

RESUME

Dr. Douglas Lee Ragland
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EDUCATION

Ed. D., Educational Leadership – University of Alabama at Birmingham/Tuscaloosa,
2000

Minor- Personnel Administration- University of Alabama at Birmingham/Tuscaloosa,
2000

Ed. S., Educational Leadership (**Superintendent - Principal P-12**) - UAB, 1983

M.A., Elementary Education – University of Alabama at Birmingham (UAB), 1978

B.S., Elementary Education - University of Alabama at Birmingham (UAB), 1977

CERTIFICATION

AA Certification in Elementary Education – University of Alabama at Birmingham,
1980

Class “A” Certification in Educational Leadership (Superintendent-Principal P-12) -
UAB, 1981

PROFESSIONAL EXPERIENCE FULL TIME

2010-Present Retired Superintendent of Schools
Midfield City Board of Education

2007-2010 Superintendent
Midfield City Board of Education
417 Parkwood Street
Midfield, Alabama 35228

Responsibilities and Accomplishments: **Superintendent:** I was responsible for the education and supervision of approximately 1,223 students and 5 cost centers, including 3 schools in the Midfield City School System. I was responsible for supervising 225 employees in overseeing their certification, accurate evaluations, and competencies in educating the children in Midfield City Schools. I was responsible for a budget that exceeded 25 million dollars and ensuring that it was accurate and spent according to priorities set forth by the district. It was indeed my role to ensure the safety of students and staff, foster community relations in communicating and formulating goals and in essence ensure that no child, parent or community is left behind in the educational process. This is in essence a synopsis of my role as Superintendent of the Midfield City School System. During my tenure as Superintendent of Midfield City Schools we have attained the feat of having 100% of the teachers certified and highly qualified. In addition

over half of the teachers and administrators in the district had advanced degrees. Under my leadership all personnel hired were certified and highly qualified including the 2008-09 school year which was my first year for hiring personnel for an entire school year. The Midfield City School System adopted the Alabama State Department Educational Ruler and it was used as a strategic plan guide in the areas of personnel, curriculum, leadership, parental and community involvement, safety, and discipline, established a 1st ever organizational chart and job descriptions for positions in the district, implementation of evaluation system for support personnel in the district, made Adequate Yearly Progress every single year under my leadership, our graduation rate was one of the highest in the state at 95% in 2008, over 2 million dollars of scholarship awards were administered to Midfield High School seniors in 2008 and 800,000 in 2009, Recipients of Advanced Placement, High Schools that Work, and Technology that Works Grants, in addition to state department grants awarded for technology enhancements, Child Nutrition Program, heating and air conditioning system-wide, Rutledge Middle School selected as one of 19 schools out of 174 in Jefferson County to receive the Healthy Schools Sanitation Award, successful operation of the 21st Century Grant, approved and supervised fundraising activities for academic and extra-curricular activities, and Midfield City School System was selected as a supporter of the Health and Schools Sanitary Award, accreditation of all schools by SACS-CASI, AMSTI selection of Midfield Elementary and Rutledge Middle Schools, with Midfield Elementary being selected as an AMSTI Demonstration Site, ARI selection of Midfield Elementary and Rutledge Middle Schools with Midfield Elementary School being selected as an ARI Demonstration Site, selection of Midfield High School as a recipient of the Alabama Connecting Educators, Students and Schools Statewide Grant in the amount of \$85,000 for technology advancements, recipient of \$90,000 for technology grant, and \$50,000 for capital improvement grant, over \$345,000.00 in personnel cuts were made to aid us in maintaining and enhancing our monthly reserves to be in compliance with state law, other financial cuts were made in reference to contracts, stipends, and personnel benefits that projected a growth of \$400,000 annually and reserves being calculated at 2.4 months, over 8.2 million dollars in capital improvements are underway for athletic facilities, renovations of facilities, technology, parking, air conditioning, lighting, over 265,000 spent for CNP Equipment, 3 months operating balance in the Child Nutrition Program, marquees for every school and the central office, approval and implementation of a 5 year capital improvement plan for 2008-2013 in the amount of 13.5 million dollars for the district. Midfield City Schools were active in teaching the whole child and achieved accomplishments in spelling bees, debate, social studies academic competitions, Future Leaders Business Club, partnerships with the Boy Scouts of America in providing Leadership opportunities for students at Midfield High School, partnerships with higher education institutions such as Lawson State Community College, Jefferson State Community College, Miles College, UAB, Samford University and the University of Montevallo in providing opportunities for student advancement, dual enrollment, and professional development for teachers, 100% of career technical courses were Business Industry Certified, successfully promoted and executed workforce and community economic development through business partnerships, community service via cooperative education programs, Midfield High School students were recipients of High School That Work Award of Educational Achievement, (national award) in 2008, state Girls 4A Basketball Champions, with the

salutatorian and valedictorian, for the class of 2008 as team members, 2009 state Girls 4A Basketball Champions which consisted of the 2009 senior class valedictorian. In my second year as Superintendent I went through a comprehensive evaluation where I scored a 50 out of 52 on 13 Knowledge and skills areas in the following data sources: Board Questionnaire, Structured Interview, Administrative Staff Surveys, and District Portfolio of Accomplishments in all 13 Knowledge and Skills Areas. In summary, all schools in Midfield City, had 100% certified and highly qualified personnel, successfully renewed their 5 year SACS-CASI Accreditation Standards, the district achieved the highest academic standards annually, innovative and advanced academic and extra-curricular programs were successfully implemented system-wide and the district was financially sound through 3 successive state budget cuts, including 3 stages of proration, resulting in a spirit of excellence for the district and the community.

2004-07

Superintendent
Greene County Board of Education
220 Main Street
Eutaw, Alabama 35462

Responsibilities and Accomplishments: **Superintendent:** I was responsible for the education of approximately 1600 students and five schools in the Greene County School District. I was responsible for supervising 225 employees in overseeing their certification, accurate evaluations, and competencies in educating the children in Greene County. I was responsible for a budget that exceeded 14 million dollars and ensuring that it was accurate and spent according to priorities set forth by the district. It was indeed my role to ensure the safety of students and staff, foster community relations in communicating and formulating goals and in essence ensure that no child, parent or community is left behind in the educational process. This is in essence a synopsis of my role as Superintendent in Greene County. In my tenure as superintendent starting in 2004, the Greene County School System adopted the Alabama State Department Educational Ruler, which was used as a strategic plan guide in the areas of personnel, curriculum, communication, leadership, parental and community involvement, safety, and discipline, the system was released from state financial intervention in 2005, currently has a financial surplus of 4.3 million which equals 3.9 months of operating expenses when the state accountability law requires that you have 1 month, led passage of 8 mill advalorem tax referendum with over 90% support, successfully lobbied for a one cent sales tax granted by the Greene County Commissioners in the amount of \$300, 000 for 3 consecutive years, all schools became accredited by SACS CASI, the school system made Adequate Yearly Progress (AYP) every single year, over 2 million dollars in scholarships were awarded to Greene County High School Students, over 1.8 million dollars in academic grants in reading, math and science were accrued by the district, partnerships with Mercedes, Shelton State, Stillman College and the University of Alabama in job training, dual enrollment, and technology initiatives. In addition, enrollment stabilized, the dropout rate decreased from 49% in 2004 to 18% in 2006, extra curricular activities such as math teams, spelling bees, oratorical and the like were instituted, approved and supervised fundraising activities for academic and extra-curricular activities, parental involvement increased by virtue of parent orientation days,

implemented monthly parent workshops and seminars, active participant on the Greene County Children's Policy Council Parental Involvement Committee in advocating and promoting parental involvement, 100% of course training at Peter J. Kirksey Vocational Center were Business Industry Certified, successfully promoted and executed workforce and community economic development through business/ industry partnerships, and community service, 99% of the teachers were highly qualified, all paraprofessionals were highly qualified, over 3.3 million was spent in capital improvements, created first-ever Greene County School System Website, and was one of initial 81 websites officially listed on the Alabama State Department of Education Website, and first- ever Alabama High School 4A Athletic State Championship attained for the district in the area of Class 4A Basketball. These were in essence, some of the great accomplishments achieved under my leadership.

2003-2004

Hearing Officer
Birmingham City Schools
P.O. Box 10007
Birmingham AL. 35203

Responsibilities and Accomplishments: **Hearing Officer:** I was responsible for conducting due process hearings for students, and making disciplinary and academic recommendations and placements, based on federal state and local laws, policies and regulations. I facilitated communication with administrators, parents, and students in arranging and conducting due process hearings. After reviewing all documents and hearing testimonies in each case, I made recommendations to the Director of Attendance and/or the Superintendent based on board policy, federal, state and local laws, mitigating or extenuating circumstances and the like, as to what course of action should be taken that will be legal, just and in the best interest of the student, school, and district. I was responsible for supervising educators, and overseeing the academic programs at the Youth Detention Center at Family Court, conducting Professional Education Personnel Evaluation (PEPE) and training and evaluations of teachers, and central office administrators. I also provided assistance in approving and or denying district wide student transfers, and any other attendance functions that the Director of Attendance called upon me to perform.

1998 – 2003

Early Childhood/Elementary
Personnel Coordinator/K-12 PEPE Coordinator

Birmingham City Schools

P.O. Box 10007

Birmingham AL. 35203

Responsibilities and Accomplishments: **Elementary and Early Childhood Personnel Coordinator/K-12 PEPE Coordinator:** I served as second in command to the Chief Human Resource Officer in the Birmingham City School System. In my role as Personnel/PEPE Coordinator, **I was primarily responsible for staffing early childhood and elementary certified and support personnel and non-certificated personnel system-wide in the third largest school system, in excess of 36,000 students in the state of Alabama. My duties specifically consist of staffing certificated, support, and non-certificated employees in 49 elementary/early childhood schools in excess of 2500 employees.**

I was also responsible for facilitating the personnel and board agenda processes necessary for the staffing of support and non-certificated personnel in our main central office building, and five satellite sites system-wide in excess of 2000 employees.

My responsibilities also included consolidating employees from schools that have been closed to neighboring schools, or where personnel was needed.

I assisted as personnel coordinator in the formulation, implementation, monitoring and evaluation of the Birmingham City Schools Strategic Plan. I worked on an Efficiency Task Force Accountability Committee and Reorganization of Department and Personnel Sub-Committee with state department of education officials where our mission was to make budget reductions by consolidating satellite buildings, and reducing non-tenured certified and support staff, so that we could save money, keep our budget in the black and realize future profits. Our task was to deal with both the financial and personnel aspects in reducing personnel according to the earned units and divisors as stipulated by the state foundation program. The goal was to be and remain solvent financially by not spending excessively in terms of having excess certified and classified units beyond the state allocation, and to consolidate buildings and personnel to reduce spending

and enhance efficiency in finance, personnel, instruction and auxiliary areas. We were successful in cutting 30 million dollars from our budget by closing schools, consolidating buildings, and reducing certified and support staff in compliance with state earned units, thus eliminating excess spending. By succeeding in this manner, we cut spending, increased savings, and were on our way to building a respectable reserve that is required to run an efficient school system. Also, as a result of our actions we avoided a state takeover, and continually worked with the state department officials to achieve financial stability and success.

My responsibilities also consisted of coordinating and monitoring new hires, internal and external transfers, resignations, retirements, leaves of absence, job postings system-wide in the aforementioned areas, Family Medical Leave, Injury on the Job, and Sick Leave/Benefits, interviewing and advising teacher candidates individually, facilitating the interview process system-wide for certified and classified personnel in an effort to ensure that fairness and the legality of our personnel procedures are adhered to.

I was selected as a major contact to spearhead and assist in the 2003 Retirement Incentive Package for the district and it was a tremendous success. We had approximately 6.5 million dollars to utilize in enticing employees to retire in an effort to minimize budget cuts that we would have to make in the school year 2003-2004. We were able to encourage 288 employees to participate, which will consume close to 6.5 million dollars that we had allocated for this program.

In addition, I was designated as a G-Link Coordinator and I facilitated and conducted certified and support employee background checks, and assisted employees in achieving, pursuing, and maintaining proper certification. .

After all personnel procedural requirements were met, I was responsible for preparing the board agenda items for personnel actions to become legal, and faxing the board addendums to principals and directors. **I worked with principals to monitor the Office of Civil Rights (OCR) and No Child Left Behind Act standards and procedures in relation to personnel decisions.**

I worked with colleges and universities to coordinate teacher clinical observations and intern placements. As the system-wide PEPE Coordinator, I am a state trainer for training administrators on the proper techniques for evaluating teachers, and I am also trained and certified to evaluate all teachers, counselors, library media specialists, speech pathologists, assistant principals, principals, and all central office administrators. Thus, I was responsible for facilitating the training of all certified personnel, in excess of 4500 teachers and administrators, in the Professional Education Personnel Evaluation. (PEPE).

My duties also included conducting PEPE and Birmingham City Schools Policy Workshops with certified personnel, new teacher orientation, substitute teachers, and monitoring the evaluation process to ensure that teachers and administrators were being evaluated properly and fairly, and that all necessary paperwork was submitted to central office in a timely manner. I also coordinated the Alabama, Jacksonville State Hall of Fame, and Fannie Mae Teacher of the Year programs, along with the Birmingham City Schools Teacher Recognition Program.

I was also responsible for conducting PEPE and personnel in-services for local colleges and universities. I served as a recruiter for every teaching position in the school district with special emphasis on elementary and early childhood positions. I coordinated recruiting visits with universities and colleges statewide and assisted in the development of a comprehensive recruiting plan for our school system. I was also instrumentally involved in the hosting and coordination of career fairs for prospective teacher graduates and candidates.

During the 2002-2003 school year, I was appointed by the Birmingham Board of Education to and served on the Birmingham Board of Education Personnel Committee, where I successfully served and chaired a sub-committee. **Also as a result of that committee, an employee handbook was developed for over 5000 employees from the draft version that I developed.** While, serving in my position as personnel coordinator, I was selected to serve on four state committees that were designed to enhance education in this state.

These committees were the **Social Promotion and Retention. Professional Education Personnel Evaluation (PEPE), PEPE Summative Standards Setting and Teacher Test Bias Committees**. Also, I served at school, district, and state levels in organizing and serving as the pronouncer and facilitator of spelling bees and the quizmaster of math derbies. I am a member of Dr. Linda Darling Hammonds' National Commission of Teachers for America's Future in an effort to strengthen curriculum, professional development and teachers in the Birmingham City School System.

1990-1998

Principal Eufaula Board of Education
Western Heights Elementary School
520 Pump Station Road
Eufaula, AL. 36027

Responsibilities and Accomplishments: **Principal:**
Responsible for leading a certified staff of 35, a support staff of 20, and a student body in excess of 500 students. I was responsible for a facility of approximately 20,000 square feet, 10 acres of land, and an operating budget of over \$500,000 dollars.

I oversaw the construction of a state of the art science lab (1 of 4 in the state) with an approximate cost of \$60,000, new buildings at an estimated cost of over \$500,000 for kindergarten, and 4th and 5th grade students, a model safe, and age appropriate playground facility with an estimated cost of \$30,000, which served as a model for the community and the state of Alabama.

Money accrued from successful grant writing (14 grants amounting to over 14,000 dollars) at the local and national levels allowed us to purchase and construct an ecology pond with a fenced outdoor classroom, Star Light Café, and a huge aquarium.

The first 4-year old program in the community was pioneered within the school setting. Academic standards resulted in the school meeting and exceeding national standards on standardized tests, exceeding state standards on statewide writing assessment modules, a report card grade average of "B", special recognition from Governor Fob James' Office for outstanding reading test scores by

third grade students. Other academic innovations were programs such as Write to Read Labs, Reading Recovery, Accelerated Reading, Star Programs, Reading Renaissance, and Learn and Serve Programs.

Our Learn and Serve Program, not only taught reciprocity of learning between the school and the community, but we were able to raise 25,000 dollars to purchase a Fire Imaging Helmet for our local fire department. At that time (1997) this was one of only 4 in the state of Alabama and 400 worldwide.

Extra-curricular accomplishments such as debate, oratorical and spelling bee championships were exemplified in the community via civic clubs, churches, nursing homes, elementary, secondary, and post-secondary schools. **Six debate and oratorical championships were won on local, club, district, regional, and state levels from 1990-1998. Seven consecutive Barbour County Spelling Bee Championships, eight state spelling bee appearances from 1990-1998, and three local Montgomery Advertiser Spelling Bee Championships were accomplished during my tenure.**

I was also instrumental in the development of a K-5, and 6-8 grade articulation plan for reading and math for Eufaula City Schools, while serving as principal at Western Heights Elementary School. Parental involvement was nationally recognized via Mead Parent Volunteer Program where over 30,000 hours of volunteer hours were logged, and we were fortunate to have the honor of the 1997 Alabama Parents' of the Year bestowed upon two of our parents. Also, we have had Teacher of the Year District winners representing our school.

I was very blessed to be named the Alabama National Distinguished Principal in 1998. I represented all of Alabama's Principals as being the top principal in the state of Alabama in Washington D.C. I was honored to receive the National Distinguished Principals Award from Secretary of State the Honorable Richard Riley.

I was also honored to showcase and share the accomplishments of our school to all of the other principals representing their respective states, as well as those that were there representing their respective countries. While there, I was selected to do a video documentary for aspiring principals to be shared in in-service programs nationwide.

1989-90

Assistant Principal Birmingham Board of Education
Center Street Middle School
1843 Center Way So.
Birmingham, AL. 35205

Responsibilities and Accomplishments:

Assistant Principal: Supervised a certified staff of over 30, support staff of over 10, and a student body of approximately 360. Developed scheduling format for all students (Grades 6-8), conducted evaluations, supervised discipline, textbooks, served as project director for computerized office management, and coached spelling bee, poetry and debate teams.

The first debate team at Center Street Middle won first place overall in the Birmingham Forensics Tournament composed of schools throughout the southeast, and placed fourth overall in the Birmingham City Schools Middle School Tournament with a host of first place individual awards.

1981-89

Language Arts Teacher Birmingham Board of Education
Huffman Middle School
517 Huffman Road
Birmingham, Al. 35202

Responsibilities and Accomplishments: Taught 6th grade language arts from 1981-82, and 8th grade language arts and social studies from 1982-89. Successfully, coached debate, oratorical and spelling bees.

We won six consecutive Birmingham Forensics Tournaments, and two Birmingham City Schools Debate Tournaments with a host of first place individual awards in both tournaments. We won three oratorical championships for the East Optimist Club at the club and zone levels, four spelling bee area

championships, and four Jefferson County Spelling Bee Appearances with the highest finish being second place.

We became recognized as the speech and debate school statewide and I was recognized as WENN Teacher Extraordinaire, the first WBRC-TV Teacher of the week winner, and as a Teacher of Excellence by the Birmingham Board of Education for debate, oratorical and spelling bee accomplishments over an extended period of time.

I also served on the Alabama Course of Study State Committee, and was selected as the Birmingham City Schools Middle School Representative for the state of Alabama.

1978-81

Language Arts Teacher Birmingham Board of Education
Center Street Elementary School
1863 Center Way South
Birmingham, Al. 35205

Responsibilities and Accomplishments: I taught 6, 7, and 8 grade language arts and social studies. **Served as the spelling bee sponsor for the school and won the area competition two out of three years, and placed in the top 10 in the Jefferson County Spelling Bee.**

I also served as the Birmingham Education Association Faculty Representative for Center Street Elementary School.

PROFESSIONAL EMPLOYMENT OTHER THAN FULL TIME

Summer, 1989

Participated in the
Middle School Workshop
for South Central Bell and Center
Street Middle School

Birmingham Board of Education

1987	Basic and Business English Instructor	RETS School of Business
1987 - 1988	Composition and Basic Grammar Instructor	Southern Junior College
Summer, 1980, 1983, 1985, 1986	Participated in teaching Summer School Sessions at Davis, Norwood, Lewis and Barrett Elementary Schools	Birmingham Board of Education
	Worked on a committee revising the Birmingham Essential Skills Test in the summer of 1978	
	Worked on a Literature Video Committee the summer of 1989 creating a video guide for teacher s to be used in the Birmingham City Middle Schools.	

OTHER EMPLOYMENT

02/78	Birmingham Board of Education, Substitute Teacher
03/77 - 02/78	Associated Sales, Stock Clerk
09/75 - 03/77	South Highland Day Care, Teacher Assistant
09/74 - 05/75	Camp Fire West, Counselor

PROFESSIONAL ACTIVITIES, HONORS, AND AWARDS

- 1. Appointed by the Governor of Alabama to serve on the State Council for Military Interstate Children's Compact Commission as the Alabama Compact Commissioner on March 16, 2017.**
- 2. Appointed as a Member of the Birmingham Comprehensive Planning Implementation Committee on February 17, 2017.**

3. **Appointed as a Member of the Birmingham Comprehensive Planning Prosperity and Opportunity Subcommittee on February 17, 2017.**
4. **Elected to UAB National Alumni Society Board of Directors on June 17, 2016 for 3 year term commencing on October 1, 2016.**
5. **Member of the University of Alabama National Alumni Society 2016.**
6. **Achieved certification from the Alabama Association of School Boards, Birmingham Business Alliance, and Birmingham Education Foundation in the areas of School Finance, Student Achievement, School Board Roles and Responsibilities, and Ethical and Legal Issues 2013.**
7. **Appointed to Executive Board of the Birmingham Planning Commission 2013-present.**
8. **Appointed to the Birmingham Public Building Authority Board by the Birmingham City Council on March 26, 2013 for a 6 year term.**
9. **Appointed to the Birmingham Planning Commission by the Mayor of Birmingham, Birmingham City Council, and the Mayor's Appointed Chief Administrator in 2011 for a 3 year term.**
10. **Member of the Zoning Advisory Committee for the Birmingham Planning Commission 2012-present.**
11. **Member of the Birmingham Comprehensive Plan Committee for the Birmingham Planning Commission 2012-present.**
12. **Member and currently serves on the Midfield Area Chamber of Commerce Board of Directors 2007-present.**
13. **Selected as one of 3 finalists for the Dean of Administrative Services position at Shelton State Community College 2011.**
14. **Served as Keynote Speaker for the Midfield Chamber of Commerce regarding the state of the system for Midfield City Schools 2010.**
15. **Organized and presented State of the System of Midfield City Schools to the Midfield Community at annual town hall meetings during the 2007-2010 school years.**
16. **Scored 50 out of 52 on my Superintendent Professional Education Personnel Evaluation for the 2008-09 school year.**
17. **Served as the Keynote Speaker for the Birmingham Lincoln Church of God in Christ Education Conference 2009.**
18. **Superintendent Liason for the Youth Leadership Program sponsored by the Boy Scouts of America 2009.**
19. **Successfully implemented Midfield City Schools Annual Town Hall Meetings for 2008 and 2009.**
20. **Successfully coordinate Administrative and Board Retreats for the purpose of preparing for Midfield City Schools Town Hall Meetings**
21. **Served as the Keynote Speaker for the Miles College Cloaking Ceremony 2009.**
22. **Served as Keynote Speaker for the Midfield Elementary Veterans Awards Day Program 2008.**
23. **Selected as the Superintendent of the Midfield City School System on July 26, 2007.**
24. **Certified as SACS-CASI Curriculum Chairperson 2007.**

25. **Received certification in Curriculum and Finance required at the state level for Superintendents 2008.**
26. **Supervised the awarding of 2 million dollars to Midfield High School Seniors in 2008.**
27. **All schools in Midfield City Schools maintained accreditation status with SACS-CASI 2009.**
28. **100% of teachers in Midfield City Schools were certified and highly qualified.**
29. **Served as Spelling Bee Judge for Jefferson County Spelling Bee 2004-present.**
30. **Served as spelling bee judge for the Alabama State Spelling Bee 2001-2005, 2007-present.**
31. **Served as Spelling Bee Pronouncer for Tuggle Elementary Schools 2014.**
32. **Served as Spelling Bee Pronouncer for Hill Elementary School 2012-2014.**
33. **Served as organizer, and pronouncer of the spelling bee competitions in Midfield Elementary and Rutledge Middle Schools 2007-2010.**
34. **Served as Spelling Bee Pronouncer for the Midfield City School District 2007, 2008.**
35. **One of 5 finalists selected for the Midfield City Schools Superintendency.**
36. **One of 5 finalists selected for the Demopolis City Schools Superintendency 2007.**
37. **Led the passage of an 8 mill advalorem tax renewal for Greene County Schools on January 23, 2007, with 91% of voter support.**
38. **Successfully lobbied for a one cents sales tax granted by the Greene County Commissioners in the amount of 300,000 for 3 consecutive years 2004-07.**
39. **Led the effort to have all schools accredited by SACS/CASI by December 2005.**
40. **Led Greene County School System in achieving Adequate Yearly Progress (AYP) every single year.**
41. **89% of career tech programs are Business Industry Certified.**
42. **89% of Greene County High School Graduates attend Higher Education Institutions (59%- Four year, 30%-Two year).**
43. **Over 1.8 million scholarship monies awarded to Greene County High School Seniors from 2004-06.**
44. **Greene County Schools currently has a general fund surplus of 4.3 million which is equivalent to 3.9 months of operational expenses for the 2006-07 school year.**
45. **Greene County School System spending per pupil for the 2005-06 school year was \$7, 771.72, which is equivalent to a grade of A- on the Alabama State Report Card.**
46. **Over 1.8 million awarded to district in academic grants (reading, math, science, technology).**
47. **The school district was honored by the Alabama State Board of Education for two of its schools receiving the honor of being named Meeting the Challenge Schools and each being awarded \$8, 500.00 for this accomplishment, thus totaling \$17, 000. 00 for the district.**
48. **Under my leadership, the Greene County School System has been awarded an E-Rate Grant in the amount of \$85, 469. 90 for the 2006-07 school year.**
49. **Graduate of Leadership Alabama Class XV1 2006.**

50. **Honored by Alabama State Board of Education and the Alabama State Superintendent for leading the release of Greene County Schools from State Financial Intervention on August 11, 2005**
51. **Scored 46 out of 52 on my Superintendent Professional Education Personnel Evaluation for the 2005-06 school year.**
52. **Member of the University of Alabama President Commission on Teacher Education 2006.**
53. **Member of the Professional Education Personnel Evaluation Superintendent's Review Committee 2006.**
54. **Member of the Wired Goal Committee on Advanced Technology in Education for Alabama and Mississippi 2006.**
55. **Member of the Greene County Childrens' Policy Council-2004-2007.**
56. **Member of the Shelton State Community College Advisory Board for Adult Education 2004-2007.**
57. **Member of Schools Superintendents of Alabama 2005-2010**
58. **Member of Alabama Association of School Boards AASB 2004-2010.**
59. **Member of American Association of School Administrators 2004-2010.**
60. **Presented the Greene County State of the System Powerpoint to the Leadership Alabama Class XVI 2006.**
61. **Member of Greene County Rotary Club 2006-2007.**
62. **Member of the Governor's Black Belt Region of Alabama Superintendents 2005-2007.**
63. **Member Alabama Association of School Administrators 2004-05.**
64. **Nominated to serve on the University of Alabama Board of Trustees 2004.**
65. **Certified in Alabama Finance and Law, as a result, of successfully completing the Alabama Superintendent Finance and Legal Training Courses, which were mandated by the Alabama State Legislature for all novice superintendents and college professors teaching School Finance and School Law 2003.**
66. **One of 5 finalists selected for the Greene County School System Superintendency in 2004.**
67. **Selected as Superintendent in the Greene County School System 2004.**
68. **Presented inservices for two cohorts at the Alabama Superintendent's Academy at the University of Alabama 2004.**
69. **Member of the Greene/ Sumter Counties Enterprise Board of Directors 2004-2007.**
70. **Member of the Greene County Leadership Team 2004.**
71. **Successfully completed the requirements for the Inaugural Alabama Superintendent Preparation Program 2002. (The components of this program centered around school finance, educational leadership, instructional leadership, professional development, personnel administration, media relations, human relations skills, self assessment personality traits tests and exercises, in-basket activities on the roles and responsibilities of the superintendent, political and legislative aspects of the superintendency, sharing by successful political leaders, educational leaders, school board members, secretary of education, state and local superintendents, thorough documentation on the superintendency, journal writing, etc.).**

72. **Recruited by state department official on behalf of the Bullock County School System to become its next superintendent starting the 2003 school year.**
73. **One of 3 Finalists for the Dean of Administrative Services Position at Bessemer State Technical College 2003.**
74. **Successfully completed the Alabama Association of School Business Officials Professional Certification training in the areas of Budget and Financial Reporting, Capital Planning/Administrative Debt, Transportation Operations and Maintenance, Wage and Hour Law/Fair Labor Standards, and Training Workshops for the Identification of Alabama Highly Qualified Teachers in Accordance with the "No Child Left Behind Act" of 2001 conducted by the Alabama State Department of Education 2003.**
75. **Successfully conducted workshops to train principals and central office administrators on the Highly Qualified Teaching Law under the No Child Left Behind Act 2003.**
76. **Selected as the major contact to spearhead and assist in facilitating the 6.5 million Birmingham City Schools Retirement Incentive Plan, which was a major success 2003.**
77. **Selected by the Alabama State Department of Education to serve on the Test Bias Committee for the Administration of the Alabama Prospective Teacher Test for Alabama Students 2002-2003.**
78. **Coordinated the state of Alabama, Fannie Mae, Jacksonville State Hall of Fame and Birmingham City Schools Teacher of the Year and Teacher Recognition Programs for Birmingham City Schools 1998-2003.**
79. **Alabama State Department of Education Certified Trainer and Evaluator for regular and special education teachers', speech pathologists', guidance counselors', library media specialists', central office administrators', pyschometrists, psychologists, principals', and assistant principals' 1997-2003.**
80. **Conducted Professional Education Personnel Evaluation (PEPE) and Policies and Procedures Workshops during the Birmingham City Schools New Teacher Orientation Program 1998-2003.**
81. **Selected member on the Alabama Professional Education Personnel Evaluation (PEPE) Teacher Evaluation Revision Task Force 1997-present.**
82. **Birmingham City Schools Professional Education Personnel Evaluation (PEPE) Coordinator, 1998-2003.**
83. **Served as a Member of the National Commission for Teaching and America's Future Committee 1998-2003.**
84. **One of 5 Finalists for the Anniston City Schools Superintendent Search 2002.**
85. **Selected to serve on the Birmingham Board of Education Personnel Committee 2002.**
86. **Created an Employee Handbook for the Birmingham City School System that is currently being utilized as a model for a revised edition for the 2003-2004 school year (2002).**
87. **Appointed as Chairman of the Birmingham Board of Education Personnel Subcommittee relating to benefits and policies 2002.**
88. **Conducted a PEPE Workshop for the Birmingham City Schools Leadership Academy 2002.**

89. **Conducted a Personnel Workshop for the Phi Delta Kappa Honorary Prospective Teachers Chapter at Samford University 2002.**
90. **Selected as the University of Alabama at Birmingham Alumnus of the Year in the area of Educational Leadership 2001.**
91. **One of 25 administrators selected statewide to participate in the Inaugural Alabama Superintendent Preparation Program 2001.**
92. **Conducted PEPE Workshop for all principals' in the Birmingham City School System. 2001.**
93. **Conducted a Personnel and PEPE Workshop for college seniors at Miles College 2001 and 2002.**
94. **One of 5 finalists selected for the Bessemer City School Superintendency 2001.**
95. **One of 3 finalists selected for the Bullock County School System Superintendency 2001.**
96. **Received Awareness Training for Lee v. Macon 2001.**
97. **Conducted a PEPE Workshop for college seniors enrolled in the teacher education program at Birmingham Southern College 2000.**
98. **Conducted a Personnel and PEPE Workshop for college students enrolled in the teacher education program at UAB 2000.**
99. **Elected to CLAS Board of Directors, 1998-2001.**
100. **Led PEPE workshop for New Teachers, Elementary, Middle School, and High School Principals, Directors, and Senior Executive Directors 1998-2001.**
101. **AASCD, AASA, AASPA, CLAS 1998-2003.**
102. **Trained to be a monitor of the Alabama Graduation Exam 2000.**
103. **Served as a monitor for the Alabama Graduation Exam at Kennedy Alternative School 2000.**
104. **Spoke on the Interpretation of Test Scores at the Birmingham City Schools Annual Retreat 1999-2000.**
105. **. National Distinguished Principal Selection Committee Chairperson 1999-2000.**
106. **Served on the Alabama State Department Social Promotion Retention Committee 1999-2000.**
107. **Conducted PEPE in-services for Birmingham City Schools Senior Executive Directors, Directors, Principals, Assistant Principals and Teachers 1998-2000.**
108. **Served on Birmingham City Schools Discipline Task Force Committee 1998-2000.**
109. **Served on the FACT Committee for the recruitment of Math and Science Teachers 1998-2000.**
110. **Trained on the use of the McAleer Personnel Management System 1998.**
111. **Selected as Alabama's National Distinguished Principal in 1998.**
112. **I was selected at the 1998 National Distinguished Principals Conference to create videos for young aspiring principals to be used in future workshops across the country.**
113. **Participated in inservice workshops in Ideas Exchange, Topic Interaction, as well as the Orientation and Banquet Dinner Reception in my honor at the 1998 National Distinguished Principals Program in Washington D.C.**
114. **Appointed CLAS Board of Directors Committee Chairperson 1998.**

115. **Selected to serve as Search Committee member to select the new Executive Director for Council for Leaders in Alabama Schools (CLAS) 1998-99.**
116. **National Distinguished Principal Selection Committee Member 1998-99.**
117. **Served on National Distinguished Principal Selection Committee 1998-99.**
118. Conducted a Personnel Workshop at UAB for graduating seniors 1999.
119. **Organized and served as Spelling Bee Coordinator and Pronouncer for the first- ever Wylam Elementary School Spelling Bee 1998-99.**
120. **Conducted (PEPE) Training for administrators in Birmingham City, Shelby and Bibb Counties and a graduate student from UAB 1998.**
121. **Served on the CLAS Search Committee to select a new Executive Director for CLAS 1998.**
122. **Selected to serve on a state committee to develop a new Appeals Process for PEPE, 1998.**
123. **Selected to serve on The Annual PEPE Standards Setting Summative Panel, 1998.**
124. AAESA District IX Principals Association, AAESP, NAESP Memberships, 1990 - 1998
125. First School Renewal Accreditation Review for Western Heights was a tremendous success, 1998.
126. **Selected to be Chairman of National Distinguished Principals Committee 1998.**
127. **AAESA District IX National Distinguished Principal, 1996-97, 1997-98.**
128. **AAESA District IX Nominating Committee Chairperson, 1998-99.**
129. **NAESP Finalist for Minority Representative Position on the NAESP Board of Directors 1998.**
130. **NAESP Delegate for the State of Alabama at 1995 and 1998 National Conventions.**
131. **AAESA District IX Membership Chairperson, 1996-1998.**
132. **AAESA District Nominee for ACSAS Board Directors, 1996-97, 1997-98.**
133. **ACSAS Board of Directors Elections Committee 1997.**
134. **One of 50 Principals selected to attend and participate in 1st Coalition of Innovation Conference 1998.**
135. **Assisted in leading the development of a K-5, 6-8 grade articulation plan for Eufaula City Schools.**
136. **Selected as one of Who's Who Top Executives in 1998.**
137. **Coached students to 8 consecutive Barbour County Spelling Bee and Alabama State Finalist Appearances at the B'ham Post Herald State Spelling Bee. 1990-1998.**
138. **I had the honor of presenting Emily Rucker, one of my 5th grade oratorical students at the 1998 ACSAS Summer Convention at the Wynfrey Hotel in Birmingham. Emily successfully spoke in front of an audience of approximately 1000 administrators and distinguished guests including Governor Fob James and The Speaker of the House, The Honorable Jimmy Clark 1998.**
139. Western Heights Elementary School PTA Executive Board and State and National Congress 1990-1998.

140. Eufaula City Schools District Leadership Principals Representative 1996-1998.
141. Eufaula City Schools Minority Recruitment Committee member 1996-1998.
142. Eufaula City Schools Academic Council Member 1996-1998.
143. Eufaula City Schools Code of Conduct Committee Member 1996-1998.
144. **Participant in NAESP Minority Principals Focus Group at NAESP Conference in Orlando, 1998.**
145. **Participant in NAESP National Principals Hotline at NAESP Conference in Orlando, 1998.**
146. **Coached Students to Club, Zone, and Regional Optimist International Oratorical Contest Championships and District Finalists 1990-98.**
147. Certified state trainer for the Alabama Teacher Evaluation System (PEPE) 1997
148. Facilitator at ACSAS Summer Conference 1997.
149. **ACSAS Elementary Principals Spokesperson to House Ways and Means Committee for passage of 150 million K-12 Technology Bond Issue 1997.**
150. **Selected to serve on Principals Panel for Troy State University in Dothan at its' Annual Education Summit 1997.**
151. Served as a judge on a state committee for selecting Excellence in Teaching Math and Science Grant Winners 1997.
152. **Received training to become Certified Table Group Facilitator in Education Leadership from the Wiregrass Leadership Institute in 1997.**
153. **Served as a Table Group Facilitator at the 1ST Regional Education Summit in Ozark, AL. 1997.**
154. **Facilitator at Alabama Effective Schools Conference 1996-97.**
155. **ACSAS Board of Directors Legal Defense Fund Committee 1996-97.**
156. **ACSAS Board of Directors Outstanding Service Award 1996-97.**
157. **Facilitator at AAESA Fall Conference 1996.**
158. Participated in initiative that led to two Western Heights Parents being selected as 1995-96 Parents of the Year.
159. **Served on the 10 year Accreditation Study Committee for Pike County 1995-96.**
160. Eufaula City Schools Strategic Planning Committee Member 1995-96.
161. **Selected to serve on Alabama Advisory Committee for Development of New Teacher Evaluation System 1995.**
162. **Selected Outstanding Young Man in America, 1994.**
163. **Recipient of Class Act Award from WRBL-TV3 in Columbus, GA. 1993.**
164. **Recipient of Forensic (Debate) Award Citation for Excellence in enhancing the renowned Huffman High School Forensics Program, by promoting forensics for children in grades 4-12 throughout the Southeast, 1991.**
165. **Served on the Alabama State Committee for the Development of the Language Arts Course of Study 1983.**

COMMUNITY SERVICE

- 1. Member, Chief Administrator of Operations, Chief Financial, Officer, and Leadership Team Member, of the Upper Room Fellowship Church 2000-present.**
- 2. Certified by Alabama Departments of Corrections in regards to the Prison Rape Elimination Act and Prison Ministry Training for all prisons in Alabama 2013-Present.**
- 3. Certified in Prison Ministry Training by Julia Tutwiler Women's Prison for Upper Room Fellowship Church 2013.**
- 4. I ran and finished second in the general and run-off election campaign for the 2013 Birmingham Board of Education District 1 School Board Election.**
- 5. Served as keynote speaker for the Upper Room Fellowship Church Inaugural Educational Summit 2012.**
- 6. Appointed to the Birmingham Planning Commission by the Mayor of Birmingham, Birmingham City Council, and the Mayor's Appointed Chief Administrator 2011 for a 3 year term.**
- 7. Member of Zoning and Advisory Committee for Birmingham Planning Commission 2011-present.**
- 8. Nominated by Birmingham City Council for Governors Appointment of Jefferson County Associate Board Member for Zoning and Adjustments 2011.**
- 9. Served as a Special Guest Sunday School Teacher for Tabernacle Baptist Church 2011.**
- 10. Serves as a member of the Midfield Area Chamber of Commerce 2007-present.**
- 11. Appointed and currently serves on the Board of Directors for the Midfield Area Chamber of Commerce 2008-present.**
- 12. Served as Speaker and Reader for the Summer Community Program in the City of Midfield 2008.**
- 13. Served as speaker at Midfield City Schools Back to School Rallies for 2007 and 2008.**
- 14. Served as participant and speaker at Midfield Basketball state championship community parades for 2008 and 2009.**
- 15. Served as guest speaker for the Children's Policy Council Banquet 2005.**
- 16. Served as guest speaker at Eutaw First United Methodist Church 2005.**
- 17. Served as the guest speaker at the Greene County Athletic Association Banquet**
- 18. Served as the guest speaker at the Greene County Delta Sigma Theta Senior Citizen Christmas Celebration 2004.**
- 19. Served as speaker at the New Generation Church in Eutaw, Alabama 2004**
- 20. Speaker and honored guest at the Mayor of Eutaw Employees Christmas Party Celebration 2004.**
- 21. Served as pronouncer of the Greene County Spelling Bee Championship 2004-06.**
- 22. Served as organizer, and pronouncer of the spelling bee competitions in Eutaw Primary, Carver Middle, and Paramount Junior High Schools 2004-2007.**

23. Served as a rules interpreter and chief judge in the Birmingham City Schools Area Spelling Bee Competition 2000-2003.
24. Served as the pronouncer and rules interpreter of the Sun Valley Elementary School Spelling Bee 2002.
25. Served as judge, rules interpreter for the Alabama State Spelling Bee Competition, sponsored by the Birmingham Post – Herald 2001- 2002.
26. Served as Quiz Master of the Barrett Elementary School Math Derby 2002.
27. Served as Quiz Master of the Sun Valley Elementary School Math Derby 2002.
28. Served as the organizer and pronouncer of the Wylam Elementary School Spelling Bee 1998-2002.
29. Served as the pronouncer and rules interpreter of the Glen Iris Elementary School Spelling Bee 2000-2002.
30. Served as the Chief Judge and moderator of the Inaugural Alabama Independent Church Association’s School Spelling Bee 2001.
31. Served as judge, rules interpreter and moderator for the Alabama State Spelling Bee Competition, sponsored by the Birmingham Post – Herald 2000.
32. Conducted Wylam Spelling Bee and coached eventual school champion to first ever area championship and a top ten finalist in the Jefferson County Spelling Bee 1999-2000.
33. Participated in the Fox 6 Clean-up Program for the Birmingham City Schools 1998-2000.
34. Served as judge in Birmingham City Schools Area Spelling Bee Competition 1999.
35. I was presented a Community Service Award by Wylam Elementary School for organizing and conducting their School Spelling Bee 1999.
36. Guest Speaker at the Career Fair Day at Woodlawn High School 1998-99.
37. **Guest Speaker at the 1998-1999 AAESA Fall Conference. I spoke on my National Distinguished Principal Experiences in Washington D.C.**
38. **Organized and served as pronouncer of the first- ever Wylam Spelling Bee Competition 1998.**
39. East Alabama West Georgia Junior Achievement Board of Directors 1990- 1998.
40. Eufaula Kiwanis Club Member and Board of Directors 1990-1998.
41. **Orchestrator of Western Heights students speaking to various community groups (Rotary, Optimist, Kiwanis, Civitan, Jaycees, and Lions Civic Clubs, Sparks State Technical College, Eufaula City Schools, Daughters of American Revolution; Mc Coo Senior Citizens)1992-98.**
42. Participant in Montgomery Central and Eufaula Optimist International Oratorical Contest Oratorical Contest 1992-98.
43. Carnegie Library Board of Directors 1996-1998.
44. **Supporter and Participant in Western Heights’ Learn and Service Drive focusing on Recycling and Safety Awareness in assisting the Eufaula Fire Department in attaining one of 400 Thermal Imaging Helmets (valued at \$25,000) in the world 1997-98.**
45. Supporter of Brownies, and Girls Scouts and Boy Scouts in the Eufaula Community 1996-1998.
46. Supporter and Participant in Barbour County Homes and Schools Educational Summit 1997-98.

47. **First United Methodist Church Administrative Board Member and Nominee for Nominating Committee Member 1996-1998.**
48. **Recognized as Coach of Oratorical and Barbour County Spelling Bee Champions from Western Heights Elementary School by the Eufaula Board of Education 1996-1998.**
49. Scripture Reader at First United Methodist Church for the Good Friday Service and Regular Church Services 1996-1997.
50. Member of Eufaula Kiwanis Club Citizen of the Year Committee 1996-98.
51. Piloted Project Business - Junior Achievement for 5th grade at Western Heights Elementary School 1996.
52. Recipient of Girl Scouts Special Services Award in recognition of Devoted Service and Special Talents Contributed to help people become resource citizens through Girl Scouting 1996-98.
53. **Recipient of the Montgomery Central Optimist International Civic Club Award for Outstanding Leadership and Service to the Youth of the Community (Oratorical School Club, Zone, Regional and District Championships and Finalists 1996).**
54. **Oratorical Community Party held to honor me and the Western Heights Oratorical Team for our accomplishments 1996.**
55. Recipient of Community Service Award for organizing and serving as the coordinator and pronouncer of the first Wylam Elementary School Spelling Bee, 1998.
56. Supporter and School Participant in attaining 4 consecutive Championships in the Sam Memorial Heart Run 1994-97.
57. Eufaula/Barbour County Chamber of Commerce Education and Retention Committee Memberships 1994-96.
58. Received Commendation for Outstanding Support in Jump Rope for Heart (Western Heights Elementary School raised most funds in the district 3 out of 5 years) 1995.
59. Eufaula/ Barbour County Clearing House Board of Directors 1994-95.
60. Honored Guest and Judge for Boy Scouts Blue Gold Banquets 1994-95.
61. Eufaula Bank and Trust Citizen Advisory Committee 1993-95.
62. **Recipient of Eufaula City Schools Board Resolution for organizing the first-ever debate and forensics team in Eufaula at Western Heights Elementary School, and successfully competing (3rd Place Sweepstakes) in the Birmingham Forensics Tournament 1992.**
63. **Recipient of Birmingham Optimist International Civic Club Recognition for Outstanding and Unselfish Service to the Youth of the Community 1989-91.**
64. **Birmingham City Schools' Middle School Representative for the Alabama Career Ladder Incentive Evaluation Plan 1986.**
65. **Recipient of the first WBRC-TV6 Teacher of the Week Award 1986.**
66. **Recipient of the WENN 107.7 Radio Outstanding Teacher Award 1986.**
67. **Recipient of the Birmingham City Schools' Outstanding Teacher Award 1986.**

PHILOSOPHY OF EDUCATION

My Philosophy of Education is to formulate the best team and work collaboratively in building the best educational program to meet the needs of our students holistically. This approach means to teach conceptually in meeting students' needs academically, socially, emotionally, physically, and through extra-curricular activities. By doing this, I believe we fully prepare students to successfully compete globally. I espouse the team approach in accomplishing this goal. Team, which is the acronym for Together Everyone Accomplishes More, must consist of involvement from parents, teachers, support personnel, administrators, political leaders (locally, statewide, nationally, and globally) students, the community at large and all of those support groups, stakeholders, and individuals who want to make a positive impact on education. I am convinced that this collaborative effort is the key to achieving educational excellence in our society. Also, I see the selection and evaluation of excellent personnel as the most crucial aspect in achieving educational excellence. It is absolutely paramount that we recruit and select the best personnel and enhance their development through professional development activities in building the foundation for educational success. This process starts at the central office, but extends into the institutions of learning where not only excellent certified and non-certified people are selected and monitored, but emerging leaders, the community at large, and other stakeholders are added to the team to complete the picture of collaboration. Having great minds from various perspectives working together to achieve the common objective of providing superlative educational opportunities for students, is indeed the best and most efficient manner to raise the standards of education to a level second to none. In summary, this is my philosophy of education.

REFERENCES

1. Dr. Susan Lockwood
Retired Executive Director
School Superintendents of Alabama
334-300-1306
2. Mr. Geary Terrell
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202 12th Avenue

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205-253-0572

3. Mr. Steve Fair
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14457 Highway 140
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4. Dr. James Wright
Retired Associate Dean/Professor, School of Education
Auburn University Montgomery and President and Owner of Professional
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5. Dr. Kevin Walsh
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6. Dr. Dave Dagley
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7. Representative Mary Moore
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8. Councilor James Roberson, Jr.
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9. Dr. Tim Alford, Retired Executive Director for the Alabama Construction Institute in Montgomery, Alabama
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