

RECEIVED

2008 JUL 11 AM 9:47

SCHOOL BOARD
OFFICE

July 10, 2008

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

Dear School Board Members:

Please accept my application for superintendent of Pinellas County Schools. With 24 years of experience in public education, I think you will find many strengths and experiences you are searching for in my enclosed resume. As I have studied your district profile, I believe my talents match your needs, and I would be honored to become your partner for the continued success of your students.

Currently I am the chief of staff for Orange County Public Schools. I serve as the superintendent's top advisor and as his representative in several arenas. I am responsible for assisting with the daily operation of the district and coordinating initiatives with executive cabinet members. I work very closely with school board members, area superintendents, chief academic officer, chief financial officer, chief operations officer and chief facilities officer on a daily basis. Chairing the budget meetings with executive cabinet in order to trim \$70 million from the \$1.4 billion OCPS budget was a recent challenging experience that was completed to the agreement of the entire team.

I directly supervise the Strategic Planning, Legislative, Community Relations (public relations), Labor Relations and Human Resources departments. Coordinating and directing school board agenda planning and presentations are also within my realm of responsibility. Staff presentations to the board during budget work sessions have been described as informative and extremely useful during the past few months.

A new district strategic plan was recently completed under my direction, which included establishing a new vision, mission and goals with the superintendent and school board and hosting town hall meetings throughout the community. Surveys were collected from employees and community members during meetings as well as through our Web site prior to finalizing the plan. We have launched a marketing phase and are preparing for the year-end review of our balanced scorecard.

000027

Barbara M. Jenkins

9612 Castle Way Drive
Windermere, Florida 34786

jenkinb@ocps.net

407-317-3322 (w)

407-291-2035 (h)

407-398-2619 (c)

EDUCATION

Doctor of Education, University of Central Florida, Orlando, Florida, 1996

Master of Education - Administration and Supervision, University of Central Florida, Orlando, Florida, 1986

Bachelor of Arts Degree (Cum Laude) - Elementary Education, University of Central Florida, Orlando, Florida, 1983

PROFESSIONAL EXPERIENCE

Chief of Staff

2006 – Present

Orange County Public Schools

Orlando, Florida

Executive cabinet member of large urban district with over 24,000 staff members serving 175,000 students, 64% of whom are members of minority groups and 51% are eligible for free/reduced lunch. Oversee Strategic Planning, Legislative, Human Resources, Labor Relations, and Community Relations Departments, and serve as Chief Negotiator for Board of Education. Manage a \$7.8 million budget and assist with \$1.4 billion budget. Coordinate and direct projects for executive cabinet and for the school board. Report directly to superintendent and serve as his designee.

Accomplishments

- Instituted aggressive timelines for school staffing and early hiring
- Implemented two transfer fairs and a job fair to expedite hiring timeline
- Negotiated and implemented retention incentives in Title I schools
- Negotiated and implemented signing bonuses for new hires
- Negotiated partnerships with additional providers of teachers
- Reorganized departments
- Outsourced identified services
- Spearheaded new strategic plan project with school board and superintendent

- Coordinated executive cabinet planning
- Directed brand marketing for district
- Chaired budget reduction initiative
- Streamlined and monitored balanced scorecard creation

Assistant Superintendent for Human Resources
Charlotte-Mecklenburg Schools
 Charlotte, North Carolina

1998-2005

Responsible for Employee Relations, Licensure, Benefits, Information Systems, Compensation and Employment in an urban district with 14,000 staff members serving 120,000 students, 63% of whom are members of minority groups and 48% are eligible for free/reduced lunch. Managed \$11.3 million department budget and entire process for allocations to schools. Reported directly to superintendent.

Accomplishments

- Streamlined hiring process by instituting a district instructional job fair attended by 2500 candidates, accelerating the hiring timeline, automating the job posting and application systems, automating the application screening process, instituting 24-hour background checks, and implementing performance bonuses for staffing department. Resulted in improved percentage of schools opening with 0 instructional vacancies from 84% to 95%.
- Implemented a reduction in staff to eliminate teacher positions due to budget reductions.
- Served on executive steering committee to evaluate, select and allocate funds for implementation of enterprise resource planning software (ERP). Received approval for selection and budget and launched implementation.
- Analyzed data and set objectives for Balanced Scorecard to improve faculty equity over a four-year period. Improved measures included percentage of socio-economically disadvantaged schools reaching or exceeding the target for:
 - Leaders with proven success (from 74% to 93%);
 - Clearly licensed teachers (from 19% to 57%);
 - Advanced degree teachers (from 3% to 28%);
 - National Board Certified Teachers (from 23% to 31%)
 - Teachers with five or more years experience (from 7% to 32%)
- Implemented signing bonuses for all schools with additional incentives for socio-economically disadvantaged schools, including annual incentives, differentiated staffing and free master's degree cohort programs.

Senior Director, Elementary Education
Orange County Public Schools
Orlando, Florida

1993 – 1998

Supervised elementary schools and principals

Accomplishments

- Supported improved student achievement in reading and math
- Served on committee to standardize literacy curriculum for the district
- Co-developed and facilitated school-based budgeting initiative. Served as coach for principals throughout the district.
- Assisted with redesign and implementation of new principal training program

Principal, Brookshire Elementary School
Orange County Public Schools
Orlando, Florida

1989 – 1993

Assistant Principal, Lakemont/Killarney Elementary Schools
Orange County Public Schools
Winter Park, Florida

1988 – 1989

Staff Development Resource Teacher
Orange County Public Schools
Orlando, Florida

1987 – 1988

Teacher, Spring Lake and Conway Elementary Schools
Orange County Public Schools
Ocoee and Orlando, Florida

1983 – 1987

PRESENTATIONS AND PUBLICATIONS

- Presented "Orange County Public Schools Today" to Greater Orlando Economic Develop Commission and East Orlando Kiwanis
- Presented "The Charlotte Story" at Council of Urban Boards of Education's 35th Annual Conference
- Presented "Staffing Strategies" and "Pay for Performance" at Council of Great City Schools Annual Conference for Human Resources
- Published article in Florida School Law Quarterly
- Published article in Family Journal Magazine
- Dissertation, "A Study of Shared Decision Making as an Instructional Model" presented at the American Educational Research Association
- Facilitator for Department of Education Summer Principals Conference

PROFESSIONAL AND COMMUNITY AFFILIATIONS

- Advisory Committee for Educational Leadership, University of Central Florida
- Council of Great City Schools strategic support team
- Broad Prize for Urban Education site review team
- Association for Supervision and Curriculum Development
- Urban Chambers Legislative Coalition
- Charlotte Housing Authority Scholarship Foundation Board of Directors
- University of North Carolina at Charlotte Employer Advisory Board
- CMS chairperson for United Way
- Phi Delta Kappa, Omicron Lambda Chapter
- HRMD site review team for Florida Department of Education
- Florida Council on Educational Management's Directory of Qualified Administrators, Facilitators, Instructors, Job Analysts, Assessors and Trainers
- Certified mediator by the Florida Supreme Court
- Member Consultant Competitive Negotiation Act Committee (selection of school architects and construction firms)
- Society for Human Resource Management
- American Association of School Personnel Administrators

HONORS AND AWARDS

- Fellow, Broad Superintendents Academy class of 2006
- Director's Award, Council of Great City Schools
- Leadership Charlotte graduate
- Sited in Urban School Reform (2005, Harvard Education Press)
- Nominee for AASPA Herb Salinger Personnel Administrator of the Year Award (American Association of School Personnel Administrators)
- Florida Department of Education Service Award