

Larry E. DiChiara, Ed. D.

4140 Creekview Ct. Auburn, AL 36832 | 334-614-2422 | LarryDiChiara@gmail.com

Birth: 08-16-59 Foley, AL

Personal: Married (31 years) **Wife:** Gina Marie Romano

Children: Nicholas, 26, Samuel, 22, and Anthony, 17

Educational Experience: 35 years

PRESENT EMPLOYMENT

Employer: SOY Education Associates, Inc. (www.SOYeducation.com)
4140 Creekview Ct.
Auburn, Alabama 36832
(334) 614-2422

Position: President of SOY Education Associates, Inc. Consulting Firm

EDUCATION

Obtained Doctorate in School Administration (Educational Leadership) at Auburn University 2000.

Obtained "AA" Certification in School Administration (Superintendent), Auburn University 1994.

Obtained "A" Certification in School Administration (K-12 Principal), Auburn University 1985.

Master of Science Degree in Special Education (Mental Retardation with emphasis on Vocational Evaluation) from Auburn University. Graduation Date: June 1983.

Bachelor of Science Degree in Special Education (Mental Retardation) from Auburn University. Graduation Date: June 1981.

Graduate of Foley High School, 1977.

WORK EXPERIENCE

2014 - 2015 Chief Administrative Officer and Acting Superintendent of Selma City Schools*
*(Selma City Schools was taken over by the Alabama State Board of Education, Dr. Tommy Bice, Superintendent)

- 2004 - 2013** **Superintendent** of Phenix City Public Schools, Phenix City, AL
- 1981 - 2004** **Lee County School District:**
- 2001-2004** ***Director of Administrative Services:***
- **Grant Writing and Revenue Enhancement** (Special Election)
 - **Coordinated At-Risk Services, Safe Schools Program, Professional Development, Partners in Education Program, Excellence Recognition, Attendance / Truancy, Program, Alternative Education and Discipline.**
 - **Coordinated the teacher and administrator evaluation program** for the district. (1999-2004)
 - **Coordinated the SACS Accreditation effort** for all elementary schools. (1998-2004)
- 1998-2001** ***Director of Administrative Services and Curriculum & Instruction***
Lee County Board of Education (Same peripheral duties as bulleted above)
- 1993-1998** ***Director of Administrative Services and Special Education***
Lee County Board of Education (Same peripheral duties as bulleted above)
- 1991-1993** ***Principal*** - Loachapoka Elementary School
Varsity Boys Basketball Coach - Loachapoka High School
- 1986-1991** Dual responsibility ***Assistant Principal / Special Education Teacher*** at Loachapoka High and Elementary School, Varsity Boys Basketball Coach, and Assistant Football Coach.
- 1981-1986** ***Special Education Teacher*** (Mental Retardation), Jr. High and Jr. Varsity Basketball Coach, Loachapoka High School, Loachapoka, Alabama.
- Summer 1985** ***Administrative Assistant*** to Dr. Bettye Burkhalter (administrator of the Truman Pierce Institute for the Advancement of Teacher Education). Duties included: proposal and job description writing, program design, and the development of a community resources guide for Lee County Schools. Coordinated research activities of selected schools in Alabama to determine the effectiveness of teaching and learning.

PART-TIME WORK

- Aug. 2016-
Apr. 2017** Host of the *ABBY* award-winning daily talk show, ***Integrity Matters***. Selected by Alabama Broadcasters Association as "The Best in Broadcasting" for small markets in Alabama (March 2017). Show aired daily on WQSI 95.9 FM Talk Radio.
- 2001 - 2010** ***Adjunct Professor*** in the Graduate School of Troy State University, Education and Educational Leadership Department.
- 2000 - 2002** ***Supervisor of graduate-level administrative interns*** for Auburn University.

1996 - 2003, 2018 - present	<i>Radio Sports Analyst</i> for the Auburn University Lady Tiger Basketball Team Partner: Andy Burcham (WAUD 1230 AM, WTGZ 95.9 FM, WQNR 99.9 FM)
1993 - 2003	<i>Co-host of Sports Fever</i> , call-in radio show. Partner: John Bodiford (WMXA96.7 FM)

PUBLICATIONS / DOCUMENTS DEVELOPED

"Leading in Turbulent Times: An Insider's View of High Superintendent Turnover." Published in the Alabama School Board Journal, Fall, 2011, pp. 24-25.

"Safety Accreditation." Published in the Alabama School Board Journal, Spring, 2008, pp. 22.

"Effective Reading Instruction: Shattering the Myth." Publication Date: 1-1-98, ERIC - June 1999. 26 pages. Microfiche # ED 426 345.

"The Power of One." Published in Direct Instruction News, Spring 2001, Vol. 1, Number 1, pp. 6-9.

"The Effectiveness of Direct Instruction Versus Traditional Basal Reading Instruction as it Pertains to At-Risk Youth." 153 page dissertation. Publication Date: 8-14-00.

"The Prevent Defense." Published in the Campus Safety Journal, February, 2003, Volume 11, Number 2, pp. 16-18. (Article described the process that Lee County Schools followed to establish a comprehensive safety program for athletic events and venues.)

"Stumbling Upon an Accident." Published in the Alabama School Board Journal, November/December, 2003, pp. 11 and 19, and The Kenny Howard Newsletter, Fall, 2003.

"Safety Standards for Lee County Schools." 61 pages. Development Date: 1-14-01, Revision Date: 1-25-02.

"Comprehensive Crisis Response Plan for Athletic Venues." 20 pages. Development Date: 1-25-02. Presented to Dr. Sue Adams (SDE Prevention and Support Services) and Dan Washburn (Alabama High School Athletic Association) on January 29, 2002.

"What are Ya'll Doin' to Ensure the Safety of my Child?" Published in the Campus Safety Journal, March, 2004, Volume 12, Number 3, pp. 32-34 & p.40. (Article describes the need to articulate measures that have been established to increase safety in schools and to increase confidence levels in the community.)

"Teacher's and Administrator's Guide for Planning and Monitoring Effective Instruction 1999-2000." 30 pages. Development Date: 11-23-99.

"Discipline: A Guide for Teachers and Administrators." 15 pages. Development Date: 9-26-01.

"Curriculum Teacher's Guide" and "Curriculum Parent's Guide", (Language Arts, Math, Science, Social Studies, Grades K-6), Development Date: 7-21-99.

"Elementary Curriculum Corner." 8 pages. Publication Date: December, 1999 (Lee County School System's first county-wide newsletter dedicated to Curriculum and Instruction.).

Featured in article: *"Reading Method Rooted in Phonics and Drills Draws Strong Results for Students With Learning Disabilities."* Counterpoint, Winter 1996, pp. 1-4 (Feature story).

Featured in article: *"Teaching by the Script: Controversial Program Yields Strong Results."* Alabama School Board Journal, April/May 2000, pp. 10-16 (Feature story).

Featured in article: *"Lee County Leading the Way in After School Safety."* Alabama School Board Journal, October 2002, pp. 5-7 (Feature story).

Featured in newspaper article: *"20 Questions...with Larry E. DiChiara."* Opelika-Auburn News, Monday, December 14, 1998.

**** All publications, articles, and/or documents are available upon request.**

COLLEGE CLASSES TAUGHT AT TROY UNIVERSITY- PHENIX CITY

- **EDU 6615** Social and Philosophical Foundations of Education
- **EDU 6686** Advanced Curriculum Design
- **EDL 6635** Development and Operations of Educational Facilities
- **EAL 7790** Trends, Issues, and Policy in Education Leadership
- **EAL 7791** Organization and Administrative Behavior

MAJOR CAREER ACCOMPLISHMENTS AND/OR HONORS

Selected as the **2011-2012 Alabama Superintendent of the Year**. Competed for the National Superintendent of the Year Award at the American Association of School Administrators' National Education Conference in Houston, Texas, February 2012. Presented with resolutions from both the Alabama House of Representatives and Senate, and the U.S. House of Representatives, and recorded in the U.S. Congressional Record of the 112th Congress.

Commencement Speaker at Troy University-Phenix City winter graduation (Columbus, GA). Dec.2010.

Nominated for and appointed to the Auburn University College of Education's **National Advisory Council**, February 2012.

Serve on Auburn University-Montgomery College of Education's Special Education Advisory Committee, March, 2017- present.

Recognized and presented with an award by the Phenix City - Russell County Chapter of the **National Association of Colored People (NAACP)**, February, 2012.

Recognized and presented with the **2012 District Legislative Award** by the School Superintendents of Alabama for spearheading lobbying efforts during the 2012 Alabama legislative session, as president of District 4 superintendents. We had an 89% participation rate.

Received national recognition in **Diplomas Count 2009**, a special edition of **Education Week** (Vol. 28, No. 34), June 11, 2009, for excellence in improving graduation rates in an urban school district. Phenix City Schools showed the 3rd largest growth in graduation rates in the United States over a 10 year period from 1996 to 2006. The study compared the actual graduation rates to the expected graduation rates as predicted by demographic and economic issues. (see attached)

Keynote speaker at the 2016 Alabama Association of Professors of Educational Leadership spring conference in Montgomery, AL. Theme: Leadership Matters. (February 19, 2016)

Selected by Dr. Bill East, Director of Special Education Programs (Alabama State Department of Education) to accompany him to Washington, D.C. to serve on a committee charged with evaluating the requirements of **Reauthorization (IDEA 1997)**, and to make recommendations as to how states were to comply with the State Improvement Plan component of the law.

Additionally, I served on an SDE follow-up committee that met with delegates of OSEP (Federal Office of Special Education Programs) in November 1997. Sept. 1997

Served on the Alabama Commission on Educator Preparation, Licensure, and Entry Into the Profession (ACEPLEP) which was established by Dr. Tommy Bice and the Alabama State Department of Education, July 2013 to present.

Presented with the **"Dream Keeper" Award** by the Lee County School System *"...in Appreciation of Your Commitment and Dedication to the Excellence of Lee County Schools, May 14, 1999."*

Presented at Lee County Schools' 4th Annual Teacher Recognition Banquet.

Presented with an award by Lee County Schools' **Special Education Department**, *"...for dedication and service in the education of students with exceptional needs, for tireless efforts and energy in motivating teachers and administrators, and for your quest to demonstrate a high benchmark of professional excellence all educators attempt to achieve."* Presented August 10, 1998.

Over a three year period, wrote for and received over one million dollars in **grant funds** for the Lee County School System. Focus of the grants were: Remedial Education, Technology, Safety & Security Systems, Alternative Education, Discipline, Reading Instruction, Teacher Training.

Selected to serve on the **Alabama State Department of Education's At-risk Task Force** impaneled to design the 3-year comprehensive plan budget section and accountability information for legislators. Was selected as Chairperson, and made a presentation of the Task Force's recommendations to the State Board of Education. (1998 - present)

Selected to serve on the **Alabama State Department of Education's Task Force** impaneled to develop a definition for **Persistently Dangerous Schools** as required by the No Child Left Behind Act.

Selected to serve on A-Plus' committee to establish an **at-risk leadership conference** and to develop a booklet for new at-risk coordinators. Cathy Gassenheimer is the director of A-Plus.

Was selected by the **Alabama State Department of Education** to provide training in Decatur, Birmingham, Mobile, Tuscaloosa, and Montgomery, AL to principals, athletic directors, and school safety officers on how to develop a **comprehensive safety plan for athletic venues and extra-curricular events**. This plan was fashioned after Lee County School System's comprehensive safety plan which was mandated across the state.

Spearheaded a **grant project** for Loachapoka High School. Helped design the program and its components, and with the proposal writing aspect. We partnered with the Truman Pierce Institute for the Advancement of Teacher Education and the Kettering Foundation (Dr. David Matthews, President). Program title: Loachapoka School-Community Partners-in-Progress Program. The Kettering Foundation funded only two projects: one in Philadelphia, Pennsylvania and the other was in Loachapoka, Alabama. Made a presentation at the Kettering Foundation Conference in Nashville, Tennessee. Governor Lamar Alexander and his *Task Force for Better Schools* were in attendance.

PROFESSIONAL DEVELOPMENT AND TRAINING

Have personally conducted numerous **professional development trainings** for teachers and administrators in the areas of: technology, Power Point, Smart Boards, iPads, Classroom Student Response Systems, Skype, Data Collection, security camera use, and so on (1993-present).

Trained and certified as a **CIP Evaluator** as part of the Alabama Performance Based-Career Incentive Program, and was trained and certified as a **teacher and administrator evaluator** through the Alabama Professional Education Personnel Evaluation Program, and currently Educate Alabama and LEAD Alabama evaluation systems.

Experienced **guest lecturer, program presenter**, and/or panelist for Auburn University on numerous occasions: Issues include: School Safety, Curriculum and Innovative Instructional Practices, Teacher Preparation and Interviewing, School Violence, Direct Reading Instruction, Serving Students With Disabilities, Doctoral Seminar Panel, Assessment of Intelligence (Southern Union Jr. College), and Leadership Lee County (Southern Union Jr. College).

Served as a **presenter** at the School Superintendents of Alabama Fall 2013 Conference. Title: *App-timize your school communication with SchoolCast For Me*. Presentation was designed to introduce school superintendents to an effective parent and community communication tool developed by High Ground Solutions.

Served as a **presenter** at the School Superintendents of Alabama Fall 2013 Conference. Presentation was designed to introduce school superintendents to *eBoard Solutions' Meetings Module* for increasing transparency, efficiency, and communication with school board members, school administrators, and community stakeholders.

Served as a **presenter** at the School Superintendents of Alabama Fall 2014 Conference. Presentation Title: *Engaging Middle School Students Through Ingenuity and Edgenuity*. The presentation was designed to introduce the school superintendents to an effective credit recovery and grade advancement on-line program that is flexible, rigorous, and successful.

Served as a **co-presenter** with Dr. Christy Cabezas at the 42nd Annual Meeting of the Alabama / Mississippi Sociological Association, Feb, 2011. Theme: Social Change and Capitalism Within a Cultural Context. Title of presentation: *The Power of Perception and Inviting Messages*.

Served as a **regular program presenter** at the **Alabama State Department of Education's Mega Conference and Summer Training Academy**. Title: *"Teaching Students to Read...Guaranteed!"* and *"Direct Reading Instruction...Shattering the Myth."* (7 years)

Served as a **feature presenter** at the **Alabama Staff Development Conference** in Birmingham, AL. October 25-26, 2001. Title: *"Effective Reading Instruction...Shattering the Myth."* Audience: State Regional Inservice Center Directors, teachers and administrators.

Served as a **presenter** at the **Alabama At-Risk Leadership Conference** in Birmingham, AL. September 24-25, 2003. Title: *"Needs Assessments and Evaluation of Your Own At-Risk Programs."*

Served as a **co-presenter** with Superintendent John C. Painter at the **Drop Out Prevention Conference** sponsored by Alabama State University and Ms. Ella Bell, member of the **Alabama State Board of Education**, October 16, 2003.

Was invited by Governor Kay Ivey's office to make a presentation on school safety at the SAFE (Securing Alabama Facilities of Education) Council Meeting in Montgomery, AL March 29, 2018.

RECENT CONSULTING SERVICES

Oct. 2017 – Feb. 2018 – Hired by Dothan City Schools to investigate and troubleshoot several personnel issues that involved sexual harassment, hostile work environment, racial discrimination, and theft of property.

Nov. 2016 – April. 2017 – Served as the external facilitator for the Alabama High School Athletic Association in the development of their 5-year strategic plan. It was a state-wide effort.

Oct. 2016 – January 2017 – Served as the outside evaluator for Dr. Chuck Ledbetter, Superintendent of Dothan City Schools.

Nov. 2016 – Met with Alabama State Department of Education officials, Dr. Dee Fowler, Dr. Barbara Cooper, and Dr. Shanthia Washington to share with them my oral and written recommendations for the Selma City and Montgomery Public Schools state intervention.

April 15-16, 2015 – Performed an analysis of the organizational structure of Athens City Schools and made recommendations to the school board. Additionally, investigated an internal personnel issue with major legal ramifications and made recommendations to the superintendent, board president, and school board attorney.

June 11-12, 2015 – Facilitated a Leadership Retreat for Russell County Schools. Made a presentation on the following topics: ***Establishing and Insisting on a Standard of Excellence; Building a Professional Learning Environment; Leadership Matters: Courage vs. Cowar; Strategies for Enhanced Communication; and Are You Smarter Than a 5th Grader?...A Lesson for Leaders.***

ATHLETIC HONORS

Varsity Boys Basketball **coach** at Loachapoka High School Won **back-to-back** Alabama State Basketball Championships (1987-88 and 1988-89). State Runners-up in 1989-90.

Was twice named **Alabama State Coach of the Year** by the Alabama Sports Writers Association. Named **Area Coach of the Year** three times by the Opelika-Auburn News.

Program speaker at Samford University's Basketball Clinic. Topic: *"Multiple Defenses and Motivation."* Organizer and speaker: Joe Dean, Jr.

Program speaker at the 2nd Annual Principals and Athletic Directors Conference in Montgomery, AL. April 2009. Topic: *"Security Planning for Athletic Events."* Other speaker: C. M. Newton.

Program speaker at the 1st Alabama Basketball Coaches Association Convention in Birmingham, AL. Topic: "Motivation". Other speakers on Agenda were: Dean Smith (North Carolina), Wimp Sanderson (Alabama), Ronnie Arrow (South Alabama), Gene Bartow (UAB) and Joe Ciampi (Auburn).

Jr. High Boys Basketball **coach** at Loachapoka High School. Won the **South Sub-State Championship** in Headland, Alabama - Feb. 1983. Was defeated in the State Championship game against the North Sub-State Champions at Smiths DAR School in Sand Mountain, AL.

COMMUNITY BOARD and/or ASSOCIATION MEMBERSHIP

Former member of School Superintendents of Alabama (SSA). Served as **president of the District 4 superintendents from 2011-2013**.

Former member of the **Council for Leaders in Alabama Schools (CLAS)**.

Former member of the **Alabama Association of School Boards (AASB)** organization.

Former member of the **American Association of School Administrators (AASA)**.

Former member of the **Alabama Association for Supervision and Curriculum Development**. Served on the Board of Directors as the District 7 (Central Alabama) Representative.

Currently serve as a member of **Auburn University's National Advisory Council** for the College of Education and on Auburn University-Montgomery College of Education's **Special Education Advisory Committee**.

Previously served on the Board of Directors for the **United Way** of the Chattahoochee Valley. Served as the Campaign Chairperson for Phenix City during the 2007-2008 campaign. Was presented with an award for highest percentage over goal.

Previously served on the Steering Committee and Board charged with overseeing the **Ten Year Plan to End Homelessness in Columbus, Georgia and the Greater Chattahoochee Valley area**.

Previously served on the Board of Directors for the **Chamber of Commerce** of Phenix City/Russell County.

Previously served on the Executive Board of Directors for the Chattahoochee Council **Boy Scouts** of America, Columbus, GA.

Previously served on the Board of Directors for the River City **Soccer Club** in Phenix City, AL.

Previously served on the **Civilian-Military Council** which is a joint effort of the civilian and military community leaders to enhance communication and cooperation between Ft. Benning and the adjacent communities.

Currently or previously served on numerous **advisory boards** and committees with Columbus State University, Troy University, and Auburn University related to teacher preparation program development, **NCATE** standards and reviews, **SACS** standards and reviews, Educational Leadership standards and graduate program development, graduate student selection, course offerings, recruitment, and so on. (1991-present)

Served on Troy University's **Program Redesign** Task Force charged with redesigning the school leadership preparation program at Troy University.

Lee County **Coordinator of the Special Olympics** for the Lee County School System (4 years).

Served as Co-chair of the **Ft. Benning Regional Growth Management Plan** Task Force. Our charge was to develop short and long-range plans for dealing with the impact of Bas Realignment and Closure, specifically, relocation of Ft. Knox' Armor School to Ft. Benning.

Selected to serve on the **Children First** Foundation Policy Advisory Committee which was chaired by Alabama Supreme Court Justice Judge Sue Bell Cobb. Purpose was to recommend policy pertaining to at-risk youth to legislators in Montgomery.

Former member of the **Alabama Education Association** (AEA) and **National Education Association** (NEA). Off and on since 1981.

Served on the Board of Directors for the **Achievement Center** (Easter Seals). (Sheltered workshop for adults with mental retardation and/or multiple disabilities).

Previously served on the **ARISE Foundation Board** which is a board dedicated to providing teachers with monetary grants to enhance classroom efforts and to providing college-bound students with scholarships toward a degree in teacher education.

Previously served as **regional United Way Coordinator** for Lee County Schools.

Previously served on the Advisory Board of the **Hughston Sports Medicine** Clinic's Kenny Howard Fellowship Program (A joint venture of Auburn University, Hughston Clinic, East Al. Medical Center, and the Human Performance and Rehabilitation Center).

Previously served on the **National Youth Sports Program** Advisory Board at Auburn University. The program is designed to expand opportunities for disadvantaged youth. Stacy Danley, Director.

Previously served on the Lee and Russell County **Children's Policy Councils**. Several agencies such as: DHR, Mental Health, Juvenile Court Officers, etc. meet monthly in order to coordinate services for at-risk students in Lee and Russell Counties in Alabama.

Previously served on the Board of Directors for the **Boys and Girls Club** of greater Lee County.

Previously served on the Board of Directors of the **Employer's Child Care Alliance**, Child Care Resource, Inc. (Opelika, AL) - Gail Piggot, Director.

Previously served on the **Citizens Advisory Panel** for Farmers National Bank of Lee County.

Previously served on the Lee-Russell **Council of Governments** Bicycle and Pedestrian Committee.

Previously a member of the **Council for Administrators of Special Education** (CASE).

Previously a member of the **Alabama Basketball Coaches Association**.

COLLEGE

Dean's List five (5) times at Auburn University.

Was awarded a four year **Davinci-Castanoli Scholarship** (Auburn University) based on Academic Excellence and Community Leadership.

Elected as **Governor** of the Student Council for Exceptional Children for the **State of Alabama**. Represented Alabama at the National Convention in New York (1981).

Inducted into **Kappa Delta Pi Education Honor Society** at Auburn University.

Created and implemented "**Adopt-A-Grandparent**" program in Lee County for the Student Council for Exceptional Children.

Spearheaded **single service project** for Opelika High School Jr. Civitan Club that captured 1st place at State and National Conventions.

Big Brother in the **Big Brother-Big Sister Program** at Auburn University (Project Uplift).

Developed **Driver's Education Program** for Slow Learners in conjunction with Dr. Ray Sankovsky (Associate Professor, Auburn University).

Developed a **Curriculum Guide for Special Education Teachers** of the Mildly Handicapped. (Title: *"Special Education...A Guide to Appropriate Education in a Culturally Deprived Setting."*)

PROFESSIONAL REFERENCES

SUPERINTENDENT REFERENCES:

Mr. John C. Painter

Former Superintendent of Education
Lee County Board of Education
7960 Lee Rd. 246
Smiths Station, AL 36877
(334) 297-3440 or (334) 744-0433

Dr. Tommy Bice

Former State Superintendent of Education
Alabama State Department of Education
P.O. Box 302101
Montgomery, AL 36130-2101
(256) 537-3308

Dr. Eric Mackey

Former Superintendent of Jacksonville City
Schools (Currently, Executive Director of
the School Superintendents of Alabama)
400 S. Union St. #495
Montgomery, AL 36104
(334) 262-0014 or (256) 310-1047

Dr. Craig Pouncey

Superintendent of Education
Jefferson County School System
2100 18th St. South
Birmingham, AL 35209
(205) 379-2000 (W) or (334) 353-574 (cell)

Dr. Ed Richardson

Former State Superintendent of Education
Alabama State Department of Education
925 Rocky Hills Dr.
Auburn, AL 36830
(334) 887-4369

Dr. Jeff Langham

Assistant State Superintendent of Ed.
Alabama State Department of Education
P.O. Box 302101
Montgomery, AL 36130-2101
(334) 242-9755 (O) or (334) 391-9482 (C)

UNIVERSITY / HIGHER EDUCATION REFERENCES:

Dr. James Wright

Former Dept. Head - AUM
President, Professional Dev. Services, LLC.
4131 Carmichael Rd. Suite-3
Montgomery, AL 36130-2101
(334) 244-4411 (office)
(334) 315-6853 (cell)

Dr. Tom Hackett

Provost and VP of Academic Affairs
Office of the Provost
Columbus State University
Richards Hall 317
Columbus, GA 31907
(706) 507-8968 or (706) 888-7791

Dr. Chris Pritchett

Coord. Of Ed. Leadership / Asst. Professor
Troy University - Phenix City
One University Place
Phenix City, AL 36869
(334) 448-5129

Dr. Craig Darch

Humana-Germany-Sherman Distinguished
Professor of Education - Auburn University
Department of Rehab and Special Education
255 Green St.
Auburn, AL 36830
(334) 844-2104 or (334) 821-9664

Dr. David White

Vice Chancellor
Troy State University - Phenix City
One University Place
Phenix City, AL 36869
(334) 448-5112

Dr. Jim S. Kaminsky

Mildred Cheshire Fraley Distinguished Professor
Auburn University
694 Moores Mill Rd.
Auburn, AL 36830
(205) 514-0910 or (334) 826-0170

Mrs. Jeana Ross

Commissioner, Alabama Dept. of
Children Affairs - Governor's Office
135 South Union St.
Montgomery, AL 36130
(334) 448-5145 or (334) 728-5642

Dr. Michael Halperin

Assistant Professor
Troy State University - Phenix City
913 Seay Circle
Auburn, AL 36830
(334) 826-8102 or (334) 703-3270

Dr. Jack Miller

Director of Distance Learning
Troy University - Phenix City
One University Place
Phenix City, AL 36869
(334) 328-9299 or (334) 353-2700

Dr. Iris Saltiel

Director of the Faculty Center for the
Enhancement of Teaching and Learning
Columbus State University- Tucker Hall 110
Columbus, GA 31907
(706) 507-8639 or (706) 563-6322

SCHOOL BOARD / COMMUNITY REFERENCES:**Hon. Eddie Lowe**

Mayor, City of Phenix City, AL
Former Chairman, Phenix City BOE
18 Moses Place
Phenix City, AL 36869
334-448-8609 or 706-615-2273

Mr. Henry Hicks

Chairman, Selma City BOE
202 10th Ave.
Selma, AL 36701
(334) 874-3705 or (334) 375-1551

Mr. Frankie Horace

Former Chairman, Phenix City BOE
3745 Knowles Rd
Phenix City, AL 36869
706-575-3441 or 706-392-5217

Mr. Mike Benefield

Former School Board Member, Phenix City BOE
1911 Auburn Rd.
Phenix City, AL 36870
334-540-1716 or 334-297-7840

Mrs. Lori White

Former School Board Member, Phenix City BOE
1611A 21st Ct.
Phenix City, AL 36867
706-536-9630 or 334-298-1013

Mr. Matt Shirley

Former School Board Member, Phenix City BOE
3026 Thornberry Circle
Phenix City, AL 36867
706-566-5995

Rep. Chris Blackshear

Alabama House of Representative
57 Stonedale Ct.
Phenix City, AL 36877
(334) 214-9825 or (706) 580-4333

Sen. Tom Whatley

Alabama Senate
378 Chewacla Drive
Auburn, AL 36830
(334) 209-0435 or (334) 559-3420

Rep. Isaac Whorton

Alabama House of Representative
4309 20th Avenue
Valley, AL 36854
(706) 773-0193

Hon. Ted Little

Former Senator in the Alabama Senate
P.O. Box 342
Auburn, AL 36831
(334) 444-0274

Hon. Jeff Hardin

Former Mayor
City of Phenix City, AL
3806 Pepperell Parkway
Opelika, AL 36801
(850) 896-2304

Hon. Judge Mike Fellows

Circuit Court Judge
Lee County Justice Center
2311 Gateway Dr.
Opelika, AL 36801
(334) 740-8139

Hon. Brandon Hughes

District Attorney – Lee County
Lee Co. District Attorney's Office
2311 Gateway Drive
Opelika, AL 36801
(334) 737-3436

Mr. Steve Savarese

Executive Director
Alabama High School Athletic Assoc.
7325 Halcyon Summit Dr.
Montgomery, AL 36117
(334) 263-6994 or (334) 590-8901

Hon. Gary Fuller

Mayor, City of Opelika, AL
1104 Mockingbird Lane
Opelika, AL 36801
(334) 745-0041 or (334) 741-7466

Mr. Scott Ferguson

Exec. Director, United Way of the Chattahoochee Valley
1100 5th Avenue
Columbus, GA 31901
(706) 327-3255

Sheriff Heath Taylor

Russell County Sheriff's Department
305 Prentiss Drive
Phenix City, AL 36869
(334) 298-6535 or (706) 575-9896

Sheriff Jay Jones

Lee County Sheriff's Department
2311 Gateway Drive
Opelika, AL 36801
(334) 749-5651 or (334) 319-4166

Mr. Udo Ufomadu

School Board Member, Selma City BOE
405 Battery Ave.
Selma, AL 36701
334-324-1394 or 334-874-9041

Mr. Frank E. Chestnut, III

School Board Member, Selma City BOE
503 Union St.
Selma, AL 36701
334-328-2513 or 334-874-3962

ROBERT A. (AL) GRIFFIN

204 COUNTY ROAD 1 SOUTH
SELMA, AL 36703
PHONE: (334)-212-2362 OR (334)-874-5849
EMAIL: GRIFFIN.AL@YAHOO.COM

OBJECTIVE

To utilize my educational background, administrative experience, and leadership skills to implement the goals, objectives, and missions of any agency I serve

QUALIFICATIONS

- 27 years of diversified experience in Alabama K-12 Educational System with over 13 years of administrative and leadership roles
- National Board Certification
- Demonstrated ability to work progressively with all educational stakeholders in developing partnerships with state, community, and workforce leaders
- Demonstrated ability to initiate and establish innovative educational programs and thematically blended educational programs through grant writing
- Dynamic leader and team builder with a unique ability to motivate others and work with diverse populations
- Team player with excellent organizational and leadership skills
- Experienced presenter with strong motivational skills and ability to multi-task
- Very knowledgeable of school law and curriculum
- Several years of sales and recruiting experience

EDUCATION

Superintendents' Academy	University of Alabama	2008
Doctor of Education Degree	Educational Administration Auburn University	2006
<i>Dissertation Chaired by Fraley Distinguished Professor Dr. Glennelle Halpin</i>		
Educational Specialist Degree	Auburn University	1995
Master's of Science Degree	Auburn University	1992
Bachelor's of Science Degree	Auburn University	1991
<i>Magna Cum Laude</i>		

Certifications

National Board for Professional Teaching Standards Certification (Renewal)	2010
National Board for Professional Teaching Standards Certification (Initial)	2001
Educational Administration Certification (K-12)	Auburn University 2000

EDUCATION EMPLOYMENT

2010-2015

Demopolis City Schools Superintendent-Planned and implemented a Strategic Plan (5-year) in February, 2011, Implemented RtI (Response to Instruction), Planned and completed AdvancED District Accreditation in April, 2011, Conducted a successful SDE Compliance Review in February, 2012, Drafted a revised Board Policy adopted April 18, 2011, Organized and implemented both a Elementary Improvement Committee and a Secondary Improvement Committee, Drafted a system-wide uniform Code of Conduct adopted July 18, 2011, Implemented a formative assessment process with data meetings which yielded significant gains (most double digit [2011-2012 8th graders ranked 4th in the state in Math and 8th in the state in Reading on the ARMT+ high-stakes assessment) in student proficiency in grades 3-8, 11 in the areas of Reading and Math on high-stakes assessments [2011 Graduation Cohort of 89%, 17% above state average, 2012 Graduation Cohort of 88%, 13% above state average, 2013 Graduation Cohort of 88%, 8% above the state average, 2014 Graduation Cohort of 91%, 5% above the state average, 2015 Graduation Cohort of 95%, 6% above the state average] [100% proficiency on AAAs (Alabama Alternative Assessments) in Reading, Science, and Math in 2013], resulting in the School System making AYP (August, 2011, August, 2012, and August, 2013), 2015 Reading and Math ACT ASPIRE had significant gains in grades (3-8) compared to the 2014 ACT ASPIRE results, 2015 ACT had significant gains in grade (11) compared to the 2014 ACT results, Conducted a successful Special Education Compliance Review in December, 2012, Conducted a successful CTE Business and Industry Certification (BIC) Review in January, 2013, Compiled an updated inventory of all property for the School System, Managed financial resources and allocations which increased LEA reserves, Conducted a successful SDE Compliance Monitoring SDE Review in April, 2014.

- Promoted a 5-mill property tax (produces more than \$600,000 annually for the Demopolis City Schools) which was renewed
- Developed Capital Plans for five Fiscal years and applied based on needs assessments of educational programs ad collaboration with a Capital Plan Committee
- Integrated RtI (Response to Instruction) tiered-instructional delivery into a K-12 school system with multiple campuses
- Implemented a Dual Enrollment Program in conjunction with UWA for high school juniors and seniors in 2011-2012 (up to 27 collegiate semester hours possible)
- Integrated College and Career Ready Mathematics and English-Language Arts/Literacy Standards in 2012-2013 and 2013-2014
- Planned and implemented a Broadcasting Program at 3-5, 6-8, and 9-12 levels (14-15)
- Converted Family and Consumer Science Program to Culinary Arts (13-14)
- Planned and implemented an Industrial Maintenance/Precision Machining Program
- Submitted grant applications and secured funding for a CTE Career-Themed Academy Grant (\$30,000), CTE Innovative Cluster Grant for Insurance Services (\$150,000), CTE Industrial Maintenance (\$222,640), CTE Culinary Arts (\$62,260), At-Risk Grant (\$47,000), ADECA Energy Grants (\$100,000 over 4 fiscal years), and a Mobile Guidance Laboratory Grant (\$30,000)
- Submitted and secured 2013 A+ College-Ready Grant which will enhance Advanced Placement to include Math and Science courses (Estimated grant value of \$255,000)
- Developed an Athletic Facilities Plan and Handbooks for eligibility/compliance (12-13)
- Planned and implemented a NAF (National Academy Foundation) Finance Academy with an Insurance Services focus [pilot program in Alabama] (12-13 and 13-14)
- Implemented a BYOD (Bring-Your-Own-Device) Initiative at Demopolis Middle (6-8) and a cadre at US Jones (3-5) and Demopolis High (9-12)
- Secured a QZAB (Qualified Zone Academy Bond) of \$1.9 million for the installation of ground-source geothermal heating and air units at Demopolis High School

- Secured ADECA Energy Grants in 2012, 2013, 2014, and 2015 totaling \$100,000 (funds used to install air conditioning at an elementary gym and the middle school gym, install energy-efficient lamps at all three gyms in the school system, and install energy-efficient exterior lighting at the high school)
- Secured Dependent Care Grants in 2012 and 2014 totaling \$24,000 (funds used to support and enhance after-school education at two elementary schools)
- Secured PASS (Preparing Alabama Students for Success) Grant in 2014 totaling \$15,600 (funds used for professional development, remediation and instruction to assure graduates are college and career ready)
- Secured Department of Post-Secondary Education Workforce Development Grants (\$98,000 in FY14 and \$128,100 in FY15) in conjunction with Shelton State Community College (Region 6) to enhance Industrial Maintenance/Precision Machining Program
- Led a system-wide Technology Upgrades Initiative in 2014 by earmarking \$3.349 million for the creation of 21st century learning environments (funds acquired via sound fiscal management during my tenure as superintendent which began June, 2010)
- Partnered with The University of West Alabama to develop "Teacher Connect," a scholarship program for up to 5 teachers who have a minimum of 2 years teaching experience annually to pursue and complete a Master's or Educational Specialist degree over 24 months at a \$200 per credit hour rate in exchange for a commitment to teach 3 more years for the Demopolis City Schools
- Implemented a BEST Robotics program at Demopolis Middle School in conjunction with Shelton State Community College in 2013-2014. The program ranked in the top 30 in the state in the initial year and received much recognition
- Secured 21st Century Community Learning Center Grant in 2014-2015 totaling \$200,000 (funds used to provide after school remediation at 3 campuses, enhance existing program at 2 campuses, and implemented a new program at 1 campus)
- Secured IDEA Part B Discretionary Grant totaling \$11,336 to provide professional development and data analysis to address achievement gaps between special education and general education in 2015
- Demopolis City Schools partnered in a Gear-Up Alabama (GUA) Grant in conjunction with 18 [UAB College of Education fiscal agent] other school systems 953 schools) valued at \$49 Million over 7 years (funds will provide a staff Team Leader and GUA Site Coordinator to provide remediation, career guidance, career counseling, parental guidance, financial counseling, etc. for a cohort of all 2014-2015 7th and 8th graders through the first year of post-secondary education.
- Audits categorized as "Unmodified" in Fiscal Years 2011, 2012, 2013, 2014, 2015

2008-2010

Goshen High School Principal-Provided multiple professional development opportunities for faculty in an effort to maximize student performance. Prepared and implemented a Continuous Improvement Plan for the 2008-2009 school year based on the 2007-2008 AYP Results, and for the 2009-2010 school year based on the 2008-2009 AYP Results. Continued implementation of AMSTI, Accelerated Reading, ARI-PAL Program, and the Read Now Power-Up Program. Planned multiple programs and assemblies to improve community relations. Planned and implemented research-based entity RtI (Response to Instruction) by requiring flexible grouping, tiered instruction, and formative assessments in 2009-2010. Conducted a book study on a text entitled "Learning By Doing." As a result of this study, formative assessments are being developed by the discipline departments via STI-Assessment in an attempt to maximize high stakes test scores. Also responsible for budgeting, scheduling, discipline, analyzing test data, professional evaluations, etc. Maintained a positive rapport with all stakeholders via open house events, school wide assemblies, and parental involvement programs. Goshen High School met 17 of 17 AYP Goals for the 2008-2009 academic cycle. A successful Continued Compliance Review was conducted by the SDE in the fall of 2009.

Goshen High School met 16 of 17 AYP Goals for the 2009-2010 academic cycle. Goshen High met the Annual Measurable Objectives in both Reading and Math at Grades 7 and 8 with Level IIIs and Level IVs (No Level II Partially Proficient [.5] scores). The Proficiency Level on the ASA (Alabama Science Assessment) improved from 37% to 71%. The Proficiency level improved from 2008-2009; however, there was failure in one Subgroup due to AAA (Alabama Alternative Assessment) misalignment (not an academic deficiency).

2004-2008

Principal and Career Technical Director for Troy City Board of Education and Pike County Board of Education (Troy-Pike Center for Technology). Served both school systems in school improvement planning, implementation, recruitment, curriculum development/evaluation, technology planning and utilization. Also, was responsible for data collection/analysis, budgeting, student testing, and induction of new faculty. Worked collaboratively with local and state leaders to develop partnerships that promote local schools and facilitate occupational readiness be it through further post-secondary education and/or immediate employment. Have written and received grant funding to aid in the planning and implementation of 4 educational career academies. Have also written and received grants for system-wide projects. Have developed articulation agreements with post-secondary institutions through career and technical programs as well as career academies. Additional trainings and work-related roles:

- **Alabama Rural Action Commission Education Committee (Region 5)**
- **Member of Career Technical Committee for Workforce Development**
- **Pike County Chamber of Commerce Education Committee member**
- **Served as President-Elect for the Association of Career-Technical Administrators**
- **AHSGE Proctor/Administrator of SAT**
- **Attended STI Conference and training**
- **Computer literacy (CAT-1 Certification and IC3 Certification) credentials**
- **Conducted presentations and MEGA Conference and CTE Conferences**
- **Attended a professional Grant Writing Institute Workshop**
- **Attended Cultural Diversity Training and Customer Focus Training**
- **Served on Secondary Instructional Committee, Instructional Improvement Committee, and BOE Policy Revision Committee**

Major Contributions

- Secured \$500,000 in grants for career academies during fiscal year 2006-2007
- Planned and implemented 4 career academies (Business and Finance, Manufacturing, Global Studies, Agriscience) with thematically blended core academic components and planning a fifth (Building Trades)
- Developed consortium of industries in Pike County area for the inception of an Industrial Maintenance Apprenticeship Academy with thematically blended math
- Developed consortium of industries in Pike County area for the inception of an Agriscience Academy with thematically blended science and social science
- Received an additional \$250,000 plus in grants

2001 – 2004

Alternative School Administrator, performed MBWA (Management by Walking Around) and other disciplinary and preventive measures to maintain discipline.

1999 – 2004

Career Technical Education Department Head, Lee County Schools. Administration for Career Technical Education and administrative assistant to the principal. Activities included budgeting, scheduling, data collection, grant writing and supervision of students and staff.

- Served on SACS School Improvement Committee.
- Served on SACS School Beliefs and Mission Committee.
- Presented workshops for National Board for Professional Teaching Standards.
- Presented workshops for Technical Updating for Career/Technical Education.
- “Adopt-A-School” Committee Chair.

1991 – 2004

Smiths Station High School and Beulah (K-12) School in Lee County School System-
Agriscience Teacher and Assistant Varsity Football Coach

Major Contributions

- Coached State-winning FFA Forestry and Land Judging Teams
- Instructed numerous National and State Agriscience Award winning students

ADDITIONAL EMPLOYMENT (2016-2018)

Headmaster for Autauga Academy in Prattville, AL in 2015-2016 during a transitional period

Customer Service Representative at Moore-Stewart Ford in Selma, AL

---Sales Associate of the Month in June, 2016

High School Admissions Representative for Lincoln College of Technology in Nashville, TN

-----President’s Club Award for 2016-2017 (based on performance)

-----Set up school and school system accounts to book appointments, sell the college, and recruit prospective students

Note: Have served on AdvancEd Accreditation Review Committee Teams

COMMERCIAL SALES EMPLOYMENT (1997-2001, 2016)

- Security Central, Opelika, AL—Responsible for generating leads, meeting prospects, closing deals with product knowledge, and completing appropriate paperwork for home security systems. Named Sales Associate of the Month on multiple occasions
- ADT, Columbus, GA---Responsible for generating leads, meeting prospects, closing deals with product knowledge, and completing appropriate paperwork for home security systems. Named Sales Associate of the Month on two occasions
- Moore-Stewart Ford, Selma, AL---Customer Service Representative for product sales. Named Sales Associate of the Month in June, 2017

PROFESSIONAL ORGANIZATIONS – Presently or formerly a member of the following:

Alabama Headmaster Association
Alabama and National Education Associations
School Superintendents of Alabama (SSA)
Alabama Association of Secondary School Principals
Served as Secretary-Treasurer for District II
National Association of Secondary School Principals
Alabama and American Career Technical Education Association
Association of Career-Technical Administrators
District X Vice President – 2005-2007, President-Elect – 2007-2008
Council for Leaders in Alabama Schools (CLAS)
American Association of School Administrators
American Career Technical Education Association
UWA Council on Teacher Education
National Association of Agricultural Educators
Alabama Workforce Development Council (Region 5 and 6)

HONORS/AWARDS

Lincoln College of Technology President's Club 2017-2018
Gear-Up Alabama (GUA) Regional Superintendent Representative 2014-2015
Served on AdvancEd Review Committee for Southern Choctaw High School
Served on AdvancEd Review Committee for Macon County Alabama School District
Served on AdvancEd Review Committee for Crenshaw County Alabama School District
SSA District II Superintendent of the Year, 2013
SSA District II Legislative Award, 2011
University of Alabama Superintendent's Academy Completer, 2008
Alabama Outstanding Career and Technical Educator Award Recipient, 2008
Honored as "Outstanding Career Technical Educator" by Alabama Senate Resolutions, 1997, 2004
Lee County Board of Education Educator of the Year, 2003-2004
Lee County Board of Education Nominee – Alabama Teacher of the Year Finalist, 2003
Lee County Board of Education Academic Excellence Award, 2002 and 2003
NAAE (National Association of Agricultural Educators) Teacher of the Year, 2003
Lee County Board of Education Community Service Award, 2002
Lee County Board of Education Community Service Award, 2003
Honorary American FFA Degree, 2002
Honorary State FFA Degree, 1997
Alabama Board of Education \$5,000 National Board Certification Grant Recipient, 2001
NAAE Outstanding Young Member, 1997
AAAE Outstanding Young Member, 1996/1997
Outstanding Young Men of America, 1996
ACTE (Alabama CTE Association) Outstanding Young Member, 1995
Cambridge "Men of Achievement", 1995
Honored as NAAE Outstanding Young Member by Alabama State Senate Resolution, 1997

Undergraduate and High School:

Lineville High Beta Club Member (ranked 6th in a class of 94 students), 1988
Alabama Future Farmer of the Year, 1990
Alabama Youth Conservationist of the Year, 1989
National Winner, FFA Wildlife Management Proficiency Award, 1989
National Winner, FFA Forest Management Proficiency Award, 1988
National Winning Team, FFA Forestry Judging, 1988
American FFA Degree Recipient in 1990
Gamma Sigma Delta Honor Society, 1990-1991
Phi Kappa Phi Honor Society, 1991-
Collegiate FFA Vice-President, 1990-1991
Student Vocational Advisory Council Member, 1989-1990

COMMUNITY ACTIVITIES

Member of Ivy Creek United Methodist Church (Finance Committee)
Quarterback Club Member
Rotary Member
Kiwanis Member
Demopolis City Schools Foundation Member
PTA Member
Demopolis Higher Education Center Advisory Board
Region VI Workforce Development Region 6 Council Member
Chamber of Commerce Member
Demopolis Area Business Council Member
SIRF (Strategic Initiative Response Force) Member for City of Demopolis
Alabama TREASURE Forest Program
Leadership Marengo Class XVII Participant
Adjunct Professor in Educational Leadership at UWA

RESUME CURRENT TO: April 12, 2018

REFERENCES cited in the Application

Angela Mangum, Ph.D.

5500 Hollister Drive
Montgomery, Alabama 36116
(334) 277-9838 (h)
(334) 462-6015 (c)

EDUCATION: Doctorate of Philosophy in Instructional Leadership, Spring 2001
The University of Alabama, Tuscaloosa, Alabama (GPA 4.0)

Education Specialist in Elementary Education, Spring 1995
Auburn University at Montgomery, Montgomery, Alabama (GPA 4.0)

Master of Science in Elementary Education, Spring 1992
Troy State University, Troy, Alabama (GPA 3.93)

Bachelor of Science in Elementary Education (Summa Cum Laude) Fall 1989
Troy State University, Troy, Alabama (GPA 3.82)

Certification in P-12 Education Administration, Summer 1999
Auburn University at Montgomery, Montgomery, Alabama

EXPERIENCE:

(5/2017-7/2017) **Educational Consultant, Selma City School System**
Consultant for the Selma City School System in the development of a Leadership Academy for aspiring principals and the development of an early college program for high school students.

(4/2015- 5/2017) **Superintendent of Selma City School System**
Chief executive officer of Selma City Schools responsible for communicating federal, state, Alabama State Department of Education and school system policies, and procedures. Oversaw and directed the daily operation of the school system. Collaborated with important stakeholders to set goals and objectives. Advised and made recommendation to the board that supported the district's vision and mission. Ensured the financial and educational integrity of the school system.

(2006- 2015) **Education Administrator, Alabama State Department of Education**
Coordinator of LEADAlabama (LA). Coordinated the statewide implementation of LA, a formative online evaluation system for instructional leaders. Conducted and facilitated all training associated with the effective implementation of the evaluation system. Communicated with superintendents, personnel directors, and users to ensure that the needs and problems associated with the use of LA were addressed. Evaluated the effective use of the LA system and analyzed data to determine professional learning needs of users. Collaborated with regional inservice centers and associations to develop professional learning opportunities based upon survey data and information gleaned from the LA process.

Coordinator of the Principal Candidate Semester Residency (PCSR). Coordinated the process that results in the selection of principal candidates that would perform a spring or fall semester residency. Managed and oversaw the appropriate use of funds for the

program. Conducted all training associated with the effective implementation of the program. Provided oversight and guidance to the application review committee who selected principal candidates each semester. Communicated program guidelines to superintendents, university deans, instructional leader department chairs, and potential candidates.

Served as a member of the ALSDE Turnaround Team in charge of supporting and facilitating the improvement of priority systems/schools. Supported systems/schools with the development and implementation of 30/60/90 Day Plans that addressed school/system needs. Served as a member of the Regional Planning Team responsible for supporting LEAs. Served as a member of instructional audit teams. Researched federal and state legislation, policies, and other materials in order to provide accurate information to LEAs. Organized and facilitated meetings with various stakeholders. Represented the department in speaking engagements to include seminars, conferences, and media briefings. Formulated contracts using both state and federal funds in accordance to State guidelines and processes. Negotiated terms and rates of contract in order to obtain services in the most cost effective manner. Justified contracts to appropriate state officials in order to obtain approval. Authorized payment to contractors in order to fulfill contract expectations. Ensured adherence to state purchasing guidelines, bid laws, departmental regulations, and federal regulation. Interviewed prospective employees. Reviewed employee's work to ensure accuracy and timely completion. Met with employees, individually or in a group, to ensure work progress and discussed problems in accomplishing work tasks. Utilized various forms of technology such as WebEx, Edmodo, Videoconferencing, computer, iPad, LCD projector, and digital camera to achieve program objectives. Provided content for online presentations for all leadership programs. Led and engaged in problem solving with ALSDE staff to address LEA needs and to identify and develop resources to address those needs.

Coordinator of the Alabama Torchbearer Schools Awards Program. Solicited and secured funds from education partners. Composed correspondences to honorees and their superintendents. Organized the annual Torchbearer Schools Awards Luncheon. Corresponded with state board members and select legislators, ALSDE, CLAS, SSA, AEA staff regarding awards program. Composed state board resolutions in honor of schools. Ensured that there was ample media coverage for this event. Developed and implemented projects that spotlighted the Alabama Torchbearer Schools such as DVDs, booklets which profile the schools, and statewide regional training sessions featuring Torchbearer School principals.

Coordinator of Alabama New Principal Mentoring Program (ANPMP). Coordinated the development of the first principal mentoring program in Alabama. Conducted research on principal mentoring and coordinated the development of the *Alabama New Principals Mentoring Program (ANPMP)*. Facilitated the work of a design team comprised of representatives from the LEAs, Alabama Education Association, Council for Leaders in Alabama Schools, School Superintendents Association, universities, all sections of the ALSDE Instructional Services Division to ensure stakeholder input and ownership of the program. Wrote annual grant to secure program funds. Composed the ANPMP Federal Program Grant Applications and managed expenditures to ensure funds were properly allocated. Devised the annual budget to support program goals and activities. Trained district liaisons on program components, guidelines, materials, processes, roles and responsibilities. Communicated with superintendents to abreast them of training opportunities and supports for new principals. Planned, organized, and presented at annual mentoring training. Communicated with LEA Accounting and CSFOs to ensure prompt payment of mentor

stipends. Conducted program evaluation to assess progress in achieving program goals.

Coordinator of the Alabama Leadership Academy. Assessed statewide training needs in order to develop program content. Wrote annual grant to secure program funds. Devised the annual budget to support program goals and activities. Developed/edited training content in order to ensure relevant information is provided for the group being trained. Composed contracts to secure the services of experts as warranted by program objectives. Made arrangements for training to include site, date, scheduling participants, STI-PD setup, and documented of attendance for participants. Composed correspondence in order to notify superintendents and other educators of training opportunities. Presented training material using engaging adult learning strategies. Administered and evaluated the content of evaluation forms in order to receive feedback from training. Assisted principals in with the development, implementation, and monitoring of continuous improvement efforts.

(2004-2006)

Principal of Bellingsworth Junior High School, Montgomery Public Schools, Alabama
Supervised over 100 certified and classified employees. Conducted a thorough data analysis to determine programmatic needs and reports the findings to various stakeholder groups. Facilitated the development, implementation, monitoring, and evaluation of a continuous improvement plan. Provided leadership in attaining district and school level goals and objectives. Ensured compliance to district, state, and federal policies and regulations. Hired and evaluated certified and classified employees who best aligned with achieving the school mission and goals. Created and maintained a clean and safe learning environment that was conducive to teaching and learning. Developed, implemented, and monitored the school-wide discipline and safety plan by engaging the entire school community in positive proactive strategies that promoted teacher and student success and wellbeing. Maintained positive relationships with faculty, staff, students, parents, and community members through positive communication and involvement in decisions that impact school programs. Demonstrated effective instructional leadership which resulted in significant gains in student achievement.

(2003-2004)

Chief Academic Officer, Montgomery Public Schools, Alabama

Served as chief instructional leader charged with improving the educational program for all students through developing a comprehensive improvement plan that utilizes multiple data sources to determine goals, strategies, and action steps that brought about improvement of the total school program. Implemented strategies, procedures, and routines that transformed the school culture from depressed to a culture of high-expectations for teaching and learning. Successfully implemented the Continuous Improvement Plan to fidelity by motivating and spurring others to embrace change and adopt research based practice which transformed the school culture and climate and the quality of teaching and learning. Also developed, implemented, and monitored procedures and routines that ensured the smooth operation of the school facility in addition to monitored compliance to school and board policies and procedures.

(2002-2003)

Chief Academic Officer, Alabama Department of Education, Montgomery, Alabama

(On contract from Montgomery Public Schools) Served as chief instructional leader charged with improving the educational program for all students through developing a comprehensive improvement plan that utilizes multiple data sources to determine goals, strategies, and action steps that brought about improvement of the total school program. Implemented programs, strategies, procedures, and routines that transformed the school

culture from toxic and depressed to a culture of high-expectations for teaching and learning. Successfully implemented the Continuous Improvement Plan to fidelity by motivating and spurring others to embrace change and adopt research based practice which transformed the school culture and climate and the quality of teaching and learning. Also developed, implemented, and monitored procedures and routines that ensured the smooth operation of the school facility in addition to monitored compliance to school and board policies and procedures.

- (2000-2002) **School-wide Instructional Assistant (Federal Programs), Montgomery Public School System, Montgomery, Alabama**
Served as a Title I school improvement specialist for schools on Alert Status. Planned and coordinated school improvement efforts to include: facilitated the development, implementation, monitoring, and evaluation of the School Improvement Plans; analyzed data; coordinated progress monitoring, trained faculty on effective instructional strategies and classroom management techniques; coached/mentored teachers; provided assistance and support to ensure proper alignment of curriculum, instruction, and assessment; communicated school progress to Federal Program director and school-level stakeholders.
- (1999-2006) **Adjunct Professor, Alabama State University, Montgomery, Alabama**
Provided rigorous engaging instruction appropriate for graduate level coursework in the field of education. Assisted students in achieving course objectives and outcomes. Created and scored assessments aligned with course outcomes. Followed policies and procedures in conducting all instructional activities.
- (1999-2000) **Assistant Principal, Loveless Academic Magnet Program High School (LAMP), Montgomery, Alabama**
Assisted the principal in achieving the school's mission and goals. Communicated and enforced school and district policies and procedures. Provided teachers with essential materials and resources, and monitored classroom instruction and provided feedback to ensure that high quality teaching and learning took place. Coached and mentored teachers and served as the adviser for student organizations.
- (1993-1999) **Instructor of Education, Troy State University, Troy, Alabama (Tenured)**
Provided rigorous engaging instruction appropriate for undergraduate level coursework in the field of education. Assisted students in achieving course objectives and outcomes. Created and scored assessments aligned with course outcomes. Followed policies and procedures in conducting all instructional activities. Advised student based upon individual programs of study. Served on numerous committees that promoted the university's vision, mission, and goals.
- (1992-1993) **Adjunct Instructor, Troy State University, Troy, Alabama**
Provided rigorous engaging instruction appropriate for undergraduate level coursework in the field of education. Assisted students in achieving course objectives and outcomes. Created and scored assessments aligned with course outcomes. Followed policies and procedures in conducting all instructional activities.
- (1989-1993) **Teacher, Troy City School System, Troy, Alabama (Tenured)**
Provided quality instruction based upon the Alabama Courses of Study in a self-contained classroom environment. Aligned instruction, assignments, and assessments with state standards. Addressed unique learning styles and needs of students by providing a variety

of engaging learning strategies. Administered and assessed the results of local and state assessments to better align instruction with student needs. Served on various committees that supported the achievement of school and district goals.

PRESENTATIONS:

ESSA and Learning Support Summit, Los Angeles, CA (2017)

EDUCATE/LEADAlabama: Improving Educator Practice by Connecting Professional Learning to Student Learning Needs, Mega Conference (2014)

Alabama Principal Candidate Semester Residency Program, Central Alabama Regional Inservice Center (2014)

Alabama Leadership Academy Fellows Program, Learning Forward Conference (2013)

Alabama Leadership Academy Fellows Program, ALSDE Federal Program Fall Conference (2013)

A Framework for Continuous Improvement: Nine Characteristics of High-Performing Schools Part I and II, ALSDE Regional Sessions (2011-2012)

Smooth Sailing into the Principalship: The Alabama New Principal Mentoring Program, ASDC 20th Annual Fall Conference (2010)

Collaborative Learning Teams Improving Teaching and Learning Part I and II, ALSDE Regional Sessions (2009-2010)

Best Practices for Instructional Leadership, AEA/ACT Professional Development Conference (2009)

Torchbearer Principals Translating Alabama Standards into Best Practice, ALSDE Regional Sessions (2008)

Developing and Sustaining a Professional Learning Community, Alabama Leadership Academy, ALSDE Regional Sessions (2008)

Essential Tools for Principals, Part I and II, ALSDE Regional Sessions (2007-2008)

Instructional Leadership for Improved Student Achievement, ALSDE (2007)

Boys and Girls Learn Differently, Birmingham City Schools, ALSDE (2007)

Elmore County, Developing a Data-driven School Improvement Plan (2004)

PUBLICATIONS, PROGRAMS, AND VIDEO PRODUCTIONS:

The Alabama Leadership Academy Fellows Program (2012-2014)

The Alabama New Principal Mentoring Program (2010). www.alex.state.al.us/leadership/

Every Student a Graduate, Dropout Prevention: Alabama's Economic Imperative, DVD (2010)

Alabama Torchbearer Schools: Lighting the Way to Student Achievement, Booklet (2009)

Torchbearer School Profiles and Principal Testimonials, DVDs (2006)

TRAINING:

The University of Alabama Superintendents' Academy (2009)

(Additional training provided upon request)

ACCOMPLISHMENTS:

Superintendent of Selma City Schools

S. P. Kingston removed from failing list (2016-2017)

5.8 million facilities energy system upgrade (guaranteed cost neutral project)

Grants totally \$1,219,559.29 (2015-2016)

Concordia College Servant Leadership Award (2017)

Nationally recognized Byrd First Class Early Learning Program

First District-wide Professional Learning Summer Conference (June 28-30, 2016)

Creation of BRIDGE quarterly district newsletter

Implemented district-wide advisory program

Alabama Department of Education, Administrator

Coordinated the development and implementation of Alabama's first New Principal Mentoring Program

Coordinated the development and implementation of the ALSDE, Alabama Leadership Academy Fellows Program

Selected among the top five finalist for Montgomery County Superintendent search

NAACP Educator of the Year, Metro Montgomery

Chief Academic Officer and Principal of Bellinger Jr. High School, Montgomery County

AYP Goals 0 out of 17 (2004-2005) to 16 out of 17 (2005-2006) -only one goal not achieved Sp.Ed. participation in Reading

Dramatic reduction in discipline infractions based on SIR data (2004-2006)

Increased library circulations over 200%

Troy University, Troy, Alabama

Troy University Ingalls Award Finalist

Graduated with Honors (Summa Cum Laude) Troy University

REFERENCES:

Henry Hicks, Former Board President
Selma City Schools
202 Tenth Avenue
Selma, Alabama 36701
(334) 375-1551 (c)
(334) 872-2309 (h)

Dr. Diane Murphy
Education Consultant
313 White Oak Bend
Ozark, Alabama 36360
(334) 774-2907 (h)
(334) 701-1981 (c)

Kenneth Fair, Assistant Superintendent
Selma City Schools
2194 Broad Street
Selma, Alabama 36901
(334) 328-2005 (c)
(334) 419-8890 (w)

Dr. Saundra Winston Gwinn
Educational Consultant
3630 Farrar Street
Montgomery, AL 36105
(334) 262-0286 (h)
(334) 467-9755 (c)

Edmund Moore
Federal Program Coordinator
Alabama State Department of Education
5348 Gordon Persons Building
Montgomery, AL 36104
(334) 328-2926 (c)
(334) 242-8215 (w)

ANN ROY MOORE, Ed.D.

5087 Winchester Road, New Market, Alabama 35761

Phone- Home: 256-379-3875 Cell: 256-683-7792

Proven executive with a commitment to student growth, development and academic excellence. Oversight of 23,100 students, 3,000 staff, 50 schools and centers and an annual budget in excess of 200 million dollars. Superb leader, with a clear vision centered on providing students with rigor, relationships and relevance through challenging integrated programs and supportive teaching learning processes. Led the school system through the completion of a strategic plan which guided its values, visions and goals and addressed programmatic challenges which eventually led to the alleviation of barriers to positive educational experiences.

EDUCATIONAL AND PROFESSIONAL TRAINING

Alabama A&M University, Normal, Alabama

K-12 Superintendency, 1992

Class AA Certification, Educational Administration, 1987

Class A Certification, Educational Administration, 1986

George Peabody College of Vanderbilt University, Nashville, TN

Ed.D., Curriculum Leadership Personnel and Early Childhood Education, 1986

University of North Alabama, Florence, Alabama

Ed.S., Elementary Education, 1976

M.A., Elementary Education, 1975

Hampton University, Hampton, VA

B.S., Early Childhood Education 1972

EMPLOYMENT HISTORY

- ***Interim Superintendent***
Montgomery Public Schools, Montgomery, Alabama (February 2018 – May of 2018)
- ***Consultant***
Professional Development Services, Montgomery, Alabama (February 2014 - present, as needed). Instrumental in preparing Selma City Schools for release from state intervention.
- ***Consultant***
Huntsville City Schools, Huntsville Alabama (July-December, 2011)
- ***Superintendent***
Huntsville City Schools, Huntsville, Alabama (June 2001 – July 2011)
- ***Deputy Superintendent***
Huntsville City Schools, Huntsville, Alabama (March 1999 – May 2001)
- ***Assistant Superintendent***
Florence City Schools, Florence, Alabama (1992 – March 1999)
-

- ***Adjunct Professor of Education***
Alabama A&M University, Normal, Alabama
Athens State College, Athens, Alabama
Shoals Community College, Muscle Shoals, Alabama
University of North Alabama, Florence, Alabama
- ***Manager – Elementary Education***
Huntsville City Schools, Huntsville, Alabama (1989-1992)
- ***Principal***
Terry Heights Elementary School, Huntsville, Alabama (1986-1989)
- ***Kindergarten Teacher***
Roger Chaffee Elementary School, Huntsville, Alabama (1980-1986)
- ***Curriculum Specialist – Title I***
Huntsville City Schools, Huntsville, Alabama (1978-1979)
- ***Kindergarten Teacher***
Colonial Hills Elementary School (currently named Martin Luther King, Jr. Elementary School), Huntsville, Alabama (1977)
- ***Second and Fifth Grade Teacher***
Harlan Elementary School, Florence, Alabama (1974-1976)
- ***Pre-school Teacher***
Comprehensive Child Care, Huntsville, Alabama (1972-1974)

PROFESSIONAL AFFILIATIONS

- Association of Supervision and Curriculum Development
- Council for Leaders in Alabama Schools (formerly the Alabama Council of School Administration and Supervision)
- School Superintendents of Alabama (formerly Alabama Association of School Administrators)
- American Association of School Administrators
- Alabama Counseling Association
- Alabama Education Technology Association
- Leadership Alabama
- Leadership Huntsville/Madison County
- Executive Board of Directors – Sci-Quest (Hands on Science Center), Huntsville, Alabama

OTHER EXPERIENCES

- Vision 2000, Huntsville
- Leadership 2000, Huntsville – 1989
- Administrative Advisory Board – University of North Alabama
- Planning Committee – America 2000, Florence & Huntsville, Alabama
- Head Start Project Monitor – South Eastern Regional Vision for Education
- Member – Working Committee on Promotion and Retention (Education Improvement Act) – State Department of Education

- Trainer – Alabama LEAD Academy
- Core Trainer – Alabama Professional Education Personnel Evaluation (PEPE) (Administrators & Teachers)
- Participant – Effective Schools Research Program Project
- Leadership Alabama Class V – 1994-1995
- State Kindergarten Assessment Committee
- Former Board Member – Colonial Bank Northwest Region
- Committee Chairperson – Alabama State Course of Study – Arts
- Committee Chairperson – Alabama State Course of Study – Foreign Language
- Pathways for Learning – Grades K-5 (writer)
- Member State Advisory Committee – PEPE (Alabama Professional Education Personnel Evaluation)
- Secretary School Superintendent's of Alabama
- 2008-2009 School Superintendent's of Alabama President
- President of District 9 Superintendents
- Participant in the Leader/Share Conference: A Conversation in Search of Transformative Ideas – regarding Teacher Effectiveness – presented by the Urban Education Center in partnership with Memphis City Schools through a Bill & Melinda Gates Foundation grant (currently through next five years)
- Alabama State Department of Education committee member – designing process for meeting the requirements of NCLB (No Child Left Behind), AYP (Annual Yearly Progress) and other perimeters of assessment to be used throughout the State of Alabama
- System-wide Testing Coordinator – Florence City Schools

NOTABLE ACHIEVEMENTS

- Community Service Award – Greater Boy Scouts of America, Alabama Division – 2001
- Administrator of the Year – Masons – 1997
- Citizen of the Year – Omega Psi Phi – 1996
- Administrator of the Year – Florence City Schools – 1993-1994
- Friend of Education Award – Terry Height Elementary School – 1988
- Who's Who in American Education – 1988
- Outstanding Young Women in America – 1979
- Outstanding Musician – Band
- High School Valedictorian
- Scouting – Senior Girl Scout
- Citizen of the Year Award - Omega Psi Fraternity, Inc – 2002
- Woman of the Year for Outstanding Commitment & Dedication to the Education of Children - Zeta Phi Beta Sorority, Inc. – 2003
- Educational Excellence Award – William Hooper Council Alumni Association – 2003
- Women Honoring Women Award – WEDC Foundation - 2003
- Community Service Award – The Fraternal Club of Huntsville, Inc. – 2004
- Kermit A. Johnson Outstanding Superintendent Award – Montevallo University – 2004
- Outstanding Superintendent of the Year Award – Alabama State Parent Teacher Association – 2004
- Eagle Service Award – Greater Alabama Council, Boy Scouts of America - 2006
- Dr. Martin Luther King, Jr. Award – Greater Huntsville Interdenominational Ministerial Fellowship – 2005

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- Milton K. Cummings Humanitarian Award – Community Action Partnership, Huntsville/Madison & Limestone Counties (Superintendent of the year for Montevallo University – this award came with a full graduate degree scholarship for a teacher employed by Huntsville City Schools – 2006
- Alabama Superintendent of the Year 2008 – School Superintendents of Alabama
- Trail Blazer Award – Education Committee of the ADC in Lauderdale County – 2009
- Honors of the Council Award – Madison County Worshipful Masters Council – 2009
- UNCF – Commitment and Contributions to UNCF Mission – 2010
- Outstanding Leadership Award Nominee - 2010

CIVIC

- Member – Rotary Club, International, Huntsville, Alabama
- Board Member – Junior Achievement, Huntsville, Alabama
- Board Member – HEALS Clinic, Huntsville, Alabama
- Advisory Board Member – Boys and Girls Clubs, Huntsville, Alabama
- Board Member – Community Action Agency, Huntsville, Alabama
- Former Principal Liaison to State PTA
- Former Board Member – Girls' Incorporated, Huntsville, Alabama – 1990
- Former Advisory Board Member – Girls' Group Home – University of North Alabama
- Former Board Member – American Red Cross
- Board Member – SciQuest, Huntsville, Alabama
- Board Member – Boy Scouts of America

OTHER

- Choir Member
- Church Organist
- Miss Bronze Beauty Pageant – Musician and Judge
- Tutor
- Music Teacher
- Former Radio Announcer