

MICHAEL P. LIVOVICH, JR., Ph.D.

12504 Washington Street

Crown Point, IN 46307

(219)-661-8334

mlivovich@comcast.net

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Pinellas County School Board
Superintendent of Schools Search
301 Fourth Street, SW
P.O. Box #2942
Largo, FL 33779-2942

SCHOOL BOARD
OFFICE

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May 29, 2008

To whom it may concern:

Thank you for the opportunity of submitting a formal application for the position of Superintendent of Schools for the Pinellas County Schools. The appropriate materials required are attached, and I have requested that my University placement credentials be forwarded to your attention by Indiana State University.

To summarize the attached materials, I am currently the Owner/President of Partners for Educational Reform (Public School Consulting) and recently the Superintendent of Schools for the Hanover Community School Corporation (6 years). Prior to that, I served in the capacity of Superintendent for the Adams Central Community School Corporation (3 years), Director of Special Education for the West Lake Special Education Cooperative (19 years), Director of Special Education for Clay Community Schools (2 years), and Supervisor for the Ripley-Ohio-Dearborn Special Education Cooperative (1 year). My teaching experience includes 3 years as a high school special education teacher/vocational education coordinator and many years as an Instructor and Adjunct Professor (Purdue University Calumet/Governors State University).

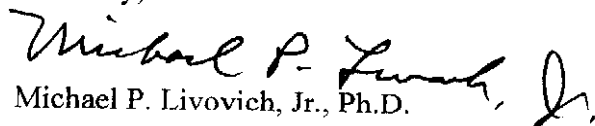
My education includes a Doctorate of Philosophy degree from Indiana State University (1999), and I remain a student of leadership and educational best practice and research.

My family includes my wife Mary Ann of thirty-six years, four children and their spouses, and twelve grandchildren. These individuals encourage me daily and totally support this application.

The possibility of serving children and staff in a larger school district presents the challenges I am seeking. I am passionate about making a difference in the educational setting and believe that the experiences and skills I have acquired would serve the Pinellas County in a very positive, effective way in the Superintendent's position.

Thank you again for this opportunity, and I look forward to future discussions with the Pinellas County School Board and the public.

Sincerely,


Michael P. Livovich, Jr., Ph.D.

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PROFESSIONAL OBJECTIVE

To lead, as a Servant-Leader, a moderate- to large-sized school district and/or university with the goals of creating an inclusive attitude for all individuals that come to learn, providing opportunities that cause all individuals to grow in competence, and establishing an environment whereby all individuals may realize and act upon their potential.

LEADERSHIP PROFILE

Succeeded by perseverance, originality, and desire to do whatever is needed or wanted. Puts his best efforts into his work. Quietly forceful, conscientious, concern for others. Respected for his firm principles. Likely to be recognized and followed for his clear visions as to how best to serve the common good (Myers-Briggs).

PROFESSIONAL EMPLOYMENT

HANOVER COMMUNITY SCHOOL CORPORATION, Cedar Lake, Indiana

7/02 to May, 2008

Superintendent of Schools: Responsible for approximately 250 employees and the overall operation of the school corporation, all aspects of the educational, transportation, and buildings and grounds management, and the educational leadership of two elementary schools, one junior, and one senior high school. In addition to educational leadership, responsibilities extend to a five-member Board of School Trustees, total fiscal management (including assisting the Business Manager with the development and management of all budgets and grants), curricular development and alignment, and direct community and economic involvement. A brief review of accomplishments includes:

- The development of a comprehensive Strategic Plan for the school district.
- The development of a Master Facility Plan that extends 20 years. This resulted in a \$32 million dollar unopposed building project to be completed in December 2005.
- The development of Vision and Mission statements, as well as Core Beliefs and Core Virtues for the school district.
- The development and adoption of a Covenant with the Students and the Public (adopted January 2003).
- The development of a curricular plan raising the bar on standards for P-12 titled "Putting It All Together: A Plan to Raise the Bar on Standards," for the 2004-05 school year and beyond. This document became the academic standards policy.
- The hiring and development of a competent, effective, and child-focused administrative staff.
- Total restructuring of personnel procedures, which includes the development of professional specifications for every position, including classroom teachers. This "foundation" sets authentic expectations for each staff member.
- The adoption of standards for the Board of School Trustees, administrative staff, and classroom teachers.
- The development of authentic performance appraisals for all staff, including a negotiated plan for classroom teachers.
- The adoption and implementation of a district-wide technology program, which included competencies for students and staff; technology curriculum to meet the current and emerging needs of post-graduate experiences; virtual, software-based, and quality classes for individual learners; and a student management system which provides access for parents to their students progress.
- Assisted in the development of an infrastructure for learning, which requires attention to wellness, service, and community leadership, and character development. The Character Development program was developed locally and implemented.
- The curricular alignment process was initiated with horizontal and vertical articulation among schools, grades, and departments.
- Initiation of the formation of a privatized early childhood program for our elementary schools.
- Maintained a fiscally-sound, child-focused attitude that has prepared the school district for expected growth.

ADAMS CENTRAL COMMUNITY SCHOOLS, Monroe, Indiana

7/99 to 6/02

Superintendent of Schools: As the sole central office administrator, I was responsible for the Business Office, curriculum development, state reports, buildings and grounds, and transportation. Led the district to NCA accreditation and School Improvement Plan development and implementation at all levels.

WEST LAKE SPECIAL EDUCATION COOPERATIVE, Schererville, Indiana

8/80 to 7/99

Director of Special Education: Reported directly to two superintendents' school boards and a managing board, responsible for approximately 230 staff members, comprehensive programs for 1,800 students (aged 3 through 21), community/school relations, teacher association relationships, and other administrative duties including planning and implementing an annual general fund budget and federal grants totaling \$8.5 million. Served as the 504 coordinator for one school corporation and piloted a program of compliance.

CLAY COMMUNITY SCHOOL CORPORATION, Knightsville, Indiana 8/78 to 8/80
Director of Special Education: As the first Director of Special Education, established and implemented all procedures and constructed comprehensive programs for 700 students and 35 staff members.

RIPLEY-OHIO-DEARBORN SPECIAL EDUCATION COOPERATIVE, Sunman, Indiana 8/77 to 6/78
Supervisor of Special Education Programs: First administrative experience, worked with 26 schools, supervising teachers, developing referral and IEP procedures, and conducting case conferences. Was also the learning disabilities diagnostician for the three-county area.

BALL STATE UNIVERSITY, Muncie, Indiana 8/76 to 6/77
Graduate Assistant in Special Education Department: As a major in learning disabilities and mental retardation, gained valuable diagnostic experience.

PORTER COUNTY SPECIAL EDUCATION COOPERATIVE, Valparaiso, Indiana 8/73 to 6/76
Instructor: For three years, taught a full high school curriculum to students placed in special education. Though the program was geared for the mildly mentally handicapped, many students were learning and emotionally disabled. Served as the Pre-Employment Vocational Education Coordinator working closely with the community to locate work experiences for students.

OTHER PROFESSIONAL EXPERIENCES

MEMBER:

Lake County Integrated Service Delivery Board, Quality of Life Council Board, and Boys' and Girls' Club Board of Directors (Cedar Lake, Indiana) Current

CHAIR:

Vocational Cooperative Board, and the Northwest Indiana Special Education Cooperative Superintendents' Advisory Council

COUNCIL OF ADMINISTRATORS OF SPECIAL EDUCATION (CASE) 7/95-1999
International Secretary

INDIANA COUNCIL OF ADMINISTRATORS OF SPECIAL EDUCATION 7/91 to Present
Leadership Role: *President, 1994-95; President-Elect, 1993-94; Section 504 State Chairman, 1992-93; Roundtable Representative, 1991-93;* Responsible to all members of ICASE and all special education administrative personnel throughout Indiana and for two major state-wide conferences.
Distinguished Service Award: February 1994.

AUTHOR AND CONSULTANT

Author and publisher of: *A Public School Manual (2005), A Parent Manual, A Teacher's Manual, A Principal's Manual, and A Workshop Manual*. Since 1992 over 400 school districts in forty-five (45) states have received training on Section 504/ADA compliance for public schools as well as School reform and continuous improvement in Indiana and nationally. Indiana and the local districts will always be the primary focus of this effort. 9/92 to Present

PRESIDENT AND OWNER PARTNERS for EDUCATIONAL REFORM

A consortium and collaboration among professionals with a Servant-Leadership mentality to assist public schools in meeting current and emerging challenges in serving each and every child. Established 2004

BOARD MEMBER, INDIANA SCHOOL FOR THE DEAF

Six-year appointment by Governor Evan Bayh to serve on the Advisory Board. 1994 to 1999

SECTION 504 COMMITTEE CHAIRMAN

Established, coordinated, and chaired a broad-based committee to facilitate statewide compliance with Section 504. All Section 504 coordinators throughout the state were trained in October, 1992. 1992 and 1993

INDIANA FEDERATION COUNCIL FOR EXCEPTIONAL CHILDREN

President, 1984-85: Chairman of a board of directors comprised of 55 professionals, established a state plan including annual goals, committees, a membership and public relations plan, and comprehensive legislative platform. 7/83 to 6/85
Convention Chairman/President-Elect, 1983-84: university trainers, and administrators.
Distinguished Service Award: February, 1999.

GOVERNOR'S STATE UNIVERSITY, University Park, Illinois
Adjunct Professor for Educational Administration

2003 to present

PURDUE UNIVERSITY-CALUMET, Hammond, Indiana

1981, 82, 85, 87, 90, a. 7

EDUCATION

INDIANA STATE UNIVERSITY, Terre Haute, Indiana

Ph.D., Educational Leadership, Administration, and Foundations

Dissertation Title: *An Investigation of Servant-Leadership in Public School Superintendents in the State of Indiana*. Degree conferred May 1999. Superintendent of Public Schools License.

BALL STATE UNIVERSITY, Muncie, Indiana

Director of Special Education Certificate, May 1977

M.A. (Special Education for the Learning Disabled and Mentally Retarded), February 1977

B.S. (Special Education for the Mentally Retarded, K-12), May 1973.

PORTAGE HIGH SCHOOL, Portage, Indiana

Graduated, June, 1969

PUBLICATIONS

A PUBLIC SCHOOL MANUAL: PROVIDING ACCESS TO INDIVIDUALS WITH DISABILITIES, COPYRIGHT 2005

A PUBLIC SCHOOL MANUAL: PROVIDING ACCESS TO A FREE AND APPROPRIATE PUBLIC EDUCATION, 1996.

A PRINCIPAL'S MANUAL: PROVIDING ACCESS TO A FREE AND APPROPRIATE PUBLIC EDUCATION, 1994.

A PARENT'S MANUAL: PROVIDING ACCESS TO A FREE AND APPROPRIATE PUBLIC EDUCATION, 1994.

A TEACHER'S MANUAL: PROVIDING ACCESS TO A FREE AND APPROPRIATE PUBLIC EDUCATION, 1996.

A SECTION 504/ADA WORKSHOP MANUAL, 1998.

A SECTION 504 MANUAL Co-Authored with Lisa Tanselle (ISBA) and Marge Bannon-Miller (Bose, McKinney, Evans) the state of Indiana Manual for public school compliance, October 1992.

DISSERTATION: AN INVESTIGATION OF SERVANT-LEADERSHIP IN PUBLIC SCHOOL SUPERINTENDENTS IN THE STATE OF INDIANA, May 1999.

PERSONAL

Married to Mary Ann (Kuznicki) September 2, 1972 and together we have four (4) children: Crista Marie (Chad Tharp), Mary Ann, Michael Peter (Kris Hanna), and Katharine Joy (David Monnier). Crista and Chad have seven children: Mathew Chad, Jordan Andrew, Terin Michael, Julia Marie, Rebekah Grace, Emily Ilana, and Elijah Sage, and Michael and Kris have three children: Elia Luz, Josephine Day, and Michael Peter IV. Mike enjoys spending time with his wife, children, and grandchildren, wood working projects, oil painting, and sailing.

REFERENCES

Mrs. Marilyn Kaper, V. President, Board of School Trustees 1-219-374-7532
Ms. Jodi Attar-Gee, Principal Winfield, IN (219-662-2260 / 219-374-3602)
Mr. Robert McRae, Principal, Crown Point, IN 219-374-3902
Mr. Eric Dillon, Principal, Crown Point, IN 219-374-3702
Mr. David Seils, Athletic Director, Crown Point, IN (661-0646)

The attached listing may provide additional contacts.

MICHAEL P. LIVOVICH, JR., PH.D.
12504 Washington Street
Crown Point, IN 46307
219-661-8334

mlivovich@comcast.net

ADDITIONAL REFERENCES

The following additional references may assist you.

Mrs. Carol Webb, Guidance Counselor, Schererville, IN 219-374-3824

Mr. Randy Stelter, Athletic Director, Crown Point, IN (219-759-2561 x

Mr. William Pfister, Superintendent, School Town of Munster (219-836-9111)

Mr. Carmine Gentile, Superintendent, Maconoquah School Corporation (765-689-9131)

Dr. Dirk Baer, Superintendent, Duneland Community Schools (219-983-3600)

Mr. William McKinney, Colleague and personal friend Kendallville, IN (260-343-1527)

Mrs. Lorrie Woycik, Member, Valparaiso Community Schools Board of School Trustees and personal friend, (219-462-2695)

Mrs. Jeanne Wease, Former Principal and Member of the Lilly Endowment Scholarship Selection Committee, St. John, IN (219-365-3408)

Mr. Dan Grayson, Vocational Coordinator for Crown Point, Hanover, and Tri-Creek, Monticello, IN (574-583-7264)

Mr. Richard Mayer, Attorney, Spangler, Jennings, and Dougherty, Merrillville, IN (219-769-2323)

Mr. and Mrs. Andrew Cleland, Parents and Superintendent's Secretary, Cedar Lake, IN (219-374-9825)

Mr. and Mrs. William Lueder, Members of the Community, Cedar Lake, IN (219-696-1000)

Mr. Roland Beckham, Trades Union Representative, Gary, IN (219-844-6156)

PREDICTIVE INDEX RESULTS

Dr. Michael P. Livovich, Jr.
June 3, 2008

Analyzed by Mr. Wayne Schmidt, CEO Schmidt and Associates

The results of the Predictive Index® survey should always be reviewed by a trained Predictive Index analyst. The PI Reporter® provides you with a brief overview of the results of the Predictive Index® and prompts you to consider many aspects of the results not contained in the overview.

STRONGEST BEHAVIORS

Mike will most strongly express the following behaviors:

- Formal, reserved, introspective.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Holds himself accountable and in leadership roles will invest the time and effort up front to ensure quality work in staff for which he is responsible.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.
- Drive to protect the company against risk by doing things in general accordance with established standards.
- Careful; usually follows a plan to avoid making mistakes. Generally has proof to support decisions before taking action.
- Detail-oriented and helpful; works comfortably as part of a team and often checks his work.

SUMMARY

- Mike is a very conscientious person, particularly attentive to, careful of, and accurate with the details involved in his job. He identifies problems, and enjoys solving them, particularly within his area of expertise.
- He is reserved, serious, and always concerned with the exact correctness of his work.
- Self-discipline, sense of duty, and respect for authority and tradition are strong qualities in Mike, who takes his responsibilities very seriously.
- With experience and/or training, Mike will develop a high level of specialized expertise and efficiency.
- He is disciplined and dedicated to his job and the company.
- His work pace is somewhat faster-than average, and he is motivated by a real concern for getting work done on time and correctly. He uses resources available to him to build his effectiveness.

- His discipline and circumspect thinking will lend caution to his decision-making; he plans ahead, double checks, and follows up carefully on his decisions and actions.
- A modest and unassuming person, Mike works quite autonomously and decisively in his specialized area. When working outside of his expertise, he will look to management, staff with more expertise, written resources, or subject matter experts for direction.
- He is most effective and productive when he works within the field of his own specialty and experience. Although he prefers to stick to the proven way he is a risk-taker if he knows, or has a strong sense, he will not hurt the company. If it becomes necessary for him to initiate or adopt change, he will need evidence or research to prove that the new way is more efficient, yields high-quality results, and is complete. In addition, Mike will carefully plan the implementation to minimize problems and maximize results.
- His social behavior is reserved and accommodating. He expresses himself sincerely and factually and is, in general, rather cautious and conservative in his style. Being very sensitive to criticism, he will always try to make sure that his work is done right. He takes criticism well as long as it is provided in a spirit of well-being and improvement. He provides the same for others.
- He is highly respectful of others and feels a sense of responsibility to their development. He will work hard so they look good.

MANAGEMENT STYLE

As a manager of people or projects, Mike will be:

- Closely focused on the tactical and technical aspects of his work; eager to do work by 'the book,' within company policy, and up to precise standards;
- If company practices are inefficient or in violation of ethical standards he will strive to work within the company to make the necessary changes.
- Whatever he does he provides passion for his work, motivation for others, and a sense of inspiration for others if they follow his leadership.
- He values close communication with others and keeps his company informed on problems and successes.
- Much more effective if he's had personal experience or knowledge in the areas he is managing;
- He's a specialist who learns as much as he can in his area of expertise, and uses that background for the good of the company that employs him;
- Respectful of authority, tradition, and established departmental responsibilities; he'll conduct himself with a strong sense of duty;
- A good delegator, and will follow-up ensuring that all procedures have been followed and all standards met;
- Disciplined to do things right and by 'the book;' he will combine this commitment to bring others together for the common good.
- Collaborates well with others and serves as a mentor for subordinates;

- Comfortable sharing his thoughts with his team only after having time to think about and organize those thoughts. He makes decisions only when he is ready to do so with the proper input from others and data;
- A strong problem-solver and technical resource, given the time and experience to develop the background.
- Serious, self-disciplined, and responsible – striving to do what's expected, do it on time, and ensure that work is error free.

SELLING STYLE

As a salesperson, Mike will be:

- Thorough and precise; his primary concern is diagnosing problems and conveying solutions as accurately and completely as possible;
- Focused more on the business or technical issues involved as well as the personal and emotional issues;
- Will ask very pointed questions and carefully consider the answers;
- Driven to prepare thoroughly for any presentation to ensure that he can answer any and all questions. Has resources also, to 'wing it' in impromptu situations.
- Is comfortable and effective addressing small and large groups, but is most effective when given the opportunity to prepare ahead of time;
- Prone to deliver exactly what he promised; given the background, he'll be very knowledgeable, with precision, about the steps necessary for successful implementation;
- Serious, logical, and particularly attentive to details; driven to understand the prospect's needs and find specific, proven solutions;
- More comfortable selling products with which he is intimately familiar and perceives himself as an expert; with proper training and time to learn, can be adept at selling technical products or services, particularly in environments where the relationship has already been established.

MANAGEMENT STRATEGIES

To maximize his effectiveness, productivity, and job satisfaction, consider providing Mike with the following:

- Clearly defined work, responsibilities, and reporting relationships;
- Work that uses his training, experience, and specialized knowledge (including work that requires identifying, defining, and solving problems within those areas);
- Thorough training whenever needed, and no ambiguity about what is expected of him;
- Security in a stable work environment;
- Leaders and co-workers he can respect and trust;
- Supportive team;
- Appreciation of his competence, conscientiousness, and loyalty.

Prepared by Wayne Schmidt on 6/3/2008

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SCHOOL BOARD
OFFICE

Carol J. Webb
13241 Waverly Drive
St. John, IN 46373
(219) 365-2486
cjw_stw@yahoo.com

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Dear Ms. Debra Beaty,

I am sending this letter of recommendation to you in support of Dr. Michael Livovich for position of Superintendent of Schools.

I have worked at Hanover Central High School for the last 10 years as School-To-Career Liaison and School Counselor and have known Dr. Livovich for the last 6 years as our Superintendent. Our school corporation has thrived under his leadership and he has brought our school corporation to the next level. Under his leadership we have become recognized as one of Indiana's top school corporations. He has always strived to raise the bar for student learning and success. Our high school was one of 14 schools in Indiana to earn the status of a four star school.

During the six years under Dr. Livovich's leadership, we have had major building renovations and additions to our school because of the increasing enrollment of students coming to our schools because of our great reputation and his leadership.

Michael Livovich is a man of the highest morals and dedication to the community, students and faculty. Dr. Livovich has always been approachable, a good listener and open to new ideas.

Without reservation, I highly recommend him as Superintendent of Schools. Wherever he is in leadership, the school corporation will thrive!

Feel free to contact me for any concerns or for additional information.

Sincerely,
Carol Webb, School Counselor
Hanover Central High School