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Dr. Wayne Blanton, Consultant
301 Fourth Street SW
P. O. Box 2942
Largo, Florida 33779-2942

SCHOOL BOARD
OFFICE

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Dear Dr. Blanton:

This letter serves to express my interest in the Superintendent's position in the Pinellas County School District. As evidenced by my resume' all of my experience has been in urban cities. I worked in New York City for twenty-nine years. I began as a first grade teacher and ended my career in New York as a principal. The James McCune Smith Community School, CS 200 was a low performing school when I was appointed in August of 1994. Many sweeping changes were affected by the staff and parents that saw our school recognized as the second highest achieving elementary school in the state and one of the highest achieving schools in the city in 1996 – 1997. We changed the way in which the school community addressed the areas of administration/supervision, curriculum/instruction, management and interpersonal relations. We implemented a professional development program that integrated every aspect of the instructional, as well as the social exposure of our staff and students. We required that everyone in the school become, through professional development, an instructional leader. We were recognized by every major network in New York City. We were a first in the discussion and implementation of uniform wear in New York City and again we were recognized by the New York Times, KidBiz News and appeared on "Hart of the Matter" to discuss uniform wear and the bold changes that had occurred in this school located in the Harlem Community.

I subsequently went to Cleveland to work in the Cleveland Municipal School District for two years under the leadership of Barbara Byrd-Bennett and finally I went to Camden, New Jersey as the superintendent of the Camden City Public School District. We affected many changes and accomplished numerous firsts for that school district.

One of the accomplishments that you may be interested in was the Leadership Academy that we developed that involved all principals in the district and the program at Rutgers that graduated fifteen future administrators in 2005 with a degree in Public Administration.

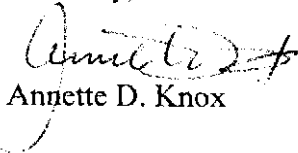
Some other accomplishments of note are:

1. Unified Curriculum – designed to focus schools at each level on a defined curriculum, expectations, strategies and performance requirements that would provide the desired outcomes (improved student and staff performance).

2. Strategic Plan – designed to focus all areas of the central administration and administrators throughout the district on the goals and objectives pertinent to growth in all of the critical areas of the organization.
3. Leadership Academy – collaboration with Rutgers University in which thirty teachers earned a Masters in Public Administration creating a pool of potential vice principals and principal. Each of the thirty graduated in May, 2005.
4. New Grading System – designed to ensure that all students were held to a higher standard of performance and were provided with a wide-range of opportunities to demonstrate proficiency as well as to ensure that all grades were a true representation of what a student should know and be able to do with that knowledge.
5. Attendance Accountability Plan – plan which reduced district drop-out rate from 48.7% in 2001 to 8.5% in 2004.
6. Safe Corridors Program – plan which provided comfort, security and safety for students and others as they traveled to and from our schools during peak hours in the a.m. arrival and p.m. dismissals times.
7. Small Learning Communities in the High Schools – designed to reduce the number of students in unproductive environments, to provide effective, engaging learning opportunities. The small learning environments included the opening of the Big Picture School. A grant of 1.5 million dollars was granted to the district through a federal application to the Camden Schools prior to my departure.
8. District Foundation – a real first for the Camden School community, a foundation. The foundation provided the district with support for opportunities not provided through our state and federal.

I believe that my experience can support the initiatives and philosophy of your organization. I look forward to your response and thank you for any consideration that my application may receive.

Sincerely,



Annette D. Knox

Annette D. Knox
237 Cambridge Avenue
Englewood, New Jersey 07631

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Objectives

To lead the development of effective schools by sharing my expertise and knowledge in the areas of curriculum and instruction, parental involvement and professional development with school districts.

To guide the development of effective learning environments in which all students will have equal opportunities to grow academically and socially.

- 2007 *New Leaders for New School
927 15th Street NW
Washington, DC 20037
Executive Coach for Assigned Principals
Currently Engaged*
- 2006 – 2007 *ACHIEVE3000
1092 River Avenue
Lakewood, New Jersey 08701
Consultant*
- 2001 – 2006 *Camden City Public Schools
201 N. Front Street
Camden, New Jersey 08102
Superintendent of Schools*
- 1999 – 2001 *Cleveland Municipal School District
1380 East 6th Street
Cleveland, Ohio 44114
Regional Superintendent*
- 1994 – 1995 *The James McCune Smith Community School
2589 Adam Clayton Powell, Jr. Blvd.
New York, New York 10039
Principal*
- 1992 – 1994 *SBM/SDM
New York City Board of Education
131 Livingston Street
Brooklyn, New York 11201
Schoolwide Projects Facilitator*
- 1991 – 1992 *Adam Clayton Powell, JHS 23
509 West 129th Street
New York, New York 10027
Curriculum Congruence Coordinator*

- 1990 – 1991 *Mahalia Jackson School, PS 123*
 201 West 140th Street
 New York, New York 10030
 Interim Acting Asst. Principal
- 1989 – 1990 *Mahalia Jackson School, PS 123*
 Assistant Principal Intern
- 1977 – 1989 *Adam Clayton Powell, Jr. 123*
 Language Arts Teacher, grades 7, 8 and 9
 Title I Writing Teacher
 Coordinator and Teacher of Writing Process
 (Lucy Calkins, Teachers College/Columbia University)
- 1988 – 1989 *Evaluation & Test Coordinator*
 School Liaison & Teacher Trainer for Student
 Teachers from Teachers College/Columbia University
- 1971 – 1977 *Arthur A. Schomburg, IS 201*
 2005 Madison Avenue
 New York, New York 10035
 8th grade Language Arts Teacher
- 1969 – 1971 *Community School 30*
 128th Street and Lexington Avenue
 New York, New York 10028
 1st grade Teacher

Education

Education Administration
Teachers College/Columbia University
99 Credits
ABD, 1998

Supervision and Administration
City College New York
24 Credits as Required
July 31, 1990

Remedial and Corrective Reading
City College New York
MS Ed.
September, 1975

English Major/History Minor
St. Paul's College
Lawrenceville, Virginia
May, 1968

Special Projects

Member of Chancellor's Team
Review Schools Designated as Models of Excellence
New York City Board of Education
February, 1994

Presenter

*American Association of School Administrators
Administrator Development in an Urban School District
A Practitioner/Professor Collaborative with
Dr. Ralph Edwards, Northeastern University
February, 1995*

Contributor to Paper

*American Association of School Administrators
Using Administrative Narratives for the Professional
Development of Principals: A Practitioner/Professor
Collaborative with Dr. Ralph Edwards, Northeastern University
San Diego, California*

Publication

*American School Board Journal
Article: Success Story
Helping New Teachers and Principals*

Presenter

*Women 2002
Greater Delaware Valley
New Jersey/Pennsylvania/Delaware
Outstanding Women of the Year
December, 2001*

*Lions Club
Camden, New Jersey
February, 2002*

*Compass Learning
Superintendent's Leadership Forum
Washington, DC
March, 2002*

*LightSpan
New York Symposium
New York, New York
October, 2002*

New Jersey/New York City Board of Education and New York State Licenses

New Jersey State Principal/Supervisor Certification

*Education Administrator
Senior Subject Area Instructional Program Management Specialist 003S*

*Principal 4106
Assistant Principal 4100
English JHS 4100
Supervision and Administration
Reading*

Professional References
Upon Request