006-Present
Pinellas County Schools, Florida

Executive leader of a large urban school district consisting of 142 schools, approximately 106,000 Prek-12 students, 15,000 full-time staff members, and a budget of more than \$1.4-billion. Named Interim Superintendent in June 2008.

Accomplishments

- Implemented the restructuring of area offices to five region offices. Created the “Success Zone,” a network of 20 elementary schools focused on and driven by results.
- Assisted in the design, implementation and monitoring of plans for schools in restructuring and those in the “Success Zone.”
- Expanded community partnerships: Chi Chi Rodriguez Foundation for at-risk students at the Modesta Robbins School, University of South Florida for marine science program at Lakewood High, University of Florida for professional development partnership at additional schools, *St. Petersburg Times* to assist journalism programs at Melrose Elementary, John Hopkins Middle and Lakewood High.
- Collaborated with the Juvenile Welfare Board to provide a menu of services to schools totaling approximately \$3-million.
- Oversaw the creation of the new student assignment plan that allows students to attend a “close-to-home” school.
- Trimmed \$28-million from the 2008-09 operating budget to align with the district’s Strategic Plan. Assisted with the elimination of \$4.5-million from the 2007-08 operating budget. Worked closely with finance and budget teams to present a balanced budget to School Board.
- Initiated the audits of construction projects and data input processes that contributed to improved accuracy of graduation rates, dropout rates and attendance rates.
- Represented superintendent on Strategic Planning Team and Capital Outlay Committees to create a long-term district real estate plan.

- Administered the departments of Research and Accountability and Policy and Planning to evaluate district programs and manage the school board policy revision process.
- Launched the redesign of professional development services.
- Assisted in the transformation of Pinellas Technical Education Centers.

High School Principal

2004-2006

St. Petersburg High School, St. Petersburg, FL

Provided executive leadership for 2,300 students and 180 instructional and support staff. Supervised the areas of instruction, personnel, curriculum, budget, purchasing, public relations, plant operations, food services, and transportation.

Accomplishments

- School rated as one of the Top 100 schools in the U.S. by *Newsweek*.
- Increased graduation rate from 62.7 to 68.2 percent.
- Decreased Dropout rate from 5.2 percent to 1.2 percent and out-of-school suspensions from 14 to 9.9 percent.
- Initiated 'floating 7th-period' for school population to provide additional opportunities for students.
- Implemented construction trade program in partnership with pTEC.
- 2005 District Winner, Florida Department of Education Principal Achievement Award for Outstanding Leadership.
- 2005 Region IV Winner, Florida Department of Education Principal Achievement Award for Outstanding Leadership.
- 2005 Finalist, Florida African-American Education Alliance, "School Administrator of the Year."

High School Principal

1998-2004

Countryside High School, Clearwater, FL

As a new principal, faced the challenge of building a sense of community with the staff in the aftermath of school leader's dismissal. Executive leader for 2,400 students through first year of choice plan in which the school population increased by 500 students.

Accomplishments

- United staff through ongoing team building activities and strategic planning meetings in order to build unity.
- Developed system to incorporate new student population into already established community.
- Initiated 4 x 4 block scheduling to provide additional academic opportunities for students.
- Invited to be a member of State of Florida "Principals' Think Tank" for innovative practices.
- 2000 Pinellas County PTSA "Principal of the Year."
- 1999 Pinellas Association of Media Specialists "Principal of the Year."

High School Assistant Principal
Lakewood High School, St. Petersburg, FL

1991-1998

Accomplishments

- Developed and implemented a marketing campaign to increase enrollment in magnet program; resulted in program filling to capacity of 500+ students and an extensive waiting list.
- Planned, organized and hosted a National Student Conference for students in Specialized Schools for Math, Science and Technology with 500+ student attendance.
- Developed working partnerships with Eckerd College, E-Systems, Channel 13 and acquired the first student-produced ongoing television program "Fox 13 News Magazine" through the Center for Advanced Technologies (CAT) magnet program.
- Developed partnerships with a number of universities for student research mentorships.
- Established a research lab for authentic student investigation in on-site scientific research projects.
- 1997 Florida Department of Education "Assistant Principal of the Year."
- 1997 YWCA "Outstanding Woman in Tampa Bay" winner.

ADDITIONAL EXPERIENCE

- Adjunct Instructor, College of Education Graduate School Leadership Curriculum, University of South Florida, Tampa, FL, 2002-present.
- Consultant, Planner, Designer of Curriculum, Trainer and Evaluator for multi-million dollar magnet school assistance federal grant programs targeted to assist students in lower performing schools. Field consultant, Phale D. Hale, Educational Consulting, Washington, D.C, 1991-present.
- Curriculum planner and evaluator for Energy in Education and Industry grant to Aldine Independent Schools in Houston, Texas.
- Instructor in Mathematics/Instructional Computing
1980-1993, Pinellas Technical Education Center, Morgan Fitzgerald Middle School, Lakewood High School, Pinellas County Schools.
- Instructor in Mathematics and English
1971-1979, St. John's College, Belize City, Belize, Central America.
- Instructor for Fourth Grade
1970-1971, Perkins Elementary, Pinellas County Schools.
- Performed extensive research on *Bradley v. Board of Public Instruction of Pinellas County* in preparation of dissertation; uniquely prepared to negotiate with the plaintiff class in court cases facing district.
- Observed original "closed door" mediations in the development of the 2001 student assignment plan and have a clear understanding of the items in the stipulated agreement.
- Elected Chairperson of the District Monitoring and Advisory Council for three years.
- Served on the district's Choice Task Force in developing input for choice student assignment plan and assisted in community presentations.

PROFESSIONAL TRAINING

- State-certified Classroom Walkthrough trainer – trained 60+ Pinellas County Schools’ administrators
- State-certified Breaking Ranks II trainer
- Superintendent’s Quality Challenge (SQC) Examiner Consultant/Evaluator
- Conflict Resolution/Mediation Trainer
- State of Florida Principal Certification
- State of Florida Department of Education K-12 Mathematics Certification
- Multicultural training endorsement
- Malcolm Baldrige Quality Processes
- Beginning Teacher Program Evaluator/Peer Educator
- Southern Association of College and Schools – Accreditation Evaluator
- Florida Performance Measurement system
- Variety of training in technology software and integration of technology into curriculum

PRESENTATIONS AND PUBLICATIONS

- International Baccalaureate North America Annual Regional Conference, 2006
- Florida Association of School Administrators Conference – Presenter, 2003 and 2005
- Dissertation: “*An Analysis of Legal and Historical Context of the Pinellas County School District’s Separation from Court Ordered Desegregation Established in Bradley v. Board of Public Instruction*” (2001)
- *Negligence and the Principal*, co-author, National Association of Secondary School Principals Journal, 2000
- National Council of Teachers of Mathematics Conference – Presenter, 1997
- National Council of Science Teachers Conference – Presenter, 1997-98
- Pinellas Educational Technology Conference – Presenter, 1997
- Superintendent’s Quality Forum – Presenter

PROFESSIONAL/CIVIC AFFILIATIONS

- Juvenile Welfare Board, Board Member
- Pinellas Education Foundation, Board Member
- National Association for Secondary School Principals
- Phi Delta Kappa
- Association of Supervision and Curriculum Development
- Pinellas Administrators Association
- Florida Association of School Administrators, Board Member, 2003-06
- Florida Association Secondary School Administrators, Regional Representative, 2003-05
- St. Anthony’s Healthcare Foundation, Board of Trustees member
- Celma Mastry Ovarian Cancer Foundation, 2003-present, President and Co-founder
- Gulfoast Oncology Cancer Foundation, Board member

REFERENCES

Available upon request.



PINELLAS CLASSROOM TEACHERS ASSOCIATION • 650 Seminole Boulevard, Largo, Florida 33770-3625 • (727) 585-6518

KIM BLACK, *President*

JADE T. MOORE, *Executive Director*

July 3, 2008

School Board of Pinellas County
301 4th St. S.W.
Largo, Florida 33770

Dear Board Members:

The purpose of this letter is to recommend Dr. Julie Janssen for the position of Superintendent of Pinellas County Schools. I have known Dr. Janssen for over 25 years and believe her to be particularly well qualified for the job. In addition to her academic qualifications, I believe she possesses the personal skills to be an extremely effective leader of our school system.

Dr. Janssen's academic credentials are exemplary. Of particular note is the fact that she was allowed to use the negotiations to exit court supervision as a topic in her doctoral dissertation. In addition, she is an adjunct professor at the University of South Florida in Educational Leadership.

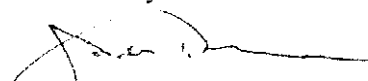
Dr. Janssen has participated in many of the Baldrige based training activities. This will become important as we seek a return to our quality roots. In my experience, Dr. Janssen doesn't just understand quality concepts, she uses them every day. This is critical to restoring the faith of employees in quality practices.

Perhaps most importantly, Julie Janssen came up in our system. When reviewing the vitas of our successful superintendents they all had in common their "history" with Pinellas schools. I think this is an important attribute because it means the person understands the problems of employees, parents and the community in the context of Pinellas County.

In conclusion, I believe Julie Janssen is the "total package" Pinellas needs for Superintendent. She is smart, level headed, and has a wide variety of participation in our community. There would not need to be an "introductory period" for her as superintendent. Instead, I believe she would start the first day being the kind of superintendent our district demands.

I recommend Dr. Julie Janssen for Pinellas' Superintendent without reservation. I would be pleased to answer any questions you might have.

Sincerely



Jade T. Moore

PELAM

INVESTMENTS, INC.

June 26, 2008

To the School Board of Pinellas County

You all know that Frances and I are very much involved in education in our County and our State. And with Enterprise Village and Finance Park going National and International through Junior Achievement, we are involved beyond our state.

I respect each and every School Board member for the time, effort and concern that you have for the education of our students in Pinellas County. Thank you for the many hours of your involvement for our children.

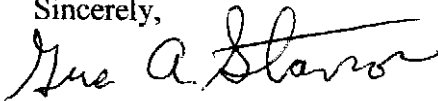
Now, you come to another important decision. As Yogi Berra says; "When you come to a fork in the road, take it." You have to select a new Superintendent. I am asking you to please consider Julie Janssen as our new Superintendent.

There are hundreds of Superintendent positions available in our country. It is not an easy responsibility. The Superintendent must know the territory, the problems that are unique to the territory, must know and respect the School Board, the teachers and the community. No one can predict the synergism or the results until the actual performance.

Julie knows the territory and the problems. The School Board knows Julie, her loyalty, her concern for the education of our students in Pinellas County and her ability to lead.

I highly recommend that you select Julie Janssen as our next Superintendent.

Sincerely,



Gus A. Stavros, D.H.L.



CITY OF ST. PETERSBURG

CITY OF ST. PETERSBURG
Midtown Economic Development

Goliath J. Davis, III, Ph.D
Deputy Mayor

July 1, 2008

RE: Julie Mastry Janssen, Ed. D.
Applicant, Superintendent of Schools
Pinellas District

Dear Search Committee:

I am writing in support of Dr. Julie Janssen's candidacy for the position of School Superintendent for the Pinellas District. I have had the pleasure of knowing and working with Dr. Janssen for more than ten years and have found her to be a competent, compassionate educator and administrator with exceptional analytical and problem solving skills.

Dr. Janssen possesses a vast array of teaching and administrative experiences having taught and served at the elementary, middle, technical and high school levels. Additionally, Dr. Janssen brings international knowledge and experiences as well as the experience gained as an adjunct Professor in a university environment.

Julie is a published author with outstanding community service and consulting experiences which have afforded her opportunities to work with school districts and professional organizations throughout the country.

From 1997 through 2000, Dr. Janssen's leadership abilities have been recognized and acknowledged through numerous awards. She has been repeatedly selected Assistant Principal and Principal of the year and is also well regarded in the local communities.

Dr. Janssen has consistently demonstrated her love of children and our district. Her knowledge of the district and the issues facing us along with her previously delineated

COMMITMENT

COLLABORATION

INTEGRITY



skills and abilities are paramount in my decision to recommend her for the position. Dr. Janssen is an expert on the local court order and has done an exceptional job in her current position towards resolution. The fiscal issues facing the State, County, and district along with other issues known to the school board and the local communities need the attention of a known, proven professional who is capable and ready to serve upon appointment – Julie fits the bill. I recommend her without reservation.

I thank you in advance for your consideration, and I am available if additional information is needed.

Sincerely,

A handwritten signature in black ink, appearing to read "Goliath J. Davis, III". The signature is fluid and cursive, with a horizontal line at the end.

Goliath J. Davis, III, Ph. D
Deputy Mayor
Midtown Economic Development

cc: Julie Mastry Janssen, Ed. D.

Pinellas County School Board Members
301 4th Street S.W.
Largo, Florida
33779-2942

Honorary School Board Members;

I am writing to enthusiastically support Julie Janssen in her quest to become the permanent replacement for Clayton Wilcox as Superintendent of Pinellas County Schools. I have known Ms. Janssen for over ten years and have witnessed her success as a Deputy Superintendent, Principal and Program Director/Assistant Principal during that span. She has always demonstrated the highest level of professional commitment and enthusiasm to her employees and the general public.

In my role as Mayor of the City of Clearwater I worked closely with Ms. Janssen on many occasions. I was most impressed with the way she handled the sometimes delicate balance of dealing with employees, students and parents. When I would visit Countryside High School during a storm evacuation Ms. Janssen was always present to personally take care of the evacuees, even one Saturday evening at 11pm. I found her to always be a forward thinking professional, willing to tackle any issue head on regardless of the situation. I have also known her to always be open minded to new ideas and initiatives.

As Mayor I went through a similar situation when we needed a new City Manager. After a national search we promoted the interim City Manager Bill Horne to the position. What we found was that there was no replacement for his "institutional knowledge" and the city didn't miss a beat moving forward with the intense day to day operations that were unfolding at the time. It is my feeling that there are parallels to the current situation with the school district and that Ms. Janssen's institutional knowledge is an invaluable asset that cannot be replaced in a timely manner by an individual from outside of the area.

Thank you for considering my recommendation. I highly recommend Julie Janssen be promoted to Superintendent of Pinellas County Schools and would look forward to working closely with her to make our schools the best that they can possibly be.

Sincerely;



Brian J. Aungst Sr.

Former Mayor
City of Clearwater



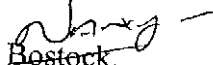
CITY OF ST. PETERSBURG

CITY OF ST. PETERSBURG
Office of the Mayor

Rick Baker, Mayor

June 25, 2008

Nancy Bostock, Chairperson
Pinellas County School Board
301 Fourth St. SW
Largo, FL 33779-2942

Dear Mrs.  Bostock,

In 2002, the City of St. Petersburg partnered with the Pinellas County School District in a joint effort to improve the quality of education for our children. Over the past seven years the City of St Petersburg, through the support of private donations, has awarded 750 Doorways Scholarships, trained over 1000 mentors, provided bonuses for 60 outstanding administrators, recruited 86 corporate partners, eight joint-use playgrounds, and raised over 10.8 million dollars for public education. These accomplishments would not have been possible without the support of the superintendent and his leadership team.

Over the past two years, Dr. Julie Janssen has become the primary contact between our school programs department and the district office. Lori Matway, School Programs Administrator, has relied heavily on Dr. Janssen leadership for communicating changes in district policies and procedures. Dr. Janssen's outstanding leadership traits include attention to detail with clearly defined processes to obtain goals. Her commitment to state and district initiatives is evident in student achievement performance results. Dr. Janssen continues to strive for continued improvement and embraces the vision of success for all students.

Dr. Janssen has stepped into the interim superintendent position during a challenging time. I hope you will consider her for the permanent position of Superintendent for the Pinellas County School District.

Sincerely,



Rick Baker
Mayor
City of St. Petersburg