

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

RECEIVED

2008 JUL 14 AM 9:46

SCHOOL BOARD
OFFICE

July 11, 2008

000030

Dear Board Members,

Please accept this letter of interest for the position of Superintendent for Pinellas County Public Schools.

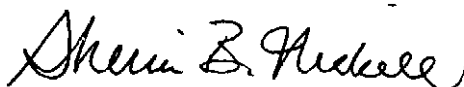
I am currently the Associate Superintendent in Polk County, and have 10 years of administrative experience at the district level, as well as nine years of school-based administrative experience. I currently supervise twelve departments and a budget of \$200 million.

My leadership style is centered on developing human potential and building collaborative relationships. I strongly believe in data-based decision-making, accompanied by monitoring the fidelity of implementation of effective processes and adjusting those processes to continually improve service and effectiveness.

I realize that the quality of the relationship between School Board Members and the superintendent is critical to the success of the school district. In that regard, I espouse strongly the values of mutual respect and commitment, civility, and transparency. Mutual trust provides the cornerstone for productive work and ever-increasing levels of success.

Thank you for your consideration. I know how important this decision is to the future of Pinellas County schools, and wish you well in your search.

Sincerely,



Sherrie Burnette Nickell, Ed.D.

Sherrie Nickell, Ed.D.

Associate Superintendent, Learning



Polk County Public Schools

Office: (863) 534-0926
Fax: (863) 519-7591
sherrie.nickell@polk-fl.net

1907 South Floral Ave.
Bartow, Florida 33830

Sherrie Burnette Nickell
Professional Bio

Sherrie Burnette Nickell is a career educator, currently in her twenty-ninth year. She worked as a classroom teacher for nine years, teaching students at the elementary, middle and high school levels in Michigan, Alabama, and Highlands County, Lee County, and Polk County in Florida. Dr. Nickell served as assistant principal for two years each at Central Avenue Elementary (a high-poverty, inner-city Title 1 school) and Valleyview Elementary (a well-resourced, high achieving school) in Lakeland, followed by five years as principal at Southwest Elementary (school's demographics match those of the state of Florida).

From 1998 to 2005, Dr. Nickell was the Director of Human Resource Development. Responsibilities included oversight of professional development programs for the district's 12,000+ employees, collaboration with area institutions of higher education and liaison with various community groups. The department also provided Educational Leadership Development, and Dr. Nickell personally facilitated the development of the school district's Strategic Plan.

Since 2005 Dr. Nickell has served as Associate Superintendent (the chief academic officer) for Polk County Public Schools. The school district is the eighth-largest in Florida and among the largest 40 nationally. In this role, Dr. Nickell oversees all the departments and areas that pertain to student learning. These areas include: Assessment, Accountability and Evaluation; Curriculum; English for Speakers of Other Languages; Exceptional Student Education; Federal Programs (Titles 1,2,3, and 5); Fine Arts; Grants; Professional Development; Pre-School Programs; Reading; Strategic Planning; Student Services; and Workforce Education.

Dr. Nickell received a Bachelor's degree in Elementary Education from Southeastern College in Lakeland; a Master's degree in Administration and Supervision from the University of South Florida in Tampa; and a doctorate in Educational Leadership from Nova Southeastern University in Fort Lauderdale. Among the many awards and accolades presented to Dr. Nickell, she is proudest of earning the distinction of Teacher of the Year in Highlands County, Polk County's Elementary Principal of the Year, and winner of Florida's Little Red Schoolhouse award earlier in her career. Most recently, Dr. Nickell was honored by the University of South Florida with the Distinguished Service Award, and by Southeastern University for the Servant Leadership Award.

Dr. Nickell lives in Lakeland with her husband of 22 years, Bill. They have four grown daughters and eight grandchildren. The Nickells enjoy traveling and spending time with their two dogs, Ginger and Whitney.

Polk County Public School District

The school district is the eighth-largest in Florida and among the largest 40 nationally. Polk has almost 160 school sites and centers including 65 elementary schools, 19 middle schools and 16 high schools. Also included are charter schools, career centers, adult schools and alternative schools. Nearly 95,000 students are enrolled. The district is the largest employer in Polk County with more than 12,000 employees. The mission of Polk County School Board is to ensure rigorous, relevant learning experiences that result in high achievement for our students.

School Grades

FCAT is the state's accountability program for schools and measures student achievement. Ninety-three percent of Polk schools are at or above the state standard with a grade of A, B or C. Two thirds of Polk schools, 68 percent, exceed the state standard with a grade of A or B. Eighty-two percent of elementary schools exceed the state standard with a grade of A or B. Ninety-five percent of middle schools are at or above the state standard with a grade of A, B, or C.

National Honors

Bartow High's International Baccalaureate School was ranked by Newsweek magazine in 2007 as number 167 of the nation's top 1,000 public high schools. Rankings were based on the number of Advanced Placement or International Baccalaureate tests taken by all students divided by the number of graduating seniors.

The Harrison Center for the Visual and Performing Arts was recently ranked in the top six percent of all secondary art schools by New York's Cooper Union for the Advancement of Science and Art, one of the nation's oldest and most distinguished colleges of art.

Polk is ranked in the top 20 in the nation for the number of teachers receiving National Board Certification.

Diversity

The student body is approximately 52 percent White, 23 percent Black and 23 percent Hispanic. There are more than 8,000 students whose primary language is other than English.

Geography

Polk County, with more than 1,850 square miles, is larger than the state of Rhode Island. More than 550 school buses transport over 47,000 students traveling 45,000 miles daily.

SHERRIE BURNETTE NICKELL

EDUCATION

Doctor of Education, Nova Southeastern University, Educational Leadership

Master of Education, University of South Florida, Educational Administration and Supervision

Bachelor of Arts, Southeastern University, Elementary Education

LEADERSHIP FOCUS

My leadership style is centered on developing human potential and building collaborative relationships. I strongly believe in data based decision making, accompanied by monitoring the fidelity of implementing effective processes and adjusting to continually improve service and quality.

PROFESSIONAL EXPERIENCE

Associate Superintendent Polk County Public Schools, Bartow, FL	2005-Present
Director of Human Resource Development and Educational Leadership <i>Also assumed Area Superintendent Responsibilities (2003 - 2005)</i> Polk County Public Schools, Bartow, FL	1998-2005
Adjunct Instructor University of South Florida, Lakeland, FL Nova Southeastern University, Fort Lauderdale, FL	2002-2005
Principal Polk County Public Schools, Bartow, FL	1993-1998
Assistant Principal Polk County Public Schools, Bartow, FL	1989-1993
Teacher Polk, Lee and Highlands County Public Schools, FL; Private Schools, AL and MI	1979-1989

PROFESSIONAL EXPERIENCE

Associate Superintendent

2005-Present

The Associate Superintendent serves as the Chief Academic Officer for the Polk County Public School District (the 8th largest in Florida and the 37th largest in the nation with 94,000 students and 12,000 employees), and oversees a budget of \$200 million.

Areas of Supervision

- Assessment, Accountability and Evaluation- testing and data analysis
- Curriculum- K-12 subject areas, including textbooks
- English for Speakers of Other Languages – ESOL Certification and professional development; dual-language programs; Title 3
- Exceptional Student Education – IDEA oversight, Individual Education Plan compliance
- Federal Programs- Title 1 programs
- Fine Arts – arts programs within all schools, as well as arts magnet schools
- Grants – facilitation for the district; Title 5
- Pre- School Programs – Pre-Kindergarten, VPK (Voluntary Pre-Kindergarten), Head Start
- Professional Development- Title 2; orientation and training programs; in-service points coordination towards recertification; leadership development
- Reading, K-12 – State-mandated, research-based literacy initiative
- Strategic Planning- Plan for district-wide improvement based on School Board Priorities and documented areas of need
- Student Services – Guidance, psychological services, social workers
- Workforce Education- Career Academies; Family and Consumer Science; Agriculture; Business; Adult Education; Career Centers

Selected Achievements

- Increased District's Grade from C to B
- Awarded five million dollar Kellogg Foundation Grant "Promoting Academic Success for Boys of Color"
- Awarded a state grant to pilot the Problem-Solving Response to Intervention Project
- Through collaboration with the University of South Florida, initiated a summer academy for gifted middle school students
- Created a process to ensure schools hired quality consultants and purchased research-based, high quality materials while maintaining a level of autonomy (Purchasing and Utilizing Resources Effectively [PURE] Process)
- Initiated a district-wide program for increasing student achievement (Learning- Focused Strategies based on the high-yield strategies identified through the work of Robert Marzano)
- Initiated standardized progress monitoring throughout all district schools
- Launched or expanded Career Academies and Freshman Academies in district high schools
- Launched project to align and map district's curriculum, K-12
- Recipient of Southeastern University's Servant Leadership Award
- Recipient of University of South Florida's Annual Distinguished Service Award
- Awarded seven million dollar Federal Head Start Grant to provide early intervention services for over nine hundred at risk preschool children

Director of Human Resource Development and Educational Leadership

1998-2005

The Human Resource Development Director oversees and coordinates all orientation and training of administrative, instructional, and non-instructional employees.

Areas of Supervision

- Assumed Area Superintendent Responsibilities during restructuring period
- Coordinator for the district-wide strategic planning initiative
- Managed multi-million dollar annual budget
- Tracking and recording of in-service points for professional re-certification
- Leadership Development
- Teacher-Leader- For those seeking National Board Certification
- Aspiring Leaders- For teachers who desired to become administrators
- New Assistant Principal Program- For those in their first year in the job role
- Quality School Leaders Symposia- For experienced assistant principals who desired to become principals, and for newly appointed principals
- New Teacher Induction
- Teacher Induction Program Seminar
- Paraprofessional Development
- The Greenhouse Project- Program to assist paraprofessionals in preparing for the Para-Pro Exam that leads to highly-qualified status under No Child Left Behind; also, a tuition-reimbursement plan for those who desire to attend college and become a teacher for the district
- Office Professionals Development
- Bright Ideas- annual updates seminar for school secretaries; professional development on topics such as "Family Friendly Schools"
- Oversight of the several million dollar annual budget, and the tracking and recording of in-service points for professional re-certification documentation
- Internal coordinator for the district-wide strategic planning initiative

Selected Achievements

- Initiated partnership between Polk Businesses for World Class Education, the University of South Florida Educational Leadership Department, and Polk County Public Schools Professional Development Department to provide a year-long preparation program for new and aspiring principals called Quality School Leaders Symposia (QSLs). The project is funded through a grant from the business group and supported through in-kind services from USF.
- Created the Greenhouse Project to provide 100% tuition reimbursement program for paraprofessionals who desired to become teachers
- Initiated a formalized support system to assist teachers in their pursuit of Certification by the National Board for Professional Teaching Standards
- Utilized the network of National Board Certified Teachers to provide a formalized mentoring system for new teachers
- Redesigned new teacher induction processes to ensure best practices (from Harry Wong's work) and understanding the high poverty found in most Polk County schools (from Ruby Payne's work) for the 1,000+ new teachers hired into the district annually
- Received a state of Florida ADDY Award for the production of exemplary theme-based materials
- Received and implemented a grant from Mathematica to provide intense mentoring for new teachers

Principal

1993-1998

Title 1 school, diverse student population

Selected Achievements

- Top ten in district for student achievement
- Three consecutive years of district and regional winners for Teacher of the Year
- Visited by Commissioners of Education Brogan and Gallagher
- Florida Five Star School (for outstanding community involvement)
- Red Carpet School (for friendliness to parents and guests)
- Little Red Schoolhouse winner (for exemplary innovative school-wide programs)
- Southwest Area Principal of the Year
- A Public Park/Playground named "Nickell Park" in recognition of dedication and support to the community and children

Assistant Principal

1989-1993

Selected Achievements**Valleyview;** *affluent community, high-performing students and staff*

- Opened new school in high-growth area
- Designed, planned, and implemented multi-track modified calendar
- Infused latest technology into the school
- Procured grant to involve local businesses and parents in campus-wide landscaping project
- Initiated comprehensive enrichment program

Central Avenue; *Inner-city, high-poverty, diverse student population*

- Only district Title 1 school to show significant student achievement
- Founded "Big Buddies" mentoring partnership between local college service clubs and at-risk students
- Procured grant to provide before-school tutoring program
- Secured grant to enhance student behavior
- Facilitated process to close the school and retire the facility as an elementary school

Teacher

1979-1989

Selected Achievements

- Teacher of the Year, Highlands County
- Secured several grants
- Grade level chairperson
- Peer teacher to new teachers
- Mentor teacher to student teacher interns
- Chaired committee that obtained a grant for over \$60,000 to fund the purchase of a computer assisted instruction lab
- Chosen by principal to attend Disney "Marketing Our Schools" seminar
- Chosen by district reading coordinator to pilot new Harcourt, Brace, Jovanovich reading series for Highlands County, Florida
- Received district acclaim in Lee County, Florida for directing principle-focused musical productions with elementary students
- Obtained Michigan and Florida teaching certificates
- Member Effective Schools Steering Committee
- Member of school faculty of National School of Excellence, Lee County, Florida (Caloosa Elementary)
- Served on panel of judges for various student vocal competitions

CIVIC AND PROFESSIONAL ORGANIZATIONS

Urban Collaborative for Leadership in Special Education

American Association of School Administrators

Florida Organization of Instructional Leaders

Strategic Planning Advisory Board- University of South Florida

Leadership Lakeland Alumni Association Board of Directors

Southeastern College Alumni Association Board of Directors

Workforce Education Council- Polk Community College

Polk Vision Education Foundations Committee

Junior Achievement

PROFESSIONAL ACTIVITIES

"Drop-out Prevention" White Paper co-authored from National Drop-out Prevention Roundtable, Orlando, FL (Publish date tba)	2008
"Effectiveness of Direct-Instruction Reading Intervention," Model Schools Conference, Washington, D.C.	2007
"Comparison of the American Education Culture and the Chinese Education Culture," College Board/ Building Bridges Symposium, Beijing, China	2007
Aerospace Academy Advisory Board	2007-Present
Global Education Multi-national Panel, International Schools Connection Conference; Madrid, Spain	2006
Allocation Appeals Committee	2005-Present
Board Member and Officer, Leadership Lakeland Alumni Association	2005-Present
Code of Conduct Committee	2005-Present
Governance Board, District Management Systems	2005-Present
Internal Facilitator for district's Strategic Planning Initiative	2005-Present
Junior Achievement	2005-Present
Leadership Review Board	2005-Present
Polk Vision Education Foundations Committee	2005-Present
Professional Development Advisory Board	2005-Present
Restructuring Committee	2005-Present
Salary Classification Committee	2005-Present
Southeastern University Alumni Board	2005-Present
Southeastern University Board of Regents Advisory Committee	2005-Present
Staffing Plan Committee	2005-Present
Student Progression Plan Committee	2005-Present
Superintendent's Executive Cabinet	2005-Present

University of South Florida (Lakeland) Strategic Planning Advisory Board	2005-Present
Workforce Education Council	2005-Present
"Status of Polk County" White Paper co-authored with Dr. Paula Leftwich and Dr. Perry Castelli, Florida Southern College, Lakeland Florida	2004
Served as Internal Facilitator for district's Strategic Planning Initiative	2001-Present
"Bodybuilding" presented at United Methodist Conference	2000
"Legends and Legacies" Delta Gamma Kappa Gulf Regional Conference	2000
Appointed to University of South Florida's Educational Leadership Advisory Board	2000-2002
Appointed Vice-President of Southeastern College Alumni Association	2000-Present
Member Exceptional Student Education Training Advisory Board	2000-Present
"Developing Individual Professional Growth Plans" A state mandated initiative, this video was used as an instructional how-to guide for administrators and instructional personnel	1999
"Oh, The Places You'll Go" University of South Florida Graduation speech	1999
Member of Polk Community College's Continuing Workforce Development Business Advisory Board	1999-Present
Member of Polk County's Steering Committee for District Improvement	1999-Present
Appointed to Leadership Learning Academy Advisory Board	1998-2001
Appointed to Superintendent's Executive Leadership Team	1998-Present
Appointed to USF's Educational Leadership Advisory Board	1998-2005
Business Advisory Board	1998-2005
Chairperson/Advisory Board for AmeriCorps (Federal Initiative to train volunteers to assist students with reading skills in grades K-3)	1998-2005
Completed "District Level Leaders Executive Development Program" (Florida Association of District School Superintendents)	1998-2005
Completed "Results-Oriented Staff Development	1998-2005
Exceptional Student Education Training Advisory Board	1998-2005
Internal Facilitator for district's Strategic Planning Initiative	1998-2005
Leadership Lakeland/Class XVII graduate(Chamber of Commerce's program for developing leaders to enter public/political area)	1998-2005
Leadership Learning Academy Advisory Board	1998-2005
Liaison between school district and the Leadership Learning	1998-2005
Polk Community College's Continuing Workforce Development	1998-2005
School-to-Work Advisory Board	1998-2005
Served as liaison between school district and the Leadership Learning Academy, a public-private partnership offering professional development	1998-2001
Steering Committee for District Improvement	1998-2005
Superintendent's Executive Leadership Team	1998-2005
Vice-President of Southeastern College Alumni Association	1998-2005
Conducted several workshops for student teachers	1997-1998
Coordinated Core Knowledge Training for teachers	1997-1998
Coordinated staff development for teachers via independent study/research projects	1997-1998
Coordinated Writing Development Training for Teachers	1997-1998
Member of Southwest Area Leadership Team	1997-1998
Developed instructional model for getting entire staff trained in state-mandated Clinical Supervision	1996
"Brain-friendly" Learning Environment at Southwest Elementary	1996-1998

"Professionalism for Young Professionals" presented as guest lecturer at University of South Florida, Florida Southern College	1996-Present
"Your Child's Brain" presented to Southwest Elementary Faculty, parent workshops, Polk Teen Parent Program, Lakeland Ministerial Association, Delta Kappa Gamma Society, Alpha Delta Kappa Sorority	1996-Present
Completed "Principle-Centered Leadership"	1996
Conducted Parent Workshops	1996-1997
Coordinated staff development activities for paraprofessionals	1996-1998
Coordinated training in Integrated Thematic Instruction	1996-Present
In-class ESE Resource Model	1996-1998
Inclusion Model in Gifted Education	1996-1998
Served as Board Member for Lakeland's Learning Resource Center [A United Way Literacy Advocacy Organization]	1996-Present
Coordinated on-going staff development in Multiple Intelligences Theory and Brain-based teaching and learning	1995-Present
Professional Portfolio Assessment	1995-1998
Southwest Elementary was first school in Polk County to develop a "Home Page" on the World Wide Web	1995
"The Seven Habits of Highly Effective People" presented to Southwest Elementary School faculty (35 members)	1994-1995
A Close Look at Florida's Blueprint 2000 Goals for School Reform presented to Southwest Elementary School faculty (35 members)	1994
Block schedule at Southwest Elementary	1994-1998
Collegial Assessment via Team Projects involving inter- and intra-grade members	1994-1995
Completed "Developmental Writing" course	1994
Cooperative Teaching via Team Building Activities and Providing for Common Planning Within Instructional Teams	1994-1998
Creation and Implementation of a Science Lab at the elementary level	1994-1998
Effective Utilization of Instructional Technology	1994-1998
Focused program to ensure optimal utilization of human, time, and monetary resources for the enhancement of the overall instructional process	1994-1998
Instituted strategies that served to decrease discipline referrals to the office by 40% over the previous year	1994-1995
School-wide Portfolio Assessment	1994-1998
"New Trends in Education" presented to Elementary Education class at Southeastern College (40 students)	1993
"There is a Job Out There, You Just Need to Know How to Help It Find You!" Presentation to recent graduates and prospective teachers to provide helpful hints for job-seeking (groups of 15-20)	1993-Present
"Year-round Education and Improved Student Academic Performance: Is There a Connection?" presented to Polk County School Board during televised regular session	1993
Appointed to State-Wide Advisory Board for Testing Security	1993-1998
Certified in "Facilitative Leadership"	1993-1998
Certified in "Quality Performance Planning" Teacher Assessment Method	1993-1998
Certified in "Brain-based Teaching and Learning" Training	1993-1998
Certified in "Establishing a School Context That Promotes Student Achievement" via membership in the Polk County Leadership Learning Group	1993-1998
Certified in "Leading Effective Instruction"	1993-1998
Certified in "Principle Centered Leadership" Training	1993-1998

Certified in "Seven Habits of Highly Effective People" Training	1993-1998
Completed "Meaningful Seatwork" workshop (Evelyn Cudd)	1993
Completed "Learning for All" course with Dr. Larry Lezotte	1993-1998
Completed training in Scholastic's "Integrated Curriculum" workshop	1993
Conducted Monthly Team-building Activities for Teachers	1993-1998
Conducted seminars for education students at Southeastern College (New Trends in Education, and "Curriculum Integration")	1993
Continuous Quality Improvement through Continuous Quality Communication	1993-1998
Coordinated "Power of Visioning" (Joel Barker) training for school faculty	1993-1998
Coordinated "Total Quality Management" (J. Edwards Deming) training for school faculty	1993-1998
Coordinated "7 Habits of Highly Effective People" training for school faculty	1993-1998
Coordinated Authentic Assessment Articulation training course	1993-1994
Coordinated Early Literacy Course and Literacy and Learning Course for school faculty	1993-1998
Coordinated implementation of "Blueprint 2000" Goals at school level	1993-1998
Coordinated implementation of "Retrofit for Technology" grant (\$144,500) to network school campus internally and externally via fiber-optic and co-axle cabling	1993-1998
Coordinated implementation of a technology incentive grant (\$12,400) to train teachers in technological methods appropriate for instructional and record-keeping applications	1993-1998
Educating the Children of Poverty presented to school faculty of 30	1993
Member of Committee of School Leaders to Write the Vision for Polk County's Human Resource Development Program and Practices	1993-1998
Member of District Reading Adoption Committee	1993-1998
Member of Magnet/ Non-Magnet Principals Leadership Group	1993-1998
Peer Principal for Beginning Principal	1993-1998
Received Training in Core Knowledge Sequence Curriculum Component	1993-1998
"The Power of Visioning" presented to school faculty of 30	1993
"The Technology of the Future is Here!" A video produced for local cable television viewing in Lakeland about technological advances in elementary schools (videotape available)	1992
"Visions One" A studio-generated, foundation/business-funded musical video yearbook at Valleyview Elementary for the 1992-1993 School Year (videotape available)	1992
"Attribution Theory" A video segment produced by the district as one of many vehicles used to introduce teachers throughout the county to the newly-written Language Development Philosophy (videotape available)	1992
An Overview of Portfolio Assessment presentation to two Polk County school faculties ranging in size from 30 to 60	1992-1993
Beyond the Red Carpet to Silk Ties: Does Our Elementary School Make Its Clients Feel Welcome? presentation to Polk County school faculty of 50	1992
Curriculum Integration presented to education class at Southeastern College (50 students)	1992
The Changing Face of America: A demographic overview of the trends that will effect American education presented to various groups; civic and educational, ranging in size from 20 to 50	1992-1993

The Relationship Between Attribution Theory and Grading presented to district curriculum committee (50 members); Valleyview Elementary School faculty (approximately 3,000 elementary teachers); videotape available (approximately 3,000 elementary teachers); videotape available	1992-1994
Why You Act the Way You Do: A Study of Human Behavior Based on the Theory of the Four Temperaments presented to community group of 30	1992-1993
"Keep the Faith" motivational presentation to community group of 200 in Honolulu, Hawaii	1991
"Volunteerism: An Overview of Enriching Experience Possibilities When Businesses and Schools Join Hands" presentation to Leadership Lakeland group (30 prominent community leaders)	1991
Modifying the School Calendar as an Alternative to Overcrowding presented to various groups (civic and educational ranging in size from 30 to 300)	1991-1993
Nuts and Bolts of Implementing a Year-round Schedule presented to various educational groups ranging in size from 50 to 100	1991-1993
Served as Chairperson for District Curriculum Committee	1991-1992
Served as consultant for creative school marketing	1991-1992
Served as consultant for year-round education	1991-1993
Year-round Calendar implementation at Polk County's pilot school	1991-1993
"Look for the Good, and You'll Find It!" motivational presentations to community groups ranging from 50 to 700 in Alta Loma, California; Birmingham, Alabama; Lexington, Kentucky	1989
Attended "The Need for School Reform" seminar (Williard Daggett)	1989-1993
Attended a national seminar produced by the Zig Ziglar Corporation in Dallas, Texas, "Creating Positive Schools in a Negative World"	1989-1993
Attended a national symposium in Scottsdale, Arizona, "New Patterns of Schooling for the Future"	1989-1993
Attended national convention for Year-round Education	1989-1993
Attended national symposium in Washington, D.C. "Cultural Diversity: A Challenge for Educational Leaders in the 1990s" included the following presentations: "Cultural Diversity: A Challenge for Educational Leaders" by Warren Furutani, Board of Education President of Los Angeles	1989-1993
Certified Evaluator in Florida Performance Measurement System (FPMS)	1989
Completed "Crisis Intervention" training	1989-1994
Completed "Leading the Cooperative School" workshop	1989-1993
Completed "Leading the Multicultural School" training (John Norris)	1989-1993
Completed "Program for Preparing New Principals" Administrative Orientation Course	1989-1994
Completed "Seven Habits of Highly Effective People" (Stephen Covey) Workshop	1989-1994
Completed "Principle-Centered Leadership"	1989-1993
Completed course "Marketing Our Schools" at Disney World	1989-1993
Completed the "In Search of Excellence" training seminar	1989-1993
Completed the "Super Client Orientation" training seminar	1989-1993
Completed training to receive ESOL (English for Speakers of Other Languages) endorsement on certificate	1989-1993
Coordinated implementation of a modified school calendar at Valleyview Elementary, including development of the school calendar, designing marketing pamphlets, facilitating committee work, coordinating various community programs and services, determining and defining roles and responsibilities of various district-level departments such as payroll and finance	1989-1993
Delivered multicultural presentation at above symposium's culminating banquet	1989-1993

Implemented plan to assist beginning teachers on a monthly basis via support groups and idea exchange sessions in addition to the district-established program	1989-1993
Member of Administrative Team that closed an inner-city school after a 66-year history in the community	1989-1993
Member of Administrative Team that opened a new school in a growing area of the community	1989-1993
Member of Administrative Team that was the first in the district to implement a year-round school calendar	1989-1993
Presented overview of modified school calendar implementation at above symposium	1989-1993
Secured and implemented grant-funded plan to reduce discipline problems at inner-city school (approximately \$8,000)	1989-1993
Southwest Educational Research Laboratory; "Cultural Diversity in American Schools: Implications for Federal Education Policy" by Senator Robert Graham, State of Florida; "Cultural Issues in Student Assessment" by Li Rong Lilly Cheng, Assistant Dean for Student Affairs, College of Health and Human Services, San Diego State University; "Restructuring Urban Education for a Changing Population" by Franklin Smith, Superintendent of District of Columbia Public Schools.	1989-1993
Unified School District; "Our Changing Nation: A Study of Demographics" by Harold Hodgkinson, Director of Center for Demographic Policy of the Institute for Educational Leadership, Washington, D.C.; "Leading the Search/ Finding Riches in Diversity" by Jennie Spencer Green, Senior Program Associate for the	1989-1993
"Are You My Mother?" A spin-off of the children's classic personally rewritten in play format with collaboration from a peer teacher to include dinosaurs as the characters and starring 150 first graders in a 40 minute video; for parental distribution (videotape available)	1988
"Don't Give Up" A musical starring 100 children, ages 5-12, that instilled the value of perseverance and possessing a positive outlook	1988
"Animals and Other Things" A play starring 180 third graders in which each was a costumed animal character; a self-esteem building production	1986
"Be Encouraged!" motivational presentations to community groups ranging from 200-500 in various European locations such as Brussels and Brugge, Belgium; Paris, France	1986
Music in the Early Childhood Classroom: Just the Right Spice to Keep Interest Piqued presentation to college students; group of 30	1986
Trained in "Great Books" instructional program	1986
"Music Machine" a musical starring 180 third graders. Students learned about different instruments and kinds of music; the moral of the story was that only by appreciating the differences of others can all (work together harmoniously)	1985
"Hertzberg's Theory of Motivation: Motivation or Myth?" presentation to education class of 40 at University of South Florida	1985
"Antshillvania" a musical starring 180 third graders in which each student portrayed an ant or other insect. The focus was on building appropriate character traits and appreciating those who help us	1984
Trained in "Developmental Placement in the Early Grades" through the Gesell Institute of Child Development (Yale University, New Haven, Connecticut)	1984
"Yes, You Can!" Motivational presentation delivered to community group of over 500 and to group of business leaders of 400; Detroit, Michigan	1980
Composed various children's songs to enhance thematic unit studies	1979-1989
"Promises and Possibilities" motivational presentation to large city rally attendees of over 2,000 in Bogota, Colombia, South America	1974

REFERENCES

Dr. Gail McKinzie, Superintendent (current supervisor)
Polk County Public Schools
863.534.0700
Gail.mckinzie@polk-fl.net

Frank O'Reilly
School Board Member
Polk County Public Schools
863.647.1390
Frank.oreilly@polk-fl.net

Susan Jones (former supervisor)
Area Superintendent (retired)
Polk County Public Schools
863.644.2665
Susanb.jones@polk-fl.net

Anna Maria DiCesare (former supervisor)
Florida Southern College
863.687.8481
AMDiCe@aol.com
adicesare@flsouthern.edu

Dr. Paula Leftwich (direct report)
Senior Director, K-12 Reading
Polk County Public Schools
863.370.2988
Paula.leftwich@polk-fl.net

John Small (direct report)
Senior Director, Workforce Education
Polk County Public Schools
863.712.0391
John.small@polk-fl.net