

Special Called Meeting

March 3, 2025 6:00 PM

MCBOE

1. Review Director of Schools applicants for interviews
2. Discuss the possibility of an Interim Director of Schools appointment



Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Application for Marshall County Director of Schools

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:40 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Brian Brewer, who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District

----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>
Date: Sun, Mar 2, 2025 at 9:17 PM
Subject: FW: Application for Marshall County Director of Schools
To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachments to this email constitute the application of Brian Brewer who has expressed interest in the position of Director of Schools.

Please let me know if you have any questions.

Chuck Cagle



Charles W. Cagle Attorney at Law
Lewis Thomason, P.C.
424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219
Tel: 615-259-1365 | Fax: 615-259-1389
[Web Page](#) | [My Bio](#)


5 attachments

 **KS Letter of Recommendation.pdf**
23K

 **RG Letter of Recommendation.pdf**
399K

 **BWB Resume.docx**
34K

 **LV Letter of Recommendation.pdf**
208K

 **Brian Brewer Letter of Interest.docx**
14K

Lisa Ventura
Superintendent



Maury County Public Schools
501 West 8th Street, Columbia, TN 38401
(931) 388-8403

Keith Stacey
Assistant Superintendent of Instruction

Eric Perryman
Assistant Superintendent of Operations

TO: Whom It May Concern

FROM: Keith Stacey, Assistant Superintendent, Instruction

Date: February 24, 2025

I am pleased to write in support of Dr. Brian Brewer. I have had the pleasure of working with Dr. Brewer for the past three years. He has served Maury County Public Schools in the role of principal at Hampshire Unit School and is currently leading Spring Hill High School. Dr. Brewer has led with integrity and great people skills.

Dr. Brewer has demonstrated the skills and knowledge to successfully lead a school in all areas that fall within the role of the principal. This includes academics, discipline, budgets, building management, and personnel management to name a few.

I am honored to support Dr. Brewer's interest in the Director of Schools position in Marshall County.

I am happy to discuss anything with you should you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Keith Stacey".

Keith Stacey
Assistant Superintendent
Maury County Public Schools

Educating every child for LIFE!



SPRING HILL HIGH SCHOOL

*One Raider Lane, Columbia, TN 38401
Tel. (931) 486-2207 Fax (931) 486-3113*

*Dr. Brian Brewer
Principal
Richard Godfrey
Asst. Principal
Nick Deschamps
Asst. Principal
John Farmer
Athletic Director*

February 27, 2025

To Whom It May Concern,

My name is Richard Godfrey, and I am writing to recommend Dr. Brian Brewer for the position of Superintendent of Marshall County Schools. Having been Dr. Brian's Assistant Principal at Spring Hill HS for 1 Year, I have witnessed his dedication, growth, and exceptional achievements firsthand.

A standout moment under Dr. Brian's leadership was his transition from Principal at a K-12 unit school to a traditional 9-12 High School. As a result of his commendable effort, the transition from a Principal who had been in the school for more than 13 years was smooth and seamless. Additionally, Dr. Brian made a significant contribution to enhancing team collaboration. Dr. Brewer's accomplishments have not only underscored his ability to excel in a team environment but also demonstrated his potential to thrive in leadership roles.

I wholeheartedly endorse Dr. Brian Brewer's application for Superintendent of Marshall County Schools. Throughout my interactions with Dr. Brian, I have consistently witnessed his profound dedication and positive influence on those around him. I am confident that Dr. Brian will prove to be an invaluable asset in the new environment he becomes a part of. His Educational experience, as well as his time spent in the private sector, makes him an excellent candidate.

Should you have any further questions or wish to discuss Dr. Brian's application in more detail, please do not hesitate to contact me.

Sincerely,

Richard Godfrey
Assistant Principal
MCPS/Spring Hill High School
(931) 982-9952
rgodfrey@mauryk12.org

- Developed and implemented the master schedule including new advanced academics offerings in math, science, English, social studies, and CTE.
- Completed candidate selection and hiring processes.
- Increased Advanced Academic course offerings and student participation by 50%.
- Led attendance, graduation rate, academic performance, and behavior through data analysis and stakeholder partnerships.
- Improved graduation rate by 16%.
- Supported ELL, RTI, and other student support initiatives.
- Implemented new technology-based/online courses to provide students with more real-world, skills-based learning experiences.
- Grading and testing administrator including content recovery, credit recovery, ACT, AP, EOC, ASVAB, and ELL.
- Reviewed transcripts to ensure course alignment and graduation requirements are met.
- Led technology initiatives for teachers and students, including online learning.
- Managed student discipline, student records, attendance, and SPED support.
- Provided administrative support for extracurricular activities.
- Communicated with parents about school activities and student needs.
- Collaborated with facilities to manage school repairs and upgrades.
- Partnered with transportation services for student busing requirements.
- Maintained school systems, processes, and inventory.

2016 – 2019

Metro-Nashville Public Schools

Nashville, TN

Career & Technical Education Coordinator

- Collaborated with teachers and administrators to improve student learning and programs.
- Directed CTE teacher development, technology, and learning initiatives for 13 high schools.
- Coached teachers to improve instructional strategies, classroom management, online learning systems, professional development, and student organizations.
- Researched and implemented best practices for instruction, leadership, recruitment, retention, technology implementation, and college and career opportunities.
- Collaborated with the state, local human resources, and post-secondary institutions for initial endorsement and advancement of teacher licenses.
- Partnered with Principals, Assistant Principals and HR for teacher hiring, instructional modifications, program modifications, and teacher evaluation/retention.
- Developed and led professional development opportunities.
- Developed and implemented online learning programs.
- Collaborated with facilities and construction department to design new and modified classroom space for new and remodeled facilities.
- Managed transportation services to conferences, field trips, and competitions.
- Partnered with the IT and Learning Technology departments to provide effective technology and support systems in schools and office environments.
- Developed district policies/procedures.
- Managed all technology/instructional equipment purchases for CTE classrooms and labs.
- Managed federal grant budgeting, allocations, spending, auditing, and reporting.
- Inventory/equipment planning, selection, implementation, and auditing for the CTE department.

- Led Early Post-Secondary Opportunities (EPSO) with multiple higher-education institutions.
- Improved student success on EPSO's through collaborative efforts with post-secondary institutions and teachers to align EPSO testing with classroom standards/instruction.
- Developed reports using the district's student management system.
- Awarded government and private-sector grants.
- Partnered with local businesses to improve student learning opportunities through student internships, mentoring programs, classroom/lab equipment, and guest speaking.
- Managed textbook adoptions for career and technical subjects through partnerships with publishers, teacher-based evaluation teams, and the district's textbook department.
- Participated in multiple business/community-based boards and scholarship committees.
- Assisted Academies of Nashville programs and initiatives.

2010 – 2016

Bartlett High School

Bartlett, TN

CTE Teacher (Information Technology), Administration, Webmaster, Math Teacher, and Coach

- Information Technology Teacher (CTE) – Computer/Network Systems, Computer Operating Systems including Windows Desktop and Enterprise, Virtual Client Technology, Active Directory, Windows Server, SQL Server, and Cisco CCNA.
- Math teacher – Algebra I, Geometry, and Statistics.
- Designed and implemented school wide technology initiatives including multimedia systems and virtual classroom systems.
- Administrator for credit recovery and summer school.
- Collaborated with Central Office staff for professional development and district-wide instructional initiatives.
- Partnered with Central Office transportation/GIS department on school zones and maps.
- Installed, troubleshot, and repaired PC and Mac based computers, network systems and server equipment.
- Head football and track coach.

NON-EDUCATION EXPERIENCE

2008 – 2010

vonDrehle Corporation

Memphis, TN

Manager

- Managed all aspects of facilities, computer systems, and engineering for the Memphis facility.
- Responsible for all facility and engineering budgeting, purchasing, pricing, vendor negotiations, and sourcing for the Memphis facility with an annual budget of over \$3,000,000 per year.
- Performed employee recruitment, hiring, training, and evaluations.
- Manager and technical leader for the facilities group including lead and entry level technicians.
- Designed machine parts and facility layouts using AutoCAD.
- Designed electrical circuits using DC and 110 – 480-volt AC electricity.
- Provided IT support for the Memphis facility including system implementation, troubleshooting, network and Internet access, programming, and training.
- Met with department heads on a regular basis to understand the needs of the group and

implement systems and equipment to meet those needs.

2006 – 2008

Self-employed

Collierville, TN

Owner

- Managed contracting business including hiring subcontractors, vendors, and suppliers with project budgets over \$500,000 per project.
- Responsible for all financial transactions including Accounts Payable, Accounts Receivable, Payroll, Insurance, and annual reporting.
- Provided IT consulting services including information security, firewalls, network systems, network security, end-user support, and training.
- Designed building plans and other layouts using CAD.
- Installed low voltage networking, telecom, audio/visual, and security systems.

2004 – 2006

ALSAC/St. Jude

Memphis, TN

IT Director

- Managed IT department including Programmers, Business Analysts, and network support personnel.
- Led the replacement of aging call management, warehousing, and inventory systems.
- Developed and implemented information and network security policies and procedures.
- Performed annual staff evaluations and developed short and long-term management directives and goals.
- Prepared and managed a \$25 million budget and approved expenditures.

1999 – 2004

Ingram Micro

Millington, TN

Senior Manager – Engineering and IT

- Responsible for IT, security, safety, facilities, and maintenance for a computer manufacturing and logistics center.
- Installed and managed server farms for computer imaging, information sharing, Internet/Intranet systems, routers, hubs, firewalls, and cabling systems.
- Led \$15 million consolidation of manufacturing and warehousing into one center saving the company over \$10 million annually.
- Engineering and IT leader for the integration of third-party logistics and customized packaging business.
- Prepared and managed \$20 million annual budgets and approved expenditures.
- Performed annual staff evaluations and developed short and long-term management directives and goals.

1994 – 1999

Check Solutions

Memphis, TN

Network Manager

- Responsible for all IT and telecommunications systems including desktops, servers, routers, hubs, and firewalls.
- Managed million-dollar projects and annual budgets.
- Hiring manager for IT department.

1993 – 1994 Terex Corporation Southaven, MS
Programmer/Network Engineer

- Designed and implemented an RF based warehouse management system.
- Supported all computer and networking systems and equipment for the warehouse.

1989 – 1993 Kraft Food Ingredients Memphis, TN
Engineering Assistant

- Performed CAD designs for warehouse and packaging systems.
- Designed custom software for accounting, manufacturing, and warehousing.
- Provide computer hardware, software, and network support.

EDUCATION

2017 University of Memphis Memphis, TN
Educational Doctorate – Educational Leadership & Policy Studies

2012 University of Memphis Memphis, TN
Master of Arts – Curriculum and Instruction

2000 Crichton College Memphis, TN
Bachelor of Science – Organizational Management

1988 Kirby High School Memphis, TN
Graduate with honors

LICENSES

ILL Administrator, professional math license, and professional occupational license.

Lisa Ventura
Superintendent



Maury County Public Schools
501 West 8th Street, Columbia, TN 38401
(931) 388-8403

Keith Stacey
Assistant Superintendent of Instruction

Eric Perryman
Assistant Superintendent of Operations

February 27, 2025

Marshall County Board of Education
700 Jones Circle
Lewisburg, TN 37091

RE: Dr. Brian Brewer

Dear Marshall County School Board,

Dr. Brian Brewer has been an administrator in Maury County Public Schools since 2022. He was the Principal of a PreK through 12 Unit School and currently at a 9-12 Comprehensive High School.

In his capacity as Principal of Hampshire Unit School, he was responsible for and excelled at curriculum & instruction for all students, across all ages & demographics. As a unit school with four hundred students, Dr. Brewer also had athletics & budgetary oversight. Currently he serves as the Principal of Spring Hill High School. This is a large high school with approximately nine hundred students. It has diverse academic and community needs. Dr. Brewer meets and exceeds the needs academically, fiscally, and culturally.

Dr. Brian Brewer exudes many qualities of solid leadership. He listens to his constituents in the community, his staff, and students. His decision making is based on data. He shows integrity, honesty and compassion in all decision making.

Sincerely,

A handwritten signature in black ink that reads "Lisa A. Ventura". The signature is fluid and cursive, with the first name being the most prominent.

Lisa A. Ventura
Superintendent

Educating every child for LIFE!

February 27, 2025

Marshall County Schools
700 Jones Circle
Lewisburg, TN 37091

Dear Marshall County Schools,

This letter expresses my interest in Marshall County Schools' Director of Schools position. I have lived in Tennessee most of my life, and in the Southern Middle Tennessee area for 8 years. My experience has led me from a business career to an education career. I changed from a business career to education from a desire to work with students and lead groups of educators to prepare students for today's and tomorrow's jobs. I want to continue that work with Marshall County Schools.

My business and educational experience is a unique blend of hands-on and leadership experience. During my 20 years in business, I began at entry-level positions, moved into management, and eventually upper management. In my 15 years in education, I have been a classroom teacher, coach, district administrator, and school administrator. I have effectively collaborated with stakeholders at every organizational level of business and education as well as many levels of government to improve organizational and student outcomes.

It is my desire to join Marshall County Schools and partner with the hard-working members of the district and community to continue providing students with the best educational opportunities. I believe that my experience, skills, and leadership style can help Marshall County Schools continuously improve and be an even-greater school district. I look forward to an opportunity to meet with you and discuss how my experience can meet the needs of Marshall County Schools.

Sincerely,

Dr. Brian Brewer



Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Marshall County Director Application Materials - Robert Cornelius

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:48 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Robert Cornelius, who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District

----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>

Date: Mon, Mar 3, 2025 at 1:27 AM

Subject: FW: Marshall County Director Application Materials - Robert Cornelius

To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachment to this email contains the application materials for Robert Cornelius for the position of director of schools.

Please let me know if you have any questions.

Chuck Cagle



LEWIS THOMASON

Charles W. Cagle Attorney at Law


Lewis Thomason, P.C.

424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219


Tel: 615-259-1365 | Fax: 615-259-1389


[Web Page](#) | [My Bio](#)

7 attachments


 Letter of Interest.pdf

 Cornelius Curriculum Vitae.pdf

 Professional Resume.pdf

 Professional References.pdf

 02142025 - Robert Cornelius (000244521) - License Report (1).pdf

 02142025 - Robert Cornelius (000244521) - License Report.pdf

 MTSU COMPLETE TRANSCRIPT.pdf

Dr. Keith Cornelius, Ed.D.
106 Pine Bluff Rd. Winchester, TN37398
(615) 477-3006
corneliusk@k12coffee.net

Dear Members of the Marshall County School Board,

I formally declare my interest to apply for the Director of Schools position. I feel confident that I possess the qualities of a solid instructional leader who can affect change which will continue to build on system successes throughout the community. I personally feel to be an effective Director means to have an intrinsic desire and vision to see the school system thrive as institution while enhancing the system's image in the community. I value empathy, reciprocal accountability, commitment, and integrity. I wish to take a moment and explain my belief and value system in each of those areas.

It is vitally important to understand the everyday demands, stressors, and obstacles faced by classroom teachers. I spent thirteen years in the classroom as a math and an algebra teacher. I have walked in those shoes and know from experience the added expectations and accountability metrics exacted on teachers. The dynamics of a school system coalesce around how the district leaders communicate expectations. A system is measured on how well it contributes to the betterment of the community. Worker demands now evolve around newer sets of technical skills. We must remain committed by constantly improving course opportunities and offerings which meet the diverse job market challenges. High schools are the flagship school of the community. Therefore, we must continue to prepare students at the middle school and elementary levels for secondary opportunities by stimulating the interests of students geared toward the careers of tomorrow. I have a deep and personal concern for the betterment of every student, teacher, and school. We must educate to the individual needs and capitalize on the myriad of strengths each person brings to the system in his or her unique way.

Finally, I believe in treating all people with respect, honesty, and courtesy. Integrity is the product of all the previous factors. I strive to always make decisions that are fair and consistent. I believe in always being open to the views of others and to not make impactful decisions in hasty manners. My experience has taught me to always practice active listening skills and to communicate openly, honestly, and transparently with stakeholders. I believe in a team approach incorporating a sense of shared ownership when making decisions. I am confident that I have the knowledge, skills, and abilities to lead the system. I look forward to the chance at discussing my qualifications and educational beliefs about public education in an open forum.

Sincerely,

Keith Cornelius

Robert Keith Cornelius, Ed.D.
106 Pine Bluff Rd. Winchester, TN 37398

Email: corneliusk@k12coffee.net

Phone: 615.477.3006

Education

Doctorate of Education, Middle Tennessee State University, August 2016.

Program focus: Assessment, Learning, and School Improvement.

Dissertation: *Adolescent Male Literacy: Examination of Essences and Experiences in Rural Appalachia*

Master of Education +30, Administration and Supervision, Middle Tennessee State University, May 2003.

Master of Education, Curriculum and Instruction, Middle Tennessee State University, May 2001.

Bachelor of Science, Education, Middle Tennessee State University, May 1989.

Associate of Science, Nursing (RN), Motlow State June 1984

Certificates

Professional Administrator License, K-12, State of Tennessee. #000244521.

Council for Accreditation of Educator Preparation (CAEP), Certified educator preparation program evaluator

Professional Experience

Attendance Director, Coffee County Schools, December 2018-present

Executive Director Assessment Logistics, TDOE, 2017-2018.

Assistant Principal/Curriculum-Instruction, Testing Coordinator, Coffee County Central HS, 2011-2017.

Math Teacher, Rutherford County Schools, 1999-2011.

Honors, Awards, and Scholarships

Teacher of the Year, 2007-2008, Thurman Francis School Rutherford County.

Governor's Reward School, Coffee County Central High School 2012 and 2013.

Coffee County Foster Review Board, 2019-present. Board chairman 2024-present

Academic Presentations

Featured Presenter for the Southwestern Education Research Association Conference, February 2015,
San Antonio, TX.

Academic Publications

Cornelius, Robert. (2016). Adolescent male literacy: examination of essences and experiences in rural Appalachia. *Tennessee Educational Leadership Journal*.

References

Submitted separate document

Dr. Robert Keith Cornelius, Ed.D.
106 Pine Bluff Rd.
Winchester, TN 37398
(615) 477-3006
corneliusk@k12coffee.net

Education

Middle Tennessee State University	Bachelor's Degree	Elementary Education	1989
Middle Tennessee State University	Master's Degree	Curriculum and Instruction	2001
Middle Tennessee State University	+30	Administration/Supervision	2003
Middle Tennessee State University	Ed.D	Assessment Learning and School Improvement	2016

Employment History

Rutherford County Schools	Middle and High School Mathematics	1999-2011
Coffee County Schools	Assistant Principal/Instructional Coordinator	2011-2017
TDOE	Assessment Logistics	2017-2018
Coffee County Schools	Attendance Director/Student Info Sys Dir	2018-present

Administrative and Instructional Leadership Details

Accomplishments as Attendance Director/Student Management System Director

I oversee all TISA funding for the district and all accountability related to TISA funding. Most of this is accomplished by having complete administrative oversight of the student information system (SIS). I am responsible for seeing that all funds related to TISA metrics are secured. By constantly employing diligent coding and reporting practices, I ensure Coffee County Schools receives full funding. Additionally, I was able to secure more pre-K special education grant funding due to extra oversight. I constantly monitor compliance with all programs impacting district funding related to TISA including direct funding and the unique learning needs extra funding (ULNs). Another accomplishment involves improving the chronic absenteeism process by empowering the attendance administrators at each building to follow the tiered intervention plan and taking an individualized student approach to each case. The benefit has resulted in improved community relations with the juvenile court system. I have worked very hard to establish a relationship with the entire court system through reciprocal respect and understanding. Developing the working relationship has led to a seamless integration with a very detailed and streamlined process of working with the most severe truant students in the district. I also serve as a member of the Coffee County Foster Care Review Board. This allows me to be able to effect positive change with foster students in our district. I oversee the homeless program, foster program, and juvenile justice in the district. Those three categories of students alone can really open the eyes of educators when it comes to the hardships and obstacles that many of our youth experience, sometimes even hidden from educators. It certainly has forced me to have a more empathetic approach in many matters, especially truancy. Each child is an individual. I vetted and executed a new district wide contract for our student information system in early 2019 and oversaw the entire conversion and migration process. This involved managing over 4500 students and over 450 staff members. I developed and trained district staff on the new platform. I also began in the fall of 2019 a new online

registration process for the district. This includes overseeing the entire configuration and implementation process. I plan, develop, implement, and deliver training to a variety of district leaders and teachers covering attendance procedures and information system processes. I am a firm believer in establishing positive working relationships with community leaders as this has certainly helped me in my current position. As official custodian of student records, I am in charge of making certain all FERPA laws are followed. I ensure the district remains in compliance with all TCA, and SBE laws and policies. I possess strong leadership skills and can evaluate and plan for complex situations as my experience and work as an RN hospital supervisor on weekends for a number of years allowed me to act quickly and make important decisions. My role of attendance director means that I serve as a district supervisor involved in every aspect of the district functions including formulating district goals, the five-year plan, and constructing the district TISA Accountability Report. The TISA Accountability report involves the creation of district goals. I employed a collaborative approach with district and building level administrators when creating the goals with a focus on at least one goal among the major grade levels, elementary, middle, and high school. I also spear-headed the process of establishing the Coffee County Virtual Academy in 2020. Duties included: (1) completing the state application for the new school and working through the entire process with TDOE, (2) vetting curriculum programs, (3) choosing personnel for the school, and (4) helping to establish policies unique to the virtual environment.

Accomplishments as Assistant Principal/Instructional Director

I served as the Academic Administrator for Coffee County Central High School. An integral part of this role is to oversee all aspects of testing including logistics, administration, reporting, and disseminating and explaining test results to a variety of stakeholders. As assistant principal for curriculum, instruction, and testing, I implemented and oversaw the beginning of the PLC program using the DuFour and Eaker model. I initiated the PLC program in 2011 and by 2014 had established ten functioning and thriving PLCs in the school. I supported and trained the staff on how to interpret TVAAS data and how the data is to be used to inform instruction. I compiled and maintained accurate reports and statistics as they relate to all AMO's and current gap closures. I emphasized the importance of the RTI program in improving and growing our students in both growth and achievement. I continuously seek consensus with the teachers in the PLC's in regards to improving student performance. I performed detailed analyses on teacher effect data, student achievement data, and student growth data all the while using the data as a growing instrument for teachers to allow them to improve instruction. I fully believe that this role must serve as the impetus to help affect positive change and growth for all Tennessee students, teachers and LEA's. I served and functioned as an effective change agent in my building. I oversaw all curriculum, testing, and academic programs in the building. I also implemented innovative programs designed at improving student achievement, growth, and graduation rate such as creative student scheduling and common planning time with all tested subjects. The Principal and I created a program to engage community leaders with our most at-risk seniors whereby leaders would meet students weekly to have mentoring discussions. All students involved graduated high school. The graduation rate substantially improved to 94%. We continue to show increased graduation rate improvement. I work very closely with the Student Counseling Center and also serve as the graduation coach. I constantly oversee credit

deficient seniors and work directly with these students by providing them as many opportunities as possible to graduate. I am constantly seeking new and innovative instructional programs that will align with the CCSS initiative. I oversee and administer the scheduling and grading system for the high school.

I maintained the integrity and the fidelity of the teacher evaluation system. I perform greater than 50% of the observations and use every opportunity with teachers as a means to growth and improvement. I provide extra help and coaching on the core four areas of the observation model. I use teacher performance data and student data to construct the master schedule. Teachers are matched with courses that are best suited to the needs of the school and the students. I have developed many innovative methods of second semester credit recovery in key core curriculum areas by arranging the schedule such that students are receiving core instruction more than once per day. I also maintain the online credit recovery program and oversee student progress in that area. I serve as the liaison for the Dual Enrollment program with Motlow State Community College and have nine students scheduled to graduate in 2015 with an Associate's degree and a high school diploma concurrently. I am also the AdvancEd coordinator and orchestrated the entire recertification process. I have also served as Southern Association on Accreditation (SACS) (AdvancEd) review team as recently as April 2015.

Accomplishments as a classroom teacher

One of my greatest accomplishments as a classroom teacher was not only being a teacher to my students but also a mentor. I also believe that to be an effective leader at a district level it is important to develop and maintain a degree of understanding and empathy as a classroom teacher and to understand the daily struggles they face. One of my biggest compliments over the years from former students is being told that I was fair, firm, honest, consistent, and caring. Another accomplishment was being recognized as a Teacher of the Year in my building at Thurman Francis in 2007-2008. I also achieved tremendous growth with advanced level students, a feat that was thought to be out of reach. I can also never forget the students I have taught and how many of them as adults now still reach out to me. That is what I call a great accomplishment as a classroom teacher.

Awards and Recognition

Teacher of the Year 2007-2008 Thurman Francis School Rutherford County
Governor's Reward School for 2012 CCCHS
Governor's Reward School for 2013 CCHS
Presented Paper on Adolescent Literacy at SERA in San Antonio, TX February 2015
Certified evaluator with the Council for Accreditation of Educator Preparation (CAEP)

Professional Development 2024-2025

TOSS Leading, Learning, and Change: Implementing New Laws in Tennessee August 2024
TOSS Leaders and the Law with Chuck Cagle: Implementation and Policy October 2024
TOSS Leaders and the Law with Chuck Cagle: Discipline/504/SPED October 2024
TOSS Leaders and the Law with Chuck Cagle: Personnel, Human Resources, Licensure October 2024

TOSS Accelerating Learning Recovery in Mathematics and Literacy: Empowering Leaders
December 2024

TOSS SPED, 504, and Title IX December 2024

TN Educational Technology Conference December 2024

TOSS The Ready Graduate Revolution: Unlocking Success for Every Student February 2025

References

Listed on separate page

Director of Schools Search References

Dr. Joey Vaughn, Director of Schools Manchester City Schools
641 Hunters Landing Dr. Manchester, TN 37355
Cell: (931) 808-7348
jvaughn@k12mcs.net

Mr. Butch Campbell, Board Chair Murfreesboro City Schools (former Principal)
1639 Kensington Dr. Murfreesboro, TN 37130
Cell: (615) 663-3342
bcampbe3@bellsouth.net

Dr. Andra Helton, Former Principal Rutherford County Schools
1009 Ithaca Dr. Murfreesboro, TN 37130
Cell: (615) 542-1290

Hon. Gerald Ewell, General Sessions Judge Coffee County TN Court
193 Sherwood Dr. Manchester, TN 37355
Cell: (931) 581-4833
gewell@coffeecountytn.gov

Mrs. Leanne Eaton, Director of Youth Services Coffee County Juvenile Court
280 Duck River Rd. Manchester, TN 37355
Cell: (931) 952-9482
leaton@coffeecountytn.org

The State of Tennessee

ISSUES THIS LICENSE

Professional - 10 Year

TO

ROBERT KEITH CORNELIUS

000244521

09/01/2021

08/31/2031

License Number

Effective Date

Expiration Date

The holder of this license has met requirements for educator licensure approved by the Tennessee State Board of Education. This licensed educator is eligible to be employed as defined by the rules and policies approved by the Tennessee State Board of Education and the guidance issued from the Tennessee Department of Education for the validity period of the license. The holder of this license is responsible for being knowledgeable regarding current requirements for maintaining an active license. Upon the date of expiration listed above, the license will become inactive unless the holder completes all applicable licensure requirements as approved by the Tennessee State Board of Education.

Active Endorsements

Supervisor of Attendance, Elementary Grades 1-8

Highest Level of Education

Doctorate



Commissioner, Tennessee Department of Education



Governor, State of Tennessee



The State of Tennessee

ISSUES THIS LICENSE

ILL-P Professional Administrator (10 years)

TO

ROBERT KEITH CORNELIUS

000244521

09/01/2022

08/31/2032

License Number

Effective Date

Expiration Date

The holder of this license has met requirements for educator licensure approved by the Tennessee State Board of Education. This licensed educator is eligible to be employed as defined by the rules and policies approved by the Tennessee State Board of Education and the guidance issued from the Tennessee Department of Education for the validity period of the license. The holder of this license is responsible for being knowledgeable regarding current requirements for maintaining an active license. Upon the date of expiration listed above, the license will become inactive unless the holder completes all applicable licensure requirements as approved by the Tennessee State Board of Education.

Active Endorsements

Professional Administrator PreK-12

Highest Level of Education

Doctorate



Commissioner, Tennessee Department of Education



Governor, State of Tennessee



MIDDLE TENNESSEE STATE UNIVERSITY

MURFREESBORO, TENNESSEE 37132

Page: 1
 Date issued: 21-FEB-2018
 Level: Graduate

Record of: Robert Keith Cornelius MTSU ID: M00080316 SSN: ***-**-9184 Date of Birth: JAN-30

Course Level: Graduate
 High School: Tullahoma High School 01-MAY-1982

Current Program SUBJ NO. COURSE TITLE CRED GRD R
 Doctor of Education College : Education Major : Assessment, Lrn & Sch Imprvmt

Degree Awarded Master of Education 11-AUG-2001
 Primary Degree College : Education and Behavioral Sci
 Major : Curriculum & Inst/Elem Edu*
 Maj/Concentration : Middle School Education

Degree Awarded Doctor of Education 06-AUG-2016
 Primary Degree College : Education Major : Assessment, Lrn & Sch Imprvmt

Institution Information continued:		Total Earned Credits		3.00	
Good Standing					
Spring 2000	READ 0671	Teach Pead High Sch	3.000	A	12.000
	SPSE 0643	Intro Curric Develop	3.000	A	12.000
Total Earned Credits		6.00			
Good Standing					
Fall 2000	ELED 0618	Iss In Elem Math	1.000	A	4.000
	ELED 0619	Iss In Elem Science	1.000	A	4.000
	ELED 0630	Play Ed & the Curriculum	1.000	B	3.000
Total Earned Credits		3.00			
Good Standing					
Spring 2001	ELED 0610	Early Adol Learner	3.000	A	12.000
	SPSE 0645	Elem/Mid-Schl Curric	3.000	A	12.000
Total Earned Credits		6.00			
Good Standing					
Summer 2001	ATHC 0569	Psy of Coaching	3.000	A	12.000
	ELED 0620	Classroom as Community	3.000	A-	11.010

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
PRE-SYSTEM INSTITUTION SUMMARY HOURS:					
Ehrs:	0.000				
Total Earned Credits	0.000				
PRE-SYSTEM TRANSFER SUMMARY HOURS:					
Ehrs:	0.000				
Total Earned Credits	0.000				
INSTITUTION CREDIT:					
Spring 1999	FOED 0602	Educ Foundations	3.000	A	12.000
Total Earned Credits		3.00			
Good Standing					
Fall 1999	FOED 0661	Ana & App of Ed Research	3.000	A	12.000

***** CONTINUED ON PAGE 2 *****

***** CONTINUED ON NEXT COLUMN *****

ISSUED TO STUDENT

R Column Heading=Repeat Indicator
 E=Exclude from GPA and Earned Hours
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 I=Included in GPA and Earned Hours
 F=Frozen and exempt from repeat processing (i.e., repeatable courses)

Susan A. Fieldhouse, Registrar

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MIDDLE TENNESSEE STATE UNIVERSITY

MURFREESBORO, TENNESSEE 37132

Page: 3
 Date Issued: 21-FEB-2018
 Level: Graduate

Record of: Robert Keith Cornelius MTSUID: M00080316 SSN: ***-**-9184 Date of Birth: JAN-30

SUBJ NO.	COURSE TITLE	CRED	GRD	R	PTS
Institution Information continued:					
Total Earned Credits		8.00			
Good Standing					
Fall 2014					
ALSI 7210	Assessment Literacy	3.000	A		12.000
ALSI 7630	Adv Qual Res for School Improv	3.000	A		12.000
ALSI 7640	Dissertation Research	2.000	S		.000
Total Earned Credits		8.00			
Good Standing					
Spring 2015					
ALSI 7010	Cog Learn Theory & Stu Achieve	3.000	A		12.000
ALSI 7230	Form Assess & Improv Stu Learn	3.000	A		12.000
ALSI 7640	Dissertation Research	1.000	S		.000
Total Earned Credits		7.00			
Good Standing					
Summer 2015					
ALSI 7020	Implem Guaranteed & Viable Cur	3.000	A		12.000
ALSI 7220	Adv Applications in Assessment	3.000	A		12.000
Total Earned Credits		6.00			
Good Standing					
Fall 2015					
ALSI 7030	Effective Teach Knowledge Base	3.000	A		12.000

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED	GRD	R	PTS
Institution Information continued:					
ALSI 7240	Data Analysis, Learn & Sch Imp	3.000	A		12.000
ALSI 7250	App Res Sem: Assess Stu Learn	1.000	A		4.000
ALSI 7640	Dissertation Research	1.000	S		.000
Total Earned Credits		8.00			
Good Standing					
Spring 2016					
ALSI 7040	Teacher Observ, Eval, & Improv	3.000	A		12.000
ALSI 7050	Applic & Res Sem: Stu Learning	1.000	A		4.000
ALSI 7640	Dissertation Research	3.000	S		.000
Total Earned Credits		7.00			
Good Standing					
Summer 2016					
ALSI 7640	Dissertation Research	3.000	S		.000
Total Earned Credits		3.00			
Good Standing					
***** TRANSCRIPT TOTALS *****					
INSTITUTION	Ehrs:	117.000	Qpts:		417.020
	GPA-Hrs:	105.000	GPA:		3.972
TRANSFER	Ehrs:	0.000	Qpts:		0.000
	GPA-Hrs:	0.000	GPA:		0.000
OVERALL	Ehrs:	117.000	Qpts:		417.020
	GPA-Hrs:	105.000	GPA:		3.972
***** END OF TRANSCRIPT *****					

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Susan A. Fieldhouse, Registrar

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MIDDLE TENNESSEE STATE UNIVERSITY

MURFREESBORO, TENNESSEE 37132

Page: 1
 Date Issued: 21-FEB-2018
 Level: Undergraduate

Record of: Robert Keith Cornelius MTSU ID: M00080316 SSN: ***--**--9184 Date of Birth: JAN-30

Course Level: Undergraduate
 High School: Tullahoma High School 01-MAY-1982

Institution Information continued:
 TERM COMBINED
 Ehrs: 17.00 GPA-H 17.00Qpts:
 62.00 GPA: 3.65

Current Program
 Bachelor of Science
 College : Education and Behavioral Sci
 Major : Elementary Education

Degree Awarded Bachelor of Science 13-MAY-1989
 Primary Degree
 College : Education and Behavioral Sci
 Major : Elementary Education

SUBJ NO.	COURSE TITLE	CRED	GRD	R
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SUBJ NO.	COURSE TITLE	CRED	GRD	R
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PRE-SYSTEM INSTITUTION SUMMARY HOURS:
 Ehrs: 0.000
 Total Earned Credits 0.000

PRE-SYSTEM TRANSFER SUMMARY HOURS:
 Ehrs: 95.040
 Total Earned Credits 95.040

INSTITUTION CREDIT:

Fall 1987				
FOED 0111	Educ as a Profession	3.000	A	12.000
FOED 0211	Psy Hum Dev & Learn	3.000	A	12.000
GEOG 0200	Intro Regional Geog	3.000	C	6.000
HPER 0310	Effective Living	2.000	A	8.000
SPED 0301	Survey of Exc Child	3.000	A	12.000
SPEE 0400	Comm In Ed Envir	3.000	A	12.000
	Total Earned Credits	17.00		

Spring 1988				
ELED 311D	Mthd Mat El Sch Math	3.000	A	12.000
HEC 0332	Family Relations	3.000	B	9.000
HPER 0343	Ga-Gym-Rhym Act Chil	3.000	A	12.000
HPER 0378	Curriculum In P E	3.000	A	12.000
HPER 0430	The Sch Health Prog	3.000	A	12.000
	Total Earned Credits	15.00		

Dean's List
 Good Standing
 TERM COMBINED
 Ehrs: 15.00 GPA-H 15.00Qpts:
 57.00 GPA: 3.80

Dean's List
 Good Standing

***** CONTINUED ON NEXT COLUMN *****

***** CONTINUED ON PAGE 2 *****

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Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Marshall County Director Application of Randy Hubbell

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:33 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Randy Hubbell who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District
----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>
Date: Sun, Mar 2, 2025 at 9:15 PM
Subject: FW: Marshall County Director Application of Randy Hubbell
To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachments to this email contain the documents for Randy Hubbell who filed documents timely expressing interest in the position of Director of Schools.

Please let me know if you have questions.

Chuck Cagle




LEWIS THOMASON


Charles W. Cagle Attorney at Law
Lewis Thomason, P.C.
424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219
Tel: 615-259-1365 | Fax: 615-259-1389
[Web Page](#) | [My Bio](#)

5 attachments

 Letter of Interest.docx 15K

 Abernathy recommendation.docx 14K

 Keith Stacey.pdf 24K

 Phifer.pdf 287K

 Randy_Hubbell_Resume.docx 145K

Randy Hubbell
1822 Blanche Way
Columbia, TN 38401
hubbellr19@gmail.com
931-626-2242
02/28/25

Chuck Cagle

Counsel to the Marshall County School Board of Education

424 Church Street, Suite 2500 Nashville

Nashville, TN 37219

Dear Members of the Marshall County School Board,

I am excited to submit my letter of interest for the Director of School position at Marshall County Schools. With a deep passion for education, a commitment to student success, and extensive leadership experience, I am eager to bring my skills and vision to your school district.

Throughout my career in education, I have demonstrated a strong ability to develop and implement strategic initiatives that enhance academic excellence and create a positive learning environment. As a Principal at Santa Fe Unit School and Lewisburg Middle School, I have successfully led teams, developed curriculum improvements, and fostered a culture of collaboration among educators, students, and the community. My expertise in instructional leadership, student achievement, and faculty development has contributed to measurable growth in student performance and school success.

In addition to my leadership experience, I am dedicated to fostering inclusive and innovative educational environments that celebrate and support individuals from diverse backgrounds. I strongly believe in empowering both educators and students by promoting professional development opportunities, utilizing data-driven decision-making, and implementing forward-thinking educational policies. Furthermore, my strong fiscal management skills have allowed me to effectively oversee budgets, allocate resources efficiently, and ensure financial sustainability to support the institution's long-term goals. My ability to build strong relationships with stakeholders—parents, teachers, administrators, and community members—ensures that the school operates as a cohesive and effective learning institution.

I am eager for the opportunity to further discuss how my experience and vision align with the goals of Marshall County School system. Thank you for considering my application. I look forward to the possibility of contributing to the continued success of your institution. Please feel free to contact me at your earliest convenience to discuss my candidacy further.

Sincerely,

Randy Hubbell

Letter of Recommendation

February 28, 2025

To Whom It May Concern:

It is a pleasure to recommend Randy Hubbell for the position of Director of Marshall County Schools. Randy served as principal of Lewisburg Middle School for many years, and during this time, he consistently proved himself to be a hardworking and reliable employee.

He demonstrated an excellent work ethic, strong communication skills, and a dedication to achieving the goals of the school system. He consistently worked well with the teachers and parents to develop an environment conducive to learning for the students. He worked well in a team environment as well as independently, and his contributions to the team were invaluable.

In addition to his technical skills, Randy is an excellent communicator who has consistently demonstrated his ability to build strong relationships with colleagues and stakeholders. His friendly and professional demeanor makes him a valued member of the team.

After leaving Marshall County, Randy became principal at Santa Fe which is a K-12 school providing him with experience in elementary, middle school and secondary education. His school has been ranked in the top 50% of the schools in Tennessee.

I have no doubt that Randy would be a valuable asset to Marshall County, and I recommend him without reservation. He is a hardworking, dedicated, and talented educator who would make an excellent addition Marshall County Schools.

Sincerely,

Jackie Abernathy

Jackieabernathy@bellsouth.net

Lisa Ventura
Superintendent



Keith Stacey
Assistant Superintendent of Instruction

Eric Perryman
Assistant Superintendent of Operations

Maury County Public Schools
501 West 8th Street, Columbia, TN 38401
(931) 388-8403

TO: Whom It May Concern

FROM: Keith Stacey, Assistant Superintendent, Instruction

Date: February 28, 2025

I am happy to express my support for Mr. Randy Hubbell to serve as the next director of schools for Marshall County. I have known Randy for many years and I have worked with him in Marshall and Maury County. He has served effectively as principal in both counties.

Under his leadership, schools have consistently made gains in academic accountability. His use of academic data, chronic absenteeism data, and discipline data serves students and faculty members well. Santa Fe Unit School is currently a Tennessee Reward School for growth and achievement.

Through the years Randy has served as a teacher, coach, and school administrator. These positions have prepared him to take the next step into district leadership.

I am happy to discuss any questions or thoughts that you may have regarding Mr. Hubbell.

Sincerely,

A handwritten signature in cursive script that reads "Keith Stacey".

Keith Stacey
Assistant Superintendent
Maury County Public Schools

↳

Educating every child for LIFE!

February 27, 2025

To Whom It May Concern:

This letter is to recommend that Randy Hubbell be considered for the Director of Schools for the Marshall County School System. While at Lewisburg Middle School I taught for Mr. Hubbell for 9 years and was his Assistant Principal for 4 years between the years of 2004-2018. He was very fair, honest, and understanding to work with and allowed me many opportunities to grow as a teacher in the classroom while also helping to foster my leadership skills while I was the LMS Athletic Director and his Assistant Principal.

Randy Hubbell has the type of personality that draws people in whether it be from his vast knowledge base of education or his savvy communication skills. His dependability is unmatched as he will not stop on a task until it is completed. In interacting with his teachers and other employees he demonstrates support, empathy, and kindness while also holding them to high expectations.

Mr. Hubbell has a vast knowledge of education from all different levels, Kindergarten through 12th grade. Schools that he has held administrative roles in not only housed regular education and special education students, but also CDC programs, Behavior Intervention Training programs, CTE programs, and Alternative School programs. Being an administrator involved with many aspects of the education process has given him a wide knowledge base where schools are concerns.

As a school administrator Randy has recruited and maintained excellent staff members at various schools. He has work hard to make the most of education minutes in school scheduling. Budgeting educational and maintenance funds is something he has been meticulous about in wanting to make sure he gets the most for the money spent and the amount of work given. He has worked hard with data to increase test scores and ACT scores in his various administrator roles.

Randy Hubbell had been dedicated to his professional career for several years and will use vast knowledge base of education to help lead the Marshall County School System into success.

Sincerely,



Angie Phifer

RANDY HUBBELL

PROFESSIONAL SUMMARY

Experienced and visionary educational leader with a proven track record in school administration, curriculum development, and staff mentorship. Passionate about fostering academic excellence, student achievement, and community engagement. Seeking the role of Director of Schools to apply strategic leadership, policy implementation, and data-driven decision-making to enhance school performance and student success.

WORK HISTORY

Principal, 10/2018 - Current

Maury County Public Schools, Santa Fe Unit School

Principal, 07/2004 - 09/2018

Marshall County Public Schools, Lewisburg Middle School

Teacher/Assistant Principal, 08/2002 - 06/2004

Marshall County Public Schools, Marshall County High School

Insurance Sales, 01/2001 - 07/2002

State Farm, Murfreesboro, TN

Teacher/Athletic Director, 08/1984 - 01/2001

Maury County Public Schools, Spring Hill High School

Sales Associate, 06/1982 - 07/1984

Phillip Morris USA

Teacher/Coach, 08/1980 - 06/1982

Maury County Schools, Mt. Pleasant, TN

Teacher, 03/1979 - 06/1980

Marshall County Public Schools, Connley Middle School

EDUCATION

Master of Science, Education, 06/2004

Cumberland University - Lebanon, TN

Master of Science, Educational Administration, 08/1996

Middle Tennessee State University - Murfreesboro, TN

Bachelor of Science, Secondary Education, 12/1978

Middle Tennessee State University - Murfreesboro, TN



 Columbia, TN 38401

 931-626-2242

 hubbellr19@gmail.com

SKILLS

Employee performance evaluations

Staff management

Training and mentoring

Community engagement

Education excellence

Staff development

School administration

Team collaboration

Curriculum development

Data-driven instruction

Collaborative learning

Instructional leadership

Educational staff supervision



Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Application for Marshall County Director of Schools Position - Dr. Amie Lonas

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:45 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Dr. Amie Lonas, who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District

----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>

Date: Sun, Mar 2, 2025 at 9:40 PM

Subject: FW: Application for Marshall County Director of Schools Position - Dr. Amie Lonas

To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachments to this email contain the documents provided by Dr. Amie Lonas expressing her interest in the position of Director of Schools

Please let me know if you have any questions.

Chuck Cagle

**LEWIS THOMASON****Charles W. Cagle** Attorney at Law

Lewis Thomason, P.C.

424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219

Tel: 615-259-1365 | Fax: 615-259-1389

[Web Page](#) | [My Bio](#)

5 attachments



Lonas Cover Letter MCS Feb 2025.pdf
163K



Lonas Resume Feb 2025.pdf
244K



Lonas Letter of Recommendation (Meade).pdf
208K



Lonas Letter of Recommendation (Liechty).pdf
88K



Lonas Letter of Recommendation (Wilson).pdf
110K

Amie W. Lonas, Ed.D.

18620 Gracie Lee Street
Spring Hill, TN 34610
Phone: (865) 806-0933
Email: acwlonas@gmail.com

20 February 2023

Charles Cagle, Counsel to Marshall Co. Board of Education
Lewis Thomason, P.C.
424 Church Street, Suite 2500
Nashville, TN 37219

Dear Mr. Cagle,

I enthusiastically submit my application to compete for the Marshall County Director of Schools position. It would be an honor to be considered for this critical role within the district and I look forward to participating in the selection process. As a **life-long educator**, I am extremely vested in the education community and feel my experiences as an **academic administrator** exceed the responsibilities and qualifications required for the position. My interest in the position resides in my desire to return to a leadership role at the secondary level in my home state of Tennessee. I grew up in East Tennessee (Rhea County) and served as Director of Schools in neighboring Franklin County before returning to serve our nation in professional military education. Marshall County Schools has a long tradition of academic and extracurricular excellence, and I would enjoy being a part of continuing this tradition.

After graduating from UT Knoxville in 1993, I began my career in education as a **classroom teacher** at the secondary level (6th – 8th grades) where I taught technology by integrating the curricula through interdisciplinary projects. When I received my **Doctor of Education Leadership from Vanderbilt University** (May 2005), I immediately moved into **academic administration** as a building level **principal**. Over the past 19 years, I have successfully served at the district level as a **director of schools**, and in higher-education administration positions as both a **dean** and now **provost**. This progression of administrative and management experience has fully prepared me to serve as the Marshall County Director of Schools.

Please consider the following examples from my work experience addressing the **qualifications and duties of the Marshall County Director of Schools** position:

1. General Administrative

When I completed my doctorate in 2005, I moved into school administration, serving 5 years as a building level administrator. During my tenure, I managed all aspects of the school's program to include curriculum and instruction, student admissions, accreditation, standardized testing, athletics (including Title 9 requirements), and student discipline.

As a director of schools, I was responsible for implementing and overseeing local, state, and federal academic requirements in grades pre-K through 12. I worked closely with the local community college and colleges of applied technology to ensure our high school students were able to participate in dual enrollment programs and receive early admissions. I maintained, reviewed, and implemented over 280 board policies (on behalf of the eight school board members) that covered the areas of board operations, fiscal management, support services, instructional services, personnel, and students. Policies were reviewed annually, and revisions made as needed based on changes to state and federal laws.

In each of my administrative roles, I have been responsible for creating and evaluating the organization's strategic plans, working closely with the institutional effectiveness team to provide both qualitative and quantitative measurements. The data were used to implement quality improvement strategies across the organization, resulting in increases in academic performance, student enrollment, employee morale, and job satisfaction.

2. Financial Management

Throughout my academic administration career, I managed operations (both fiscal and physical) at all levels. As a building level principal, I oversaw a budget of \$270,000 and a facility that supported a student body of 700 students. As a director of schools, I managed a district budget in excess of \$43M that included local, state, and federal funding resources. I presented a balanced budget to the county commissioners during my tenure, ensuring the state's requirements for reserve funds were met. Currently, I manage a budget of \$16M that primarily funds contracted faculty and staff support requirements beyond the day-to-day operational budget.

As a director of schools, I managed all operational aspects for a school system that included eleven school sites (totaling 1,031,329 square feet located on over 320 acres), 365 certified staff members and 434 support staff members, and an enrollment of 5,699 students in grades Pre-K through 12. While serving as the director of schools, I initiated a building program to refurbish and expand two middle school facilities with a total cost of \$48M. I worked with the county mayor to present a bond issue proposal to the county commission to fund the project.

3. Personnel Administration

I have supervised a variety of employees to include both certified and non-certified personnel. While serving as a director of schools, I reorganized the central office staff and reallocated many of the centralized responsibilities to the building level principals to implement site-based management strategies throughout the system.

In 2019, JSOU received Title 10 hiring authority that broadens the scope of faculty talent for the university. Under this authority, I chaired the hiring panels and onboarded 12 new faculty members over the past two years. As the senior civilian, I manage and approve all civilian hiring actions within the organization and work closely with mid-level supervisors to address performance expectations and issues.

4. Instructional Leadership

I am very fortunate to have a unique career progression, teaching and leading at both the secondary and higher education levels. I began my teaching career in 1993 as a middle school teacher, teaching technology in a computer lab setting. While this is commonplace in today's instructional environment, it was not then. We were one of the first school districts to utilize technology to integrate the curricula through interdisciplinary projects.

As a classroom teacher, I assumed responsibility for additional duties, serving several years on the school's regional accreditation committee with the Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI) and representing my peers on the local education association board during the collective bargaining process each year.

In 2000, I joined the United States Air Force and served as a traditional guardsman in the Tennessee Air National Guard. As a result of my academic credentials and military experience, I was selected as the Faculty Development Director for the Joint Special Operations University in 2010 where I taught and mentored the JSOU faculty on classroom instructional techniques at the post-secondary level.

5. Community/Public Relations

Throughout my career, I have been involved in my community through civic and religious organizations. While serving as a director of schools, I served on the local hospital board, supported the chamber of commerce events, and was a member of several civic organizations. I also provided a weekly session on the local radio station to disseminate information and answer questions from the community.

I have extensive experience establishing and working with non-profit, education foundations. While at JSOU, I created the JSOU Booster Club to serve as a non-profit support entity that funded social events and other requirements that could not be funded through government channels. I served as the President of the booster club for two years. In 2017, I initiated and drafted the charter to establish the Franklin County Educational Foundation for Excellence. The foundation currently provides funds and resources that directly support Science, Technology, Engineering, Arts, and Mathematics (STEAM) efforts across the district.

In closing, I thank you in advance for your time and consideration. Additional information is provided in my curriculum vitae and should you have any questions or require additional information, please feel free to contact me by phone (865) 806-0933 or by email (acwlonas@gmail.com). I look forward to hearing from you!

Sincerely,

Amie W. Lonas

Amie W. Lonas, Ed.D.

Dr. Amie Wilder Lonas
18620 Gracie Lee Street
Spring Hill, Florida 34610
Work Phone: (813) 826-7687
Cell: (865) 806-0933
Email: acwlonas@gmail.com
amie.w.lonas.civ@socom.mil

Education:

Ed.D., Education Leadership, Vanderbilt University, Nashville, TN, 05/2005
M.S., Curriculum and Instruction, University of Tennessee, Knoxville, TN, 05/1992
B.S., Elementary Education, University of Tennessee, Chattanooga, TN, 05/1990

Professional Experience:

Provost **01/2022 – Present**
Joint Special Operations University, MacDill AFB, Tampa, Florida
Supervisor: Dr. Paul Brister, JSOU President
Status: GS-1701-15; Full-Time

The Joint Special Operations University (JSOU) serves as the educational component of United States Special Operations Command (USSOCOM), providing the highest quality Joint SOF leadership education possible at both the operational and strategic levels. JSOU delivers formal professional military education (PME) courses to the Special Operation Forces (SOF) enterprise (Army Green Berets, Navy SEALs, Air Force Commandos, Marine Raiders). As part of the University's executive leadership team, the primary purpose of the provost is to serve as the JSOU President's principal advisor on the academic affairs of the University, including programs, faculty, curriculum, students, advisory boards, scholarship, accreditation, funding, institutional effectiveness, and academic support. The provost is the chief academic officer and senior supervisory professor overseeing all vice provosts, deans, and department heads. Key accomplishments include the following:

- Currently implementing and supervising the development of a new faculty talent line authority. JSOU received the authority to hire Title 10, Administratively Determined (AD) faculty in the 2018 National Defense Authorization Act (NDAA). However, due to administrative hurdles with the USSOCOM headquarters, we were initially unable to exercise the authority. I worked closely with the personnel, legal, and resourcing departments to establish hiring policies/practices and socialize them with the appropriate points of contact throughout the headquarters. Serving as chair of the civilian hiring panel, we have successfully onboarded twelve Title 10 academic faculty since 2021.
- Upon arrival at JSOU in 2020, I was responsible for leading and implementing a comprehensive organizational change initiative called JSOU NEXT. The initiative required my team to complete a comprehensive curriculum review and refit study. The study identified areas where we needed to develop new curricula based on emerging national security priorities. We designed and developed content for a Joint/Combined-Special Operations Forces (JC-SOF) Common Core to be delivered in multiple modalities (to include online modules). I also led the reorganization of the University's structure and personnel to fully implement the JSOU President's vision for the JSOU NEXT initiative.

Dean of Faculty and Academic Affairs
Joint Special Operations University, MacDill AFB, Tampa, Florida
Supervisor: Col Scott Guilbeault, US Air Force, Vice President
Status: GS-1701-14; Full-Time

07/2020 – 01/2022

The primary purpose of this position was to serve as the university's first-level supervisor for the planning, directing, organizing, and exercising control over all faculty and academic development, educational programs, accreditation, admissions, student services, institutional technology, and site security management. Key accomplishments included the following:

- Shortly after arriving, I assumed responsibility as the lead to plan, organize, and direct the JSOU Senior Leadership Team to develop and present a series of In Progress Reviews (IPRs) for JSOU NEXT. Within a very short timeframe, created the framework for three decision briefs that resulted in the JSOU President's approval for implementation in CY21.
- In conjunction with leading the JSOU NEXT concept development team, authored the *JSOU Strategic Plan 2021-2026* that was used to track progress with JSOU NEXT implementation taskers.
- Working closely with the Faculty Advisory Board and the department directors, developed a faculty rank and performance management structure that fully implemented the JSOU President's vision to redefine faculty responsibilities for Teaching and Learning, Research and Analysis, and Service and Outreach.

Dean of Faculty and Academic Programs (DFAP)
National Defense University, Joint Forces Staff College, Norfolk, Virginia
Supervisor: Major General (Retired) Lewis (Lew) Irwin, US Army Reserve, Commandant
Status: AD-1701-06; Full-Time

07/2017 – 07/2020

The National Defense University (NDU) is a regionally accredited, institution of higher education funded by the United States Department of Defense, intended to facilitate graduate level education and the development of national security strategy. NDU is composed of five colleges, each with a distinct focus that provides uniquely valuable education and leader professional development opportunities. The Joint Forces Staff College (JFSC) is one of five colleges and is responsible for educating national security professionals to plan and execute operational-level joint, multinational, and interagency operations to instill a primary commitment to joint, multinational, and interagency teamwork, attitudes, and perspectives. As the Dean of Faculty and Academic Programs, I served as the executive head of the faculty and as chief academic officer. I was responsible for the content and quality of the college's curricula, to include the currency, relevancy, and pedagogical innovation of two Joint Professional Military Education (JPME) Phase II programs, one of which awarded a master's degree. I chaired the Academic Review Board that oversaw the implementation of academic standards for both regional accreditation with Middle States Commission on Higher Education (MSCHE) and Department of Defense's Joint Staff/J7 content requirements. Key accomplishments included the following:

- Supported the Commandant, JFSC and Director, Joint Staff/J7 in designing a concept for joint force development that would involve a reorganization and refocus of both J7 and JFSC current capabilities. The concept was being developed in conjunction with the *JCS 2030 Vision for PME and Talent Management* and the *CJCSI 1801.01E, National Defense University Policy*. Both initiatives were directed to support and operationalize recently issued national

strategy and specifically, the *National Military Strategy* and the *Joint Staff's Capstone Concept for Joint Operations 2030*.

- Tasked by the NDU Provost to coordinate a university-wide Deans' Performance Management Working Group focused on developing faculty evaluation standards in the areas of Teaching, Research, Engagement, Service and Workplace Accountability. My efforts resulted in an NDU-wide initiative, detailing the requirements for faculty in each of the five areas by academic rank and supported the establishment of a compensation and reward structure based on these requirements.
- Developed lesson plans and taught instructional methodology and education theory during JFSC's faculty orientation program held four times each academic year.
- Within my first six months at JFSC, I revised the academic review policy and instituted new documentation requirements to meet accreditation. I worked closely with our experts in institutional effectiveness to create rubrics to collect direct assessment data that better aligned with accreditation standards to accurately measure the "student experience."
- I worked closely with the university leadership as they reviewed and revised the NDU strategic plan. Beginning in December 2017, we established working groups within the college to develop our own strategic plan. The plan was signed in Jun 2018 and covered a period of 5 years. Within the plan, I encouraged the development of a council governance structure to promote faculty and staff participation.

Director of Schools

07/2015 – 06/2017

Franklin County School District, Winchester, Tennessee

Supervisors: Franklin County School Board Members

Status: Full-Time

As the Director of Schools, I was responsible for all aspects of the school district. I supervised seven department heads responsible for curriculum and instruction, finance, personnel, technology, transportation, maintenance, food services, standardized assessment, federal programs, and board policies. I maintained, reviewed, and implemented over 280 board policies that covered the areas of board operations, fiscal management, support services, instructional services, personnel, and students. Policies were reviewed annually, and revisions made as needed based on changes to state and federal laws. I oversaw eleven school sites (totaling 1,031,329 square feet located on over 320 acres), 365 certified staff members and 434 support staff members. Our enrollment was 5,699 students in grades Pre-K through 12. 57% of our students were identified as economically-disadvantaged and 16% of our student body were served through special education services. I managed a budget of \$43.6 Million that was derived from local, state, and federal funds. Our district also had several federal and state grants that fell under my responsibility. I was responsible for overseeing the implementation of the state department's teacher and administrator evaluation framework, the state's standardized assessment program (TNReady) and the dissemination of data to schools and teachers through our student growth model called Tennessee Value-Added Assessment System (TVAAS). Tennessee was one of the first states to implement a growth model for accountability. Key accomplishments include the following:

- At the end of my first year, I reorganized the central office staff and responsibilities that constituted a cost savings to the district of over \$300,000. Many of the centralized responsibilities were reallocated to the building level principals to implement site-based management strategies throughout the district.

- I expanded the initial implementation of the 1 to 1 initiative to provide every student with an electronic device (Chromebook). The initial implementation was projected to take six years. I redesigned the program funding and timeline to be completed in four years.
- During my first year as Director of Schools, I initiated a building program for the two middle schools that was projected to cost approximately \$41M. I worked with local businesses and industries to fund the initial purchase of land for the project at a cost of \$1.326M.
- I initiated the development of a Franklin County Schools Foundation as a non-profit that provides monetary mini grants for individual schools and teachers. The initial board meeting occurred in November 2016 and the Foundation currently supports STEM projects and enrichment opportunities throughout the district.
- Within the first year of taking office (2016-17), I developed and executed a balanced budget that had not been previously accomplished in the district. The budget provided all employees with a 2% raise, the first raise in several years. We met the state's requirement for appropriate levels in our reserve funds and we were able to provide funding to the fine arts programs that had previously been cut from the general-purpose budget.

Dean of Academics

06/2012 to 06/2015

Joint Special Operations University, MacDill AFB (Tampa), Florida

Supervisor: Dr. Brian A. Maher, SES, President (Retired)

Status: GS-1750-14; Full-Time

Served as the Dean of Academics for the Joint Special Operations University (JSOU). I was responsible for a staff that performed academic oversight and support for JSOU courses, faculty, students, technology, security, and facilities. I was responsible for implementing and maintaining academic standards to ensure university and program accreditation with the Department of Education. I chaired the Curriculum Review Committee (CRC) process that oversaw course development through all phases of the Instructional Systems Design (ISD) process. Programmed and planned the department and university's budget in excess of \$16M. Participated in education focused meetings at all levels to include director, component, and senior staff levels. Briefed the United States Special Operations Command (USSOCOM) Commander and Vice Commander on new education initiatives for JSOU. Key accomplishments include the following:

- In 2014-15, I developed and briefed USSOCOM Headquarters' (HQ's) senior staff on a new JSOU initiative entitled, *JSOU 3.0: The Way Ahead*. For the initiative, I proposed and oversaw the design of a master's certificate and a bachelor's completion program in Advanced Special Operations – the first of its kind. For the National Defense Authorization Act (NDAA) FY14 and FY15, I wrote legislative proposals that would allow JSOU to obtain Title 10 faculty hiring and degree granting authority. Coordinated among multiple offices, including the U.S. Department of Education (ED), three ED accrediting agencies, the Under Secretary of Defense for Personnel and Readiness (USD (P&R)), Assistant Secretary of Defense for Special Operations/Low Intensity Conflict (ASD (SO/LIC)), and the Federal Advisory Committee Act (FACA) Program, to ensure proper authorities and avenues for implementation of JSOU 3.0 existed.
- During my tenure, I expanded the distance learning program to include an online presence for all JSOU courses. Designed and developed the first fully online course for JSOU, *Introduction to Special Operations ISOF*). Worked closely with the budget analyst, HQ's contracting office, and the Learning Management System representative to ensure ongoing availability (an increase from 500 to 4000 user licenses) and expanded capabilities to include mobile device features.

- Within six months of assuming responsibility for the Instructional Technology Department, I reorganized the IT staff and its processes to increase customer satisfaction rates. Focus was placed on proactive customer service, response times, and documentation of service requests. As a result, turnaround time for a request was decreased from 72 hours to 48 hours and agility to respond increased overall customer satisfaction from a low of 2.71 on capabilities and a 2.74 on processes to over a 4.0 on both (faculty survey; based on a 5-point scale). Contracted and oversaw the development of new SharePoint portal-based programs to include an operations schedule, JSOU public portal, guest speaker tracking tool, and student registration.

Director of Faculty Development

07/2010 to 05/2012

Joint Special Operations University, MacDill AFB (Tampa), Florida

Supervisor: Dr. Brian A. Maher, SES, President (Retired)

Status: GS-1712-13; Full-Time

As the Director of Faculty Development, I was responsible for the professional development and training for all JSOU faculty members. JSOU is responsible for providing courses for over 70,000 special operations forces (SOF) and SOF enablers assigned throughout the US Special Operations Command, so the expertise and instructional skills of the faculty are a high priority for the university. I developed and implemented an 80-hour Methods of Instruction Course (MOIC) that was an initial requirement for all newly hired instructors and professors. Documented and tracked all professional development events attended by faculty and provided documentation to the university's accrediting agency. Key accomplishments include the following:

- As the first Director of Faculty Development for JSOU, I ensured a standardized process was developed and implemented to document faculty education and training. The processes were reviewed and approved by the accrediting agency, along with the methods to track successful completion of the agency's standards.
- Scheduled professional development events each quarter with local professors from civilian universities to improve teaching and instructional methods, student assessment, and active engagement of learners. Resulted in higher levels of course credit opportunities (upper baccalaureate and graduate levels) for students.
- In January 2012, at the request of the Polish Special Operations Command (POLSOFCOM), I taught a modified MOIC for POLSOFCOM instructors (the first of its kind) that would be providing educational courses on operational planning and irregular warfare focused topics to Polish Special Forces. Also co-taught a course to students at the Jagiellonian University (University of Krakow) in support of the JSOU program.

Public School Administrator

07/2005 to 06/2010

Jefferson County Schools, Dandridge, Tennessee

Supervisor: Dr. Charles Edmonds, Director of Schools (Deceased)

Status: Full-Time

I served as the Maury Middle School Principal, responsible for over 700 students and 60 staff and faculty members. I provided professional development, implemented annual teacher evaluation standards, and oversaw technology initiatives to ensure successful implementation of key state and federal education requirements. Responsible for implementing local board policy for daily school management and oversight. During this time, I also served the local community in the following capacities: board member for United Way, steering committee member for Jefferson County

Chamber of Commerce, chief negotiator for Jefferson County Education Association (JCEA), and county-wide family and community engagement coordinator. Key accomplishments include the following:

- Developed an online dynamic curriculum that allowed teachers to post and access locally developed materials. Teachers were able to share and utilize resources across all areas of the curriculum.
- Implemented the first of its kind automated contact system for parent and community engagement. Sent out bi-weekly messages through voice, text, and email.
- Worked with individual teachers to desegregate assessment data and review formative assessment throughout the school year. Used the data to make student placement decisions and provide remediation and enrichment opportunities.

Secondary School Teacher

07/1993 – 06/2005

**Maryville City Schools, Maryville, TN and
Jefferson County Schools, Jefferson City, TN
Status: Full-Time**

I began my education career at the secondary level, teaching technology to middle school students (7th and 8th grades) and overseeing the integration of technology through interdisciplinary projects. I established three computer labs and was responsible for acquiring new software capabilities for both student and faculty use. During my teaching tenure, I volunteered and/or was selected to serve in the following leadership roles: committee chairperson for the SACS CAIS accreditation review; chief negotiator for the local teacher education association; peer evaluator certified by the Tennessee State Department of Education; and co-author for the National Blue-Ribbon School application (awarded to Maryville Middle School in 1997).

Military Experience:

Force Support Officer (Traditional Guardsman)

04/2000 to 09/2009

Tennessee Air National Guard (TNANG), 134th Air Refueling Wing, McGhee Tyson ANGB

Supervisor: Lt Col (Ret.) Anthony Melson, TNANG, Chief of Staff

Status: Achieved the rank of Major at time of resignation with Honorable Discharge

As a Force Support Officer, I administered and conducted Total Force support operations across the wing and for tenant commands. Translated program policy into directives, publications, and training manuals. Participated in total force adaptive planning and execution in support of combatant commanders from peacetime through mobilization, contingency operations, and demobilization. Accessed manpower, personnel, and equipment availability for unit posturing and management. Developed, controlled, programmed, and allocated manpower resources in support of the Air Force planning, programming, budgeting, and execution process. Analyzed and determined force composition. Determined total force manpower requirements across the spectrum of Air Force capabilities.

Ministerial and Training Development Center Coordinator

2008 to 2009

Camp Phoenix, Baghdad, Iraq

Supervisor: LTG (Ret.) Frank Helmick, Former Commanding General, MNSTC-I

I served on the Ministerial and Training Development Center (MTDC) Advisory Team during a deployment in support of Operation Iraqi Freedom (OIF). Located in the International Zone (IZ) in

Baghdad, Iraq, I was responsible for advising the Iraqi Director of the MTDC on administrative matters to improve processes and efficiencies within the center. Working with coalition forces, I impacted over twenty different courses provided for key Iraqi leadership. Key accomplishments include the following:

- Developed curriculum and implemented the “first of its kind” Advisor School. The purpose of the school was to improve the capabilities of U.S. and coalition advisors to senior Iraqi government leaders. As a result of my efforts, I was awarded the Bronze Star Medal for Meritorious Service in May 2009.
- I was instrumental in pursuing several newly introduced value-added initiatives that further expanded the advisors’ capabilities and the Coalition’s reach and influence into Iraqi society to include the Advisor Standards Committee, Alumni Council, Partner School, Iraqi Women’s Leadership Conference, and English Language Training Program for Iraqis scheduled to attend U.S. schools.

Professional Development and Licensures:

Completed the *Aspen Institute Justice and Society Seminar*, Oct 2024
External member of the *Army War College Provost Search Committee*, Nov 2022 – Feb 2023
External member of the *National Defense University Provost Search Committee*, Dec 2021 – Feb 2022
Member of the *MSCHE Committee on Substantive Change*, Jan 2020 – Dec 2022
Completed *Middle States Commission on Higher Education Peer Evaluator Training*, Dec 2019
Served as *Temporary Faculty at Valdosta State University*, College of Humanities and Social Sciences, Dissertation Committee member, Feb 2017 – Dec 2020
Completed *Harvard Kennedy School Senior Executive Fellows Program*, Feb 2014
Completed *Air Command and Staff College (ACSC) Distance Learning Program*, Oct 2013
Completed *Squadron Officer School (SOS) Distance Learning Program*, May 2007
Completed *Services Initial Skills Course*, Air Force Institute of Technology, November 2006
Completed *Officer Commissioning Program*, Air National Guard Training and Education Center (TEC), April 2001
Currently hold a Tennessee State Department of Education *Professional Teaching License* and a *Professional Administrator’s License* (effective until 2028)

Awards and Recognition:

Recognized by the NDU President and University Leadership with a *Special Act Award* for innovative support to the mission and leadership of the Deans’ Performance Management Working Group, Sep 2019
Member JS/J7 *Military Education Coordination Council Working Group*, Jul 2017 – Present
Awarded the *Herald Chronicle’s 2017 Reader Survey “Franklin County’s Finest Boss” Award*, Feb 2017
Member of *Southern Tennessee Regional Health System Board of Trustees*, Winchester, 2016 – 2017
Member of *Delta Kappa Gamma (Franklin County Chapter)*, 2016 – 2017
Member of *Franklin County Board of Health*, 2015 – 2017
Member of the *Winchester Rotary Club*, 2015 – 2017
Member of the *Tennessee Organization of School Superintendents*, 2015 – 2017
Member of the *American Association of School Administrators*, 2015 – 2017
Member, Board of Directors, *Franklin County Chamber of Commerce*, 2015 – 2017
Voting member of the *Franklin County Government Finance Committee*, 2015 – 2017
Member of the *Southern Tennessee Ladies Society Scholarship Foundation*, 2015 – 2017
Member of the *2015 Leadership Franklin County Class*, Franklin County Chamber of Commerce

Recognized by HQ U.S. Special Operations Command with the *Joint Civilian Service Commendation Award*, May 15, 2015

Military Education Coordination Council Working Group representative for JSOU, 2013 – 2015

Presenter for the *IDGA Special Operations Summit West*, Mar 2013

Member of the *2012 Leadership Tampa Class*, Greater Tampa Chamber of Commerce

JSOU Representative for the *A&E Selection Board*, MILCON Working Group, Sep 2013

Recipient of the first ever Joint Special Operations University *Permanent Faculty Member of the Quarter Award*, March 2011

Awarded the *Bronze Star Medal* by the United States Armed Forces for meritorious service in support of Operation Iraqi Freedom (OIF), May 2009

Administrator of the Year, Jefferson County Education Association (JCEA), 2006 – 2007

Middle School Teacher of the Year, Jefferson County Education Association (JCEA), 2004 – 2005

Member of the *2004 Leadership Jefferson County Class*, Jefferson County Chamber of Commerce

(Served as a faculty member with the Leadership Class representing Education Day, 2005 – 2010)

Publications/Scholarship Highlights (Major Projects):

Dudas, D., Fidermutz, B., Lonas, A. (2022). What is JSOU? Then, Now, and Next. *Joint Forces Quarterly*, 105(2), 55-59. <https://ndupress.ndu.edu/Media/News/News-Article-View/Article/2999180/what-is-jsou-then-now-and-next/> (Co-author)

Joint Special Operations University Strategic Plan, 2021 – 2026 – Captured the JSOU NEXT initiative requirements for implementation at all levels of the university; reviewed and updated annually (Author and Editor)

Joint Forces Staff College Directive 1400.01 Faculty Handbook – Provided basis for newly developed faculty performance expectations in teaching, research/analysis, engagement, service and workplace accountability, effective AY 2019-20. (Contributor and Editor)

CJCSI 1800.01F, Officer Professional Military Education Policy (OPMEP), 01 Apr 2020

Provided ongoing inputs and recommendations to update document to reflect an outcomes-based model for JPME II requirements. (Contributor)

Joint Forces Staff College Strategic Plan 2018-2023, 01 Jun 2018. (Co-author)

Franklin County Board of Education Policies: Board Operations; Fiscal Management; Support Services; Instructional Services; Personnel; and Students, 2015-2017 - Annual review and revision of 280 policies to ensure compliance with state and federal laws. (Author and Reviewer)

Southern Association of Colleges and Schools (SACS) AdvancED Engagement Review Report, September 2015 and September 2016. (Co-author)

Joint Special Operations University: Methods of Instruction Course (MOIC) – designed and developed 80-hour course; required attendance for all newly hired faculty; 2010-2013. (Author)

Key Elements of Comprehensive School Reform: A Comparative Case Study between the U.S.

Department of Education's Whole School Reform Framework and New Hope Middle School's Reform Process. Vanderbilt, Peabody College, Dissertation, May 2005.

Middle School Policy. Tennessee Department of Education, March 1999. (Co-author)

Blue Ribbon Proposal. Maryville Middle School, August 1996. (Co-author)

Final Report: Career Ladder Projects. Tennessee Department of Education, May 1992. (Author)

Long Range Educational Planning Guide. Document for Tennessee Department of Education, May 1992. (Author)

An Evaluation of the Impact of Local Needs Assessments on Tennessee's Incentive Program.

A Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA., April 1992. (Author)

Other:

U.S. Citizen

Currently hold a Top-Secret/SCI Security Clearance

References:

Mrs. Sara Liechty, Franklin County School Board member, 103 McKinney Circle, Estill Springs, TN, 37330, (931) 636-2721, liechtys@united.net

Dr. Shannon Meade, Vice Provost for Education Policy and Institutional Effectiveness, Joint Special Operations University, 7701 Tampa Point Blvd, MacDill AFB, FL 33621, (813) 826-3761, shannon.meade@socom.mil

Dr. Isaiah "Ike" Wilson, III, President Emeritus, Joint Special Operations University, 5845 Audubon Manor Blvd, Lithia, FL 33547, (845) 269-1741, isaiah.wilson3@gmail.com

(Additional references are available upon request.)

Joint Special Operations University (JSOU)
7701 Tampa Point Blvd, MacDill AFB, FL, 33621
Tel 813-826-3761
Shannon.Meade@socom.mil

FEBRUARY 20, 2025

Mr. Charles W. Cagle, Counsel to the Marshall County Board of Education
Lewis Thomason, P.C.
424 Church Street, Suite 2500
Nashville, TN 37219

Dear Mr Cagle,

It is with great pleasure that I recommend Dr. Amie Lonas for the Director of Schools position for Marshall County.

Dr. Lonas and I have been colleagues off and on for 14 years. Initially she was my counterpart in another department here at JSOU only later to become my boss two different times and mentor always. I worked with Amie when she oversaw faculty development and later became her deputy when she was promoted to the Dean of Academic Affairs. As Dean, Dr Lonas led JSOU through a reaccreditation visit that resulted in JSOU receiving the highest score possible. Dr Lonas left JSOU to take on further challenges where she continued to excel. She was eventually enticed to return to JSOU as our Provost to help right the ship after JSOU experienced a tumultuous time of budgeting and leadership challenges. Amie stepped into the fray with no hesitation and led JSOU back to a position of respect and appreciation within the Special Operations community. Dr Lonas led JSOU by example and challenged all of us to refocus our efforts on supporting our primary customer. She established JSOU liaisons within the headquarters' directorates and reinvigorated a defunct SOF schoolhouse consortium to share best practices and pool resources.

I strongly recommend her, and I am quite confident that she will lead Marshall County's schools to new heights. I served 20+ years as an AF officer before joining JSOU and commanded at the squadron level. Yet, once I met Dr Lonas, I realized I still had much to learn about leadership and service. I am a better leader and educator for having worked with her.

Warm regards,



S.P. Meade, DPA, GS-14

Vice Provost for Education Policy and Institutional Advancement

Joint Special Operations University

Sara L. Liechty, Ed. S.

Franklin County, Tennessee School Board

District 8

931-636-2721(C)

Dear Selection Committee:

It is my sincere honor to recommend Dr. Amie Lonas as an educational leader candidate. Dr. Lonas served as the Director of Schools in Franklin County, Tennessee. As a School Board member in Franklin County, I was privileged to work with Dr. Lonas and to witness her wisdom, her knowledge, and her leadership skills. She was most successful as she worked to elevate the educational opportunities for all of our learners.

Dr. Lonas quickly established and maintained a positive and productive working relationship with all members of the School Board. This created an environment which supported open and productive dialogue among Board members and with Dr. Lonas. These discussions revolved around current facility needs, budget requirements, and cutting-edge programming.

Dr. Lonas immediately established a positive rapport within the community. Her regular presence in the school buildings along with her participation in various civic organizations and events provided the opportunity for the community stakeholders to know her. The community rapidly embraced her leadership style. Her knowledge, her professionalism, and her strong communication skills were reflected in the relationship that she was able to build and maintain. Dr. Lonas analyzed and prioritized the educational needs in the county. She then developed strategies to involve the community in understanding, in supporting, and in implementing plans to address these needs and to strengthen education. Her effectiveness as an educational leader must be highlighted as one evaluates her success in building unity and support within the community.

Dr. Lonas was not only a successful and appreciated school system leader when she served in Franklin County; she also spearheaded the creation of the Franklin County Educational Foundation for Excellence. What began as her concern for meeting the need to enrich and enhance opportunities for all of Franklin County's learners has grown into a viable source for enriched learning experiences throughout the County's schools. Because of Dr. Lonas' vision and through her leadership, the Franklin County Educational Foundation for Excellence 501(c)(3) has become a reality for all learners in Franklin County Schools. The impact of this organization has grown exponentially to provide a plethora of innovative and unique education

avenues for students and for teachers. A Franklin County Educational Foundation for Excellence Endowment Fund has been established and will provide for students and learning in the future. Dr. Lonas not only lead with passion during her tenure with Franklin County, she has, through her vision, ensured an avenue for excellence in learning for the future.

I believe that Dr. Amie Lonas has the requisite experience plus a broad base of education knowledge and would be most successful in a leadership position. Because of her commitment to learning and to the community in which she served, I know that she is extraordinary. She is remembered in Franklin County for her strengths, and her ability to move education forward. If I can be of further assistance, please do not hesitate to contact me.

Best regards,

Sara L. Liechty, Ed.S.

Sara L. Liechty, Ed. S.

School Board, District 8

Franklin County, Tennessee



Wilson W.i.S.E. Consulting LLC
Tampa, FL, and Washington DC

To the Selection Committee,

I am writing to offer my strongest unqualified endorsement of Dr. Amie W. Lonas.

I have known Amie for over five years, on both a professional and personal basis, having selected her through an extremely rigorous and highly competitive selection process to serve, initially, as Dean of Academic Affairs, and ultimately, as Provost – the #2 top senior leadership position – of the congressionally-mandated Joint Special Operations University, United States Special Operations Command. I have closely observed and supervised her performance as an academic and scholar, as a teacher, and as a senior executive-level leader and administrator. She ranks among the finest public servants, educators, and leaders I have known in my 40-year professional career as an educator and policy practitioner. I unhesitatingly recommend her for this important and impactful position.

While I have known *of* Dr. Lonas for many years, indirectly and by her stellar reputation as a seasoned education administrator, I first met her personally in late-2019 during interviews for Dean of JSOU, a key and essential leader position that had gone unfilled within the University for many months for lack of finding the best-fitted candidate for what was to become – at the directive of the Commander, U.S. Special Operations Command – a major generational transformation of the JSOU in *forms, functions, and 'faces'* (i.e., faculty and staff talent), aimed at servicing the global-wide special operations leader-operator communities in education, leader-operator preparation, and lifelong leader development as a unique, one-of-a-kind polytechnical university. Amie Lonas proved to be the unique perfect fit, and just as “one-of-a-kind” of a change leader, educator, and administrator as the University she has stalwartly led for the past four years of historic change in how the Nation prepares its special operators, as well as those of our Nation’s allies and foreign country partners.

Since arriving at JSOU in 2020, Dr. Lonas has been directly responsible for leading and implementing a comprehensive organizational change initiative called JSOU NEXT. The initiative required her team of faculty and staff to complete a comprehensive curriculum review and refit study—the first of its kind in scope, scale, and comprehensiveness since the University’s founding in the year 2000. The study additionally identified areas demanding wholly new curricula based on emerging national and global security priorities. Under her direct leadership and supervision, Amie’s team designed and developed content for a Joint/Combined- Special Operations Forces (JC-SOF) Common Core – the first of its kind – to be delivered in multiple modalities (to include online modules). Dr. Lonas also led the reorganization of the University’s structure and personnel to fully implement the JSOU President’s vision for the JSOU NEXT initiative.

During her time as JSOU Dean (July 2020 - Jan 2022) Amie immediately hit the ground running, and assumed responsibility as the lead to plan, organize, and direct the JSOU Senior Leadership Team to develop and present a series of In Progress Reviews (IPRs) for JSOU NEXT. Within a very short

timeframe, she created the framework for three decision briefs that resulted in the JSOU President's approval for implementation in CY21. In conjunction with leading the JSOU NEXT concept development team, Amie authored the *JSOU Strategic Plan 2021-2026* that is currently in its fourth year of its original five-year implementation plan. Working closely with the faculty and the department directors, she developed a faculty rank and performance management structure that fully implemented the JSOU President's vision to redefine faculty responsibilities for Teaching and Learning, Research and Analysis, and Service and Outreach.

Competing for and assuming the duties of Provost of the Joint Special Operations University in January of 2022, and serving in that position and capacity presently, Dr. Lonas is currently implementing and supervising the development of a new faculty talent line authority. JSOU received the authority to hire Title 10, Administratively Determined (AD) faculty in the 2018 National Defense Authorization Act (NDAA). In this capacity, Dr. Lonas worked closely and tirelessly with the personnel, legal, and resourcing departments of multiple Command headquarters, peer Academic institutions, and Supporting agencies, to establish hiring policies/practices and socialize them with the appropriate points of contact throughout the USSOCOM headquarters. Serving as chair of the civilian hiring panel, the JSOU was able to onboard their first Title 10 academic faculty in 2021 (an historical milestone) and the University is now in the process of hiring their 12th faculty member under this authority.

The reform, refits, and reorganizations of the JSOU-NEXT Initiatives have proven nothing less than watershed; leading a renaissance in not only the content and context of SOF education, but in the structure and andragogy of SOF leader-operator (as well as commanders and staffs) training and preparation—*vital changes coming at vital time in US Department of Defense (DOD) strategic and global security change*. Dr. Lonas has proven herself overmatching in her vitalness in leading this change. It was a pleasure working and leading with her through these endeavors, and I would seek out opportunity to work and serve with her again.

Please feel free to contact me at (845) 269-1741 or via email at isaiah.wilson3@gmail.com for further information. Amie has my highest recommendation.

Sincerely,



Isaiah (Ike) Wilson III, Ph.D.

President Emeritus

Joint Special Operations University (JSOU)



Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Marshall County Director of Schools Application Packet--Justin Perry

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:50 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Dr. Justin Perry, who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District

----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>

Date: Sun, Mar 2, 2025 at 9:38 PM

Subject: FW: Marshall County Director of Schools Application Packet--Justin Perry

To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachments to this email contain the application of Justin Perry for the position of Director of Schools.

Please let me know if you have any questions.

Chuck Cagle



LEWIS THOMASON

Charles W. Cagle Attorney at Law


Lewis Thomason, P.C.

424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219


Tel: 615-259-1365 | Fax: 615-259-1389

[Web Page](#) | [My Bio](#)

4 attachments

 **Justin Perry--Resume with Interest Letter.docx**
43K

 **Perry Rec Letter--N. Pruitt.pdf**
41K

 **Perry Rec Letter--G. Tepedino.pdf**
359K

 **Perry Rec Letter--J. Wiles.pdf**
9310K

Justin Douglas Perry
2053 Keene Circle
Spring Hill, TN 37174
931-637-7122

Marshall County Board of Education
700 Jones Circle
Lewisburg, TN 37091

Dear Members of the School Board,

It is with great pleasure that I submit my application for the Director of Schools position in Marshall County. In addition to being from Marshall County and being an alumnus of Marshall County High School, I have spent my entire professional education career in Marshall County. I have taught at the Alternative Learning Center as well as at MCHS. I spent two years as Assistant Principal at Forrest School before returning to Marshall County High School as Principal. This is my 6th year in school administration.

I can honestly say that since being employed as an educator in Marshall County, I have never applied for a teaching or administrative job outside of this county because this is the only place my wife, Sara (14th year teaching in Marshall County), and I want to work. When I interviewed for the Principal position at MCHS in 2021, the first question I was asked was why I wanted to be the Principal at Marshall County High School. I vividly remember answering without hesitation—I got a wonderful education at MCHS that set me up for great success in college and beyond, and I wanted that same opportunity for all of our students today.

I am applying that same passion and desire for excellence now in my application and interest in the Director of Schools position. The Marshall County School System is a wonderful place for students, families, and educators. We have strong principals, accomplished teachers, and schools that simply do amazing work with students on a daily basis. I would love to have the opportunity to improve upon the work we have already been doing as well as lead our county into a new era of academic achievement and growth; facilities and extracurricular programs and activities that all Marshall County citizens can be proud of; and relevant academic programming that meets the needs of our local economy as well as prepares students for the jobs and economies of tomorrow.

I believe you will find in my application package strong evidence of being a successful administrator and someone who has the ability to bring out the best in both adults and students. I am confident that my vision for Marshall County Schools aligns with the vision of the School Board. Please feel free to contact me at 931-637-7122 or jperry1870@gmail.com.

Sincerely,

Justin Perry, Ed.D.

Justin Douglas Perry, Ed.D.

2053 Keene Circle, Spring Hill, TN 37174 | 931-637-7122 | jperry1870@gmail.com |

Summary Statement

A passionate and accomplished educational leader with 12 years in education (6 in leadership) that is seeking the Director of Schools position for Marshall County. Recognized for being a strong instructional leader, using performance data to make student-driven decisions, building strong relationships with stakeholders of all types in the school and community setting, and fostering a culture of belonging and positivity in the school setting. Known as a consistent, clear, and effective communicator as well as a great listener and collaborator. Possesses a forward-thinking mentality which allows for strategic planning and actionable goal setting; strong collaboration and support for teachers and students to positively impact student achievement; and an unwavering commitment to improved performance and student achievement.

EDUCATION

Lipscomb University Nashville, TN

Doctor of Education – Learning Organizations and Strategic Change, 2021

Lipscomb University Nashville, TN

Education Specialist – Educational Leadership, 2019

Middle Tennessee State University Murfreesboro, TN

Masters of Education – Curriculum and Instruction, 2013

University of Memphis Memphis, TN

Bachelor of Arts – History (Cum Laude), 2012

CERTIFICATIONS

Tennessee ILL-P Professional Administrator Pre-K-12

History 7-12

Government 7-12

Economics 7-12

PROFESSIONAL TRAINING

TDOE Principal Academy, 2024

TDOE Rural Principal Network, 2022-2023

TDOE Assistant Principal Academy, 2020-2021

Tennessee Transformational Leadership Alliance, 2017-2019

- Inaugural cohort member; multi-county, competitive selection process; Principal Pipeline Partnership between Lipscomb University and TDOE.

ADMINISTRATION EXPERIENCE

2021-Present: Principal, Marshall County High School (Lewisburg, TN)

Student Demographics: W 60%, H 21%, BL/AA 17%; Free/Reduced 70%

- Managed daily operations of the building, including personnel, the physical plant, and budgeting.
- Administrative facilitator all seven Professional Learning Communities.
- Evaluated faculty and classified staff.
- Implemented effective student discipline strategies to enhance overall school climate, culture, and safety.
- Collaborated with students, parents, and families to develop comprehensive post-high school plans.
- Built and cultivated relationships with local businesses, community leaders, and other key stakeholders to support student success and school initiatives.
- Organized and implemented the ACT Bootcamp every semester in preparation for the school-day ACT.
- Focused on continued and sustained improvement in the school's climate and culture, primarily through the growth of the Jostens Renaissance program.
- Built the school's master schedule every year in collaboration with the school counselors and other administrators.
- Met bi-weekly with the school's Leadership Team to plan and discuss upcoming school events or initiatives;

brainstorm and solve problems; monitor trends with Chronic Absenteeism, Truancy, and discipline referrals; examine RTI data and student performance; discuss accomplishments or things to publicize and highlight via the local newspaper and social media; and work collaboratively on a variety of school issues and areas of needed improvement.

Further details on the highlights, accomplishments, and improvements at MCHS during my tenure as principal are provided on a subsequent page.

2019-2021: Assistant Principal, Forrest School (Chapel Hill, TN)

Student Demographics: W 87%, H 9%, BL/AA <5%; Free/Reduced 33.6%

- Served as the Building Testing Coordinator for TCAP/EOC as well as ACT.
- Managed student discipline and parental engagement for middle school grades (7-8).
- Administrative facilitator for all science and social studies Professional Learning Communities (7-12).
- Evaluated teachers.
- Led staff professional development for ACT and Tennessee Academic Standards curriculum alignment.
- Supported the principal in school operations, staff management, and positive behavior incentives for students.
- Assisted teachers with engaging students and parents during the hybrid/virtual learning year of 2020-2021 during the COVID pandemic.

TEACHING EXPERIENCE

2018-2019: Graduation Coach and Building Testing Coordinator, Marshall County High School (Lewisburg, TN)

- Worked with teachers, school counselors, and administrators to identify and support students who were credit deficient or otherwise at risk of dropping out of high school.
- Developed a monitoring system that used a variety of data points to determine students in each grade who were most at risk for dropping out of school.
- Organized and led the school-wide fundraiser, which provided funds for each class's graduation, senior-year activities, and regalia/awards.
- Engaged in monthly professional development and networking with other school and district leaders in southern middle Tennessee through an informal "data collaborative" that looked at ways leaders could use data to make student-driven decisions from the organizational level to the classroom level.
- Assistant football coach.

2015-2018: Economics/History Teacher, Marshall County High School (Lewisburg, TN)

- Lead Teacher for technology, 2017-2018.
- PLC facilitator, 2017-2018.
- Piloted the school's 1:1 "student to device" laptop program, 2016-2017.
- Led multiple district-wide in-services concerning integrating technology into curriculum and instruction.
- Assistant football coach (Region 4-4A Assistant Coach of the Year, 2017).

2013-2015: Alternative Learning Center, Lewisburg Middle School (Lewisburg, TN)

- Taught multiple classes and subject areas from grades 7-12.
- Coordinator for the A Plus and Odysseyware online learning platforms.
- Assistant football coach.
- Assistant tennis coach.

PUBLICATIONS

2021: An Examination of Tuacahn High School for the Arts' ACT Preparation Program (Doctoral dissertation)

KEYNOTE PRESENTATIONS/TRAININGS

2024: Safe Schools in 2024 (TOSS/ALI Assistant Principal Network event)

KEY SKILLS & COMPETENCIES

- **Instructional Leadership**
- **Strategic Planning**
- **Academic Programming**
- **Budget Management/Resource Allocation**
- **Stakeholder Engagement**
- **Relationship Building**
- **Effective & Clear Communication**
- **Collaborative Work**
- **Discernment**
- **Situational Awareness**
- **Ability to make challenging decisions**
- **Active listener**
- **Proven ability to improve academic performance**

MCHS Highlights, Accomplishments, and Improvements

All of these items have occurred during my tenure as principal of MCHS unless otherwise noted.

Academic Programming

- Added multiple Advanced Placement/State Dual Credit programs.
 - AP Psychology
 - AP Art 2-D
 - SDC Psychology (MCHS led the state in the challenge exam pass rate in 2023-2024.)
 - SDC Introduction to Education
- Worked closely with the CTE Director (Frank Musgrave) to add back the Agriscience program and begin the Dual Enrollment Office Management program at MCHS.
- Restarted our Musical Theatre program--a collaborative, fine-arts effort that incorporates our Choir teacher and our Theatre teacher.
- During the 2024-2025 school year, students with a strong interest in pursuing STEM fields after high school have had the opportunity to work after school with Ph.D. students from Vanderbilt University to conduct original research on topics related to biology and other scientific areas of study.
- All of these academic programming improvements have occurred without any increase in the number of yearly budgeted teachers for MCHS.

Instructional Leadership

- Revamped PLCs at MCHS to allow for more time spent in classrooms informally and giving teachers actionable feedback to improve instruction.
- Made meaningful and time-consuming commitments to build capacity in teachers to examine their own student performance data and be able to use that data in their classrooms to make student-driven decisions.
- Made master schedule decisions and assignments based on student needs and teacher effectiveness (including student performance data and TVAAS growth measures).
- Prioritized working with new or struggling teachers via PLCs, informal walk-throughs, and TEAM observations to increase the overall level of support and coaching for these teachers.
- Consistently responded to changes in state and federal accountability models.
 - Developed a targeted intervention plan for students in the bottom 33% of TVAAS projections to ensure that they have more time and support in small-group settings.
 - Improved two letter grades ("D" to "B") on the new state accountability Report Card from 2022-2023 to 2023-2024.
- MCHS was 5th (out of over 30 schools) in the South Central region for ACT Composite student average in 2022.
- MCHS has consistently had the highest ACT Composite student average in South Central when comparing schools of similar demographic profiles (Ex.—Shelbyville Central, Columbia Central, Mt. Pleasant, Giles County, and Fayetteville High School).

Culture and Climate

- Continued to grow and improve the Jostens Renaissance program.
 - MCHS was recognized as a Platinum Level School of Distinction the past two years, the highest recognition in the Renaissance program due to our continued growth and sustained commitment to recognizing and rewarding students for their achievements and improvements.
- Total yearly Discipline Incidents (write-ups) have dropped 31.7% in the past two years *and are on pace to drop significantly yet again this school year.*
- Worked to improve 9th grade engagement, discipline, and inclusivity by starting a Freshmen Preview Day in the summer the past two school years in order to better welcome incoming freshmen to MCHS.
- Across multiple years, teachers consistently say on the yearly anonymous surveys that I
 - Work hard.

- Have an open-door policy and try hard to listen and weigh all perspectives.
- Am very visible and very present (hallways, ball games, etc.).
- Work to improve various facets of the school (academic interventions, school safety, etc.).
- Build strong relationships with staff and students.

Staff Retention

- Drastically reduced staff turnover (*these numbers include retirements*).
 - 13 vacancies/new hires the summer before my 1st year as principal (2021-2022); 8 in 2022-2023; 7 in 2023-2024; 4 in 2024-2025.

Student Attendance

- Drastically improved Chronic Absenteeism rate from 2018-2019 (25.9%) to 2023-2024 (17.5%) even as, nationwide, Chronic Absenteeism has dramatically increased since the Covid pandemic.
 - During this same time period (2018-2024), MCHS has had the 10th best improvement in Chronic Absenteeism of any high school in the state of Tennessee. (I believe it is important to use 2018-2019 as a baseline since that was the last complete school year pre-Covid.)

Facility/Physical Plant Improvements

- Worked closely with Mr. Sorrells, the Maintenance Department, and outside contractors/vendors to
 - Redesign and sand the gym floor.
 - Design and install new gym bleachers.
 - Improve the public address/sound system in the gym and at Preston Hopkins Field.
 - Repaint the gym and select building hallways.
 - Repave and restripe the entire school parking lot.
 - Repaint the blue awnings around the school.
 - Install avenue banners on the light poles in the parking lot that showcase our school logo.
- All of these projects involved coordination, meetings, and budgeting with multiple parties, which reflect my commitment to having the best facilities and best facade we can possibly have while working with budget constraints.

Extracurricular Activities

- We work very hard at MCHS to have as many competent and qualified coaches on staff as possible and are always searching for teaching candidates who will help coach a sport(s) if possible. A few highlights of our sports teams over the last four years include
 - Reaching the Quarterfinals of the TSSAA State Football Playoffs in 2023 and 2024, including the first undefeated regular season this year since the 2000 season.
 - Our softball team advanced to the TSSAA Region Tournament for the first time in 10 years in 2022 and advanced to the Region Tournament again in 2024.
 - Our boys' basketball team has advanced to the TSSAA Region Tournament three straight years, and our girls' basketball team reached the Region Tournament in 2024.
 - One or both of our cross-country teams have reached the TSSAA State Championship Run every year the past four years.
 - Our bowling team had an undefeated regular season in 2023-2024.
 - Our wrestling program has gone from the brink of being cut to now having strong numbers and multiple State Tournament qualifiers the last two seasons.
- MCHS has long had a robust offering of clubs, but over the past four years we have added a History Club, which produces podcasts about Marshall County history; an American Sign Language club; a Drama club; a Dungeons and Dragons club; and a STEM club.

Teamwork and Team Leading

Shared Ownership and Established Teams

- When I was contemplating applying for the MCHS Principal job in 2021, one of the seemingly small, yet ultimately very important, factors that helped sway me to go ahead and go for the job was that there was an outstanding team in place at MCHS. What I mean by this is not simply a strong faculty, but a truly elite office, administrative, and counseling staff. I knew that as a young principal, I would need to lean on these people and let their expertise and experience not only help me learn but help guide some of my decision-making. Four years into this job, I am proud to say that I was proven completely correct about this. I attribute a great deal of the success we have had in a variety of areas over the last four years to a great office staff & Leadership Team. We have worked hard, efficiently, and collaboratively to identify areas that have needed improvement, strengths to leverage, and ways we can continue to improve the student experience at MCHS.
- One of the first things I did when I became principal at MCHS was to ask each office, administrative, and counseling staff member to provide a complete and thorough list of every single thing they did at MCHS. I did not ask for this list to try to upend everyone's job. Rather, I wanted to learn as much as I could about their roles and what I could do to support them in those roles. This also provided an education of sorts for me as to all the aspects of school beyond merely teaching in the classroom and being an assistant principal.
- As public education continues to evolve and our school & community population continue to change, it truly takes a team to identify emerging trends, new problems, and bold solutions to respond appropriately. As principal, this has been a primary function and purpose of our Leadership Team PLC (*discussed earlier in resume*).
- I have often told aspiring administrators that perhaps the one phrase that encapsulates the entire job as a building principal is that you are the "CFOO"...the Chief Figure Out Officer. It is ultimately on the principal's shoulders to get the right people on the team and build capacity in them to execute the principal's goals, mission, and vision for the school. While there are of course areas we still need to improve upon, I am confident that this approach has helped us be successful and build a great deal of positive momentum at MCHS over the last four years.
- I wholeheartedly believe that as Director of Schools, I would be entering a very similar situation as what I have described above about becoming and being the MCHS Principal. There is a strong, experienced, and established Central Office staff already in place. This is going to be ideal for a young superintendent to enter into. I have no doubt that I will have a lot to learn about leading the entire organization, but I am confident that there are great people in place who not only are deeply invested in Marshall County students and schools but will also work hard for me and with me to help me with the learning curve. As I grow into the role and gain confidence in the job, it will then be easier to identify areas in different schools or districtwide that we need to improve upon.

Collaboration and Relationships Across the District

- One of the best career decisions I have made was to apply for and accept the Assistant Principal job at Forrest. I thoroughly enjoyed my time there and working with Ms. Phifer and the entire Forrest faculty and staff. I still tell people that had the MCHS Principal job not opened up when it did, I would probably still be at Forrest.
- Being at Forrest was a great opportunity for me to, while still being in Marshall County, gain a different

perspective on education with a vastly different student population and a different community. Not only did I have a great experience at Forrest, but it truly made me a better, more capable leader when I became the MCHS Principal. As many of you know, my sister and my brother-in-law work in Chapel Hill schools, which has continued to provide me with insight and knowledge into school issues or matters on the north end of the county.

- One of the aspects of the Chapel Hill community that I found so admirable and have tried to apply in Lewisburg and at MCHS is the “vertical alignment” of the three Chapel Hill schools. Obviously, a lot of this can be attributed to the close-knit nature of the Chapel Hill community, but it was great to see how closely Ms. Phifer, Mr. Reasonover, and Mrs. Kirby would work sometimes on matters that affected the entire school ecosystem and/or community in Chapel Hill, whether that be Homecoming, student visits between the schools, or high schoolers being allowed to go into the elementary schools to mentor and read to students. (One thing that I have implemented at MCHS that was a direct result of my time at Forrest is a Senior Walk, in which our graduating seniors visit each elementary school to walk the halls one last time and present certificates of thanks and appreciation to teachers. This has become one of the best, most-anticipated events each year and has been a great PR “win” for our Lewisburg schools.)
- In addition to working closely with Ms. Phifer for many years as the Forrest Assistant Principal and now as MCHS Principal, I have also developed a great working relationship with Mr. Adcox at Cornersville School. The three of us work very well together, we are close personally, and we share ideas with each other and are always willing and able to help each other think through problems and ways to approve various situations. We have very productive Secondary Principal PLC meetings, along with Mrs. Zajac, the LMS Principal and a former MCHS colleague, and truly make a great secondary team. Yes, we all want to be the best and are competitive by nature, but all of us understand that when we each can win, we all win as a district and school system.
- It’s no secret that one of the challenges of running and managing our school district is that we are essentially three mini-districts in one. I am quite confident that, while I’m sure there will be other qualified applicants for the Director of Schools position, the School Board will not find an applicant who is more capable, qualified, and ready to work with stakeholders across this county and in each school community than me. I pride myself on building and maintaining great relationships with people, and I know that I can apply these principles and traits across Marshall County.

February 19, 2025

Marshall County Board of Education
700 Jones Circle
Lewisburg, Tennessee

To Whom It May Concern:

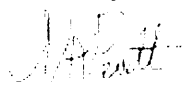
This letter is to recommend that Justin Perry be considered for the Director of Schools for the Marshall County School System. As a teacher and administrator in the school system for 37 years, I have observed Justin as an outstanding teacher, assistant principal, and principal. He has a winning personality and conducts himself with dignity as he performs his daily duties. Justin is honest, dependable, and efficient; and always demonstrates kindness and understanding during his interaction with others.

As the Assistant Principal of Forrest School and the Principal of Marshall County High School, Justin has used his skills and training to develop and communicate a vision for the school system. Given the opportunity, he will provide high-quality leadership to best serve the children, parents and community. He will be diligent to recruit and retain educators and leaders who are dedicated to quality education and who demonstrate a sincere love and commitment to the students.

Justin's education and experience will be an excellent foundation for budgeting and building maintenance; as well as, developing a cordial working relationship with the Board, the supervisors and administrators, the teachers and parents. His skills in research and evaluation will ensure that the school system is providing educational programs and assessment skills that build a strong foundation for the early learning students as well as ensuring that the middle school and high school students are prepared for the variety of future education and careers. Justin is dedicated to a quality education for all students of the system.

Justin has made continued progress in his professional career and made a conscious effort for excellence throughout his career. His knowledge and experience will serve as stepping stones to make him an exceptional leader of the Marshall County School System. I highly recommend Justin for the position and am confident that he will be an excellent leader if he is given the opportunity.

Sincerely,



Nancy Allen Pruitt
Former Principal of Forrest School and Marshall County High School



MARSHALL COUNTY

SCHOOL SYSTEM

INSPIRE ★ EMPOWER ★ SUCCEED

Jacob Sorrells, Director

700 Jones Circle • Lewisburg, TN 37091

(931) 359-1581 www.mcstn.net

February 20, 2025

Dear Marshall County Board of Education Members:

I am happy to be writing a letter of recommendation for Dr. Justin Perry for the position of Director of Marshall County Schools. I have had the pleasure of knowing Justin since he was a young man, and I have seen him develop into an extraordinary leader who I feel would be an outstanding Director for our district.

Justin has the unique experience of having worked in several roles within our system. He has been a classroom teacher, taught at our Alternative School, served as Graduation Coach and Testing Coordinator at MCHS, served as Assistant Principal at Forrest, and is currently serving as Principal at MCHS. Having these varied experiences has given him the opportunity to see and learn from different perspectives as to how schools operate. A successful Director must be able to relate to all aspects of the school system, and I believe Justin has the knowledge to perform this job successfully.

I have had the chance to work with Justin in his various roles – especially as principal. I have joined in on many of his leadership PLC's at MCHS and have seen his management and supervisory skills in action. He has fostered respect and comradery within the faculty and has grown the positive attitude that I see at MCHS when I walk into that school building. It takes a strong leader to keep a faculty working together. Justin has been successful at this, and I know he can take these same skills and bring them to the role of Director. I see him being able to keep Marshall County Schools together on the right track toward improving and becoming one of the top districts in our South-Central division.

Dr. Perry is a hard worker who understands the business of Education. He is a strong academic leader who is a curriculum expert. He is knowledgeable on current trends in education as well as being up to date on laws in which districts must comply. Justin is an upstanding, trustworthy, and intelligent man who will do everything in his power to make Marshall County Schools the best they can be. He is vested in our community, and, as a Marshall County Schools alumnus, he will take pride in leading our schools into the future. In my experience of working with many administrators over the years in Marshall County Schools, I believe I can assess the qualities of a good leader. I know Dr. Justin Perry will meet and exceed those qualifications. I can wholeheartedly recommend him to you as our next Director of Schools.

Sincerely,

Ginger Tepedino, Supervisor
Student Services/Attendance
Marshall County Schools



Marshall County High School

661 WEST ELLINGTON PARKWAY
LEWISBURG, TENNESSEE 37091
TELEPHONE: 931-359-1549
FAX: 931-359-4784

Marshall County Board of Education
700 Jones Circle
Lewisburg, TN 37091

February 16, 2025

Marshall County Board Members,

As a 33-year employee of Marshall County Schools, I am delighted to recommend Dr. Justin Perry for Director of Marshall County Schools. I had the good fortune of teaching him in the eighth grade, then working with him as a fellow teacher, and now working with him as Principal of Marshall County High School.

Justin has always had Marshall County in his blood—from growing up in Lewisburg to returning after college graduation. As we are all aware, educators and leaders are in high demand. Justin and his wife, Sara, could have chosen anywhere to pursue careers and put down roots, but they intentionally chose to do so here with us!

And when he started, a position at the Alternative School was the only one available. Justin seized the opportunity to work with some of our most challenging students and then moved to the roles of regular classroom teacher, assistant principal, and now principal.

Besides being hard-working and diligent, Justin possesses other leadership skills that make him qualified to be Director. He listens without prejudging and does not overreact when presented with problems. I appreciate that any of us at MCHS can go into his office with ideas and not be met with an immediate “no.” He thrives on learning! Justin doesn’t assume he knows everything and challenges himself to know the latest technology to help our school, to know the best classroom teaching strategies, and to understand all aspects of the endless minefield of data. He challenges all of us to constantly get better as well.

When he became principal, Justin asked all of us in the office to submit to him our current duties. He genuinely wanted to know what our roles were and how he could best help us. Justin works well with all kinds of personalities; he understands the nuances of getting the best out of each member of the faculty and fosters a climate of belonging. When the state report card came out last year, MCHS was given a "D." While we knew our school was not a D, Justin pushed for improvement with strategies he had implemented, and this year's report card was a "B!"

Finally, one of the strongest traits of an effective leader is being able to make tough decisions, even when they might be unpopular. As a principal, Justin has had to make some tough decisions. He stands by his decisions and does not let angry parents or frustrated teachers keep him from doing what is right. As Director, I am sure there will be many times when those types of decisions must be made. In our world today, parents and community rarely have all the facts and simply lead with emotion. Justin already has proven his ability to navigate these difficult situations and persevere in seas of uncertainty.

In conclusion, Dr. Justin Perry has my enthusiastic recommendation to be the Director of Marshall County Schools. He has worked his way up to this leadership role. Justin possesses the qualities of an effective leader and his willingness to learn and grow make him the perfect candidate for Director.

If you have further questions, feel free to contact me at 931.993.0343.

Regards,



Jeanne Phillips Wiles
MCHS School Counselor
Jeanne.wiles@mcstn.net



Finch, Pam <pam.finch@mcstn.net>

Fwd: FW: Marshall County Superintendent position

1 message

Julie Cathey <jkcathey88@gmail.com>

Mon, Mar 3, 2025 at 6:41 AM

To: Andy Woodard <awoodard1399@gmail.com>, Tresha Grissom <Tresha.Grissom@mcstn.net>, Betsy Bishop <betsy.bishop@mcstn.net>, Harvey Jones <hejones@united.net>, Julie Cathey <jkcathey88@gmail.com>, John Daniel Allen <dairymade71@yahoo.com>, Heidi McElhaney <hk.mcelhaney@hotmail.com>, Kristen Gold <kgold@firstcommercebank.net>, Mike Herron <mike.herron@gmail.com>, Pam Finch <pam.finch@mcstn.net>

Hello All:

Please find attached the documents from our School Board Attorney, Chuck Cagle, for Dr. Greg Rockhold, who filed documents timely expressing interest in the position of Director of Schools

If you have any questions, please advise.

Kind regards,

Julie Keny Cathey
Marshall County School Board, Chair and Member, 5th District

----- Forwarded message -----

From: **Cagle, Charles W.** <CCagle@lewisthomason.com>

Date: Sun, Mar 2, 2025 at 9:24 PM

Subject: FW: Marshall County Superintendent position

To: Julie Cathey <jkcathey88@gmail.com>

Madame Chairman,

The attachments to this email constitute the application of Dr. Greg Rockhold who has expressed interest in the position of Director of Schools.

Please let me know if you have any questions.

Chuck Cagle



LEWIS THOMASON

Charles W. Cagle Attorney at Law

Lewis Thomason, P.C.

424 Church St., Suite 2500 | P.O. Box 198615 | Nashville, TN 37219


Tel: 615-259-1365 | Fax: 615-259-1389


[Web Page](#) | [My Bio](#)

5 attachments

 **Marashall County.pdf**
82K

 **Greg Rockhold CV 2025 1.21.25.pdf**
467K

 **Curtis Clough ltr of ref _ G Rockhold.pdf**
451K

 **Sims Letter of Ref. Dr. Rockhold 1.29.22.pdf**
84K

 **Patterson ltr of ref Greg Rockhold Signed Letter.pdf**
101K

February 28, 2025

Marshall County Board of Education

Re: Superintendent position

Greetings, Members of the Board,

Please accept this correspondence, application with attached Curriculum Vitae, and supportive letters of recommendation as a formal expression of my interest in the position of Superintendent. It would be a distinct honor and an exciting challenge to help move the district forward during the unique opportunities created at the State and Federal levels. For over twenty-five years, my commitment has been to help provide all New Mexico, Tennessee, Colorado, and Alaska students with the best possible educational opportunities. My varied experiences as a successful administrator at all campus levels, serving as president of the New Mexico Coalition of School Administrators, president then Executive Director of the New Mexico Association of Secondary School Principals, Secretary of the New Mexico Association of Supervision and Curriculum Development, and Member – Board of Directors – National Association of Secondary School Principals (NASSP) have helped prepare me for this position.

I possess and would bring numerous critical strengths to the position. I will attempt to describe them concisely and coherently, which will clearly be supported by my CV and any thorough reference review.

My background and ideals will support a demonstrated ability to respond to the needs of the entire school community effectively. I will continue to address the varied needs of all students in the public educational system. My experiences will clearly show attention to accelerated academic programs, at-risk students, Curriculum Mapping, Response to Intervention, PLCs, Common Formative Assessments, inclusion models for special populations, remedial instructional services, and most importantly, solid anchor programs for the core of our student population. I believe in all students' abilities to achieve at very high levels as I build capacity in all staff members.

I bring to the board's attention that I took a team of my current staff through Culturally and Linguistically Responsive Instruction to better instruct our students. My years serving in Native/Rural arenas have taught me the need to know how best to serve students and honor their way of life.

A primary requirement for success in this business is communicating clearly and succinctly with everyone. Therefore, I am gifted in this area. My inviting personality shows that I am interested in others. I can bring differing factions together and focus on a common accord.

As noted in my CV, I have proven leadership skills in curriculum design and implementation, highly organized oral and written communication skills, extensive knowledge of site-based management, and expertise in public school finance. In addition, my background has enabled me to develop technology experience, public speaking abilities, in-depth administrative knowledge, and solid interpersonal skills.

My leadership skills are derived from over twenty years of professional usage. I have extensive multicultural experiences working with students, staff, and the community.

I held a doctoral fellowship in Educational Leadership with Trinity Southwest University. I was a faculty member with Trinity, where I taught graduate classes in management and leadership theory, principles of administration, and an adult learner course. With my previous assignment as Superintendent and the variety of successful additional administrative positions, I will provide the support and authentic leadership needed by students, parents, and staff.

No one will bring a 'can do or will do' such as me. I take full responsibility to ensure that all staff is adequately equipped to perform at 100%. I do not believe in 'try' but in hiring only those who can 'do.' I build capacity in my staff. My leaders will be trained to focus on and drive Deep Curriculum Alignment along with Curriculum Mapping and Common Formative Assessments. I need leaders with the vision to fully engage other staff, students, and the community toward success never achieved before.

As iron sharpens iron, I am a consummate student of leadership, organizational management, organizational efficiency, organizational effectiveness, and organizational motivation.

We must realize that time is not our friend. I also believe that we must provide our staff, as in no other district, with research-based professional development to remain one of the top districts in the state.

We need well-educated teachers, our backbone, with a real focus and passion. We must hold them to high standards but recognize their collective efforts. I believe in our students, and I only hire those who believe in our students, too. An effective teacher makes the most difference in a student's academic success.

I am committed to implementing the **9 Characteristics of Highly Effective Schools**. These characteristics are:

- 1. A clear and shared focus.**
- 2. High standards and expectations for all students.**
- 3. Effective school leadership.**
- 4. High levels of collaboration and communication.**
- 5. Curriculum, instruction, and assessments aligned with state standards.**
- 6. Frequent monitoring of learning and teaching.**
- 7. Focused professional development.**
- 8. Supportive learning environment.**
- 9. High level of family and community involvement.**

Education is a joint venture. We must work together to enable our students to thrive and achieve their highest levels.

I do not recall where I read this quotation, but I believe it to be true: "A chance for leadership is not an opportunity to blow one's horn; it is a chance to serve." I look forward to personally sharing my skills and abilities during an interview.

Respectfully,



Greg Rockhold, Ph.D.

Greg Rockhold, Ph.D.

Nolensville, TN 37135 C: 505 – 264 - 9875

Email: pgrockhold@gmail.com www.linkedin.com/pub/greg-Rockhold-ph-d/21/792/498/
US Passport valid till Jan. 2026

CAREER SUMMARY

As a leader, I focus on enhancing student performance through targeted professional development for all staff. I am also a skilled problem solver and a highly organized team builder who uses student data to make informed decisions.

EDUCATION

Degree: Bachelor of Science
Minors: Business Administration & Marketing
Eastern New Mexico University, Portales, NM

PROFESSIONAL PREPARATION

Degree: Master of Education - General Education
Eastern New Mexico University

POST MASTERS EDUCATION

Degree: Ph.D. – emphasis on Educational Leadership
Trinity Southwest University, Albuquerque, NM

National Superintendents Academy, Chicago (18).

Trainer – Olweus Bullying Prevention Program

Certified Athletic Administrator, (20).

LICENSURE New Mexico Administrative K-12 (3A & 3B) Tennessee Beginning Admin.
Colorado Professional Administrator & Principal Texas Superintendent & Principal

PROFESSIONAL LEADERSHIP EXPERIENCE

Consultant, McPherson & Jacobson, Omaha, NE, Executive & Superintendent Search Consultant (21).

Director of Programs & Interim Principal at 21 sites. Hobbs Municipal Schools and Regional Education Cooperative VII (REC-7) Hobbs, NM I support five districts with grants and professional development and work with NM PED on RFPs. (Jul 21 -24).

I serve as the Hobbs Schools McKinney-Vento Homeless Liaison.

I organize, oversee, and manage our district's mentorship program assignments.

He completed an RFP to provide PD to Math/Science Teachers statewide.

Prepared a grant for 300 teachers to earn a MAT (21).

Consult with NM PED on marketing programs for prospective teachers (21).

I applied for and received 9 Education Fellows awards from our PED (21).

Assistant Principal/Athletic Director, Heizer Middle School, Hobbs, NM (Jul 14 – Jul 21).

He initiated a level of classroom structure that increased instructional time and reduced discipline issues by over 72%.

Wrote, submitted, and received approval from the PED for our team to attend Culturally and Linguistically Responsive Instruction (CLRI) Professional Development.

With increased targeted data usage, Heizer climbed from an "F" to a "D" rating.

WestEd Backward Planning & VITAL Training, and *Get Better Faster* Training 17, 18, & 19).

Instituted Ruvna allows schools to locate and account for students in real time.

He instituted Discovery Education for 18/19, 19/20, and 20/21 SY to increase STEM content.

Principal, Tse' Bit' Ai Middle School, Shiprock, NM. Improve student outcomes through intensive professional development using student data. Phil Kasper, Aug 12 – Jun 13.

Trained staff: Driven by Data, Step-up to Writing, Common Formative Assessments, Deep Curriculum Alignment and Curriculum Mapping to properly implement Common Core.

We increased auditory sound in all classrooms by installing Lightspeed sound systems.

The pilot site for the New Mexico Teacher and School Leader Evaluation System.

I worked with the district HR Director to implement Applitrack (aspexsolutions.com).

Selected by the New Mexico Public Education Division to serve on a Guiding Coalition to craft professional development for the Common Core State Standards rollout.

Principal, Davis-Ramoth Memorial School, Selawik, AK.

Restoring the educational climate of Pre-K – 12 schools in the Arctic bush. Aug 11– July 12.

Superintendent and **Transportation Director**, Hayden SD Re-1, Hayden, CO. Direct all educational, budgetary, and human resources aspects for a rural K-12 school district of 450 students in northwest Colorado. July 08 – Jun 10.

Hayden SD Accomplishments

We have completed the construction of a new Vocational Education Building.

I replaced the entire fire alarm system at the elementary school. I requested and received 10K from Fund Board and 20.5K from the state's BEST school funds. All fire alarm systems are now up to 2009 standards from 1999.

I added the Acuity progress monitoring system in grades 3 – 10.

Implemented Study Island at the Elem. to identify and strengthen student academic weaknesses.

Applitrack's online application system increased the number of applicants by over 800%.

Aesop's online subsystem helped secure subs (automatically).

We have added an online curriculum mapping system with Rubicon Atlas.

For the first time, I added AP classes (3) to high school and sent staff to the national AP Conference.

I added the Science curriculum to elementary (1st – 5th), which now completes a curriculum revision.

He received a Science grant (Dec 09) to fund resources required to meet Colorado State Standards.

Through a grant, I added AEDs (Cardiac Science defibrillators) to elementary and middle schools.

I received a 33K grant from the Colorado Department of Public Safety for a school mapping project.

I required the leadership team to complete the NIMS (National Incident Management System) Mult Hazard Emergency Planning for Schools #362 and Introduction to the Incident Command System for Schools #100. I met both, plus NIMS ICS #402 Executive Leadership Training.

Made a change in food service - we are on track to earn a profit for the first time in six years (the district had supplemented food service at 125K for five years, and we have had an increase of 37% of additional students eating in the cafeteria. In addition, the audit Report (Dec 09) praised district food service operations for 'getting a handle" on cost, labor, and inventory. It stated that food service had made a 180-degree turn toward profitability.

I served on the Colorado Rural Caucus committee.

I was elected to the Hayden Home Rule committee, and committee members elected me president; the local community passed Home Rule.

The Town Board appointed me to the Hayden Economic Development Committee.

Received funding (Steamboat Educational Fund Board) to add an Assistant Technology Specialist.

I took responsibility for Title Funds and wrote the Consolidated Federal Application on 12/09.

I sent the high school principal to the NASSP National Conference; he had never attended.

They brought a sense of professionalism to all areas through the acronym PRIDE—
People Rejecting Indifference, Demanding Excellence.

Revised all cleaning supplies from over 15 suppliers to one leading supplier and trained custodial staff in safety and proper usage. I had devices installed for correctly measuring cleaning products, and we have saved over \$2500 since installation.

Implemented cost containment measures that have reduced workers' compensation payouts via safety training for all staff. Cost Containment will save the district close to 5K per year.

All cafeteria staff received training in safety within the kitchen environment through ServSafe.

They replaced the domestic water heater in the elementary school with five tankless heaters: they will pay for themselves within 14 months due to gas savings. I replaced three electric and one gas water heater with one tankless one for our welding shop, auto shop, auto body shop, and bus barn.

Reworked bus drop-off/pick-up to maximize fiscal efficiency; we dropped over 50% of the stops (from 38 to 18) and took a bus out of service. Total annual savings are 24K.

Wrote an exit survey to be administered to staff who left the district to understand the workplace attitudes better and determine where corrective action might be required.

I wrote the Readiness and Emergency Management for Schools (REMS) grant for \$150,000 to create, strengthen, and improve emergency management plans and our ability to respond appropriately.

We are implementing iObservation (from Dr. Doug Reeves) for classroom walk-throughs, teacher observations, administrator growth, and professional development.

I reconfigured the Purchase Order (PO) system so that nothing is ordered without a signed PO. I also reconfigured the hiring process to bring the superintendent back into the loop.

Finally, I converted all District business credit cards to travel rewards.

He attended all Western Slope Superintendent meetings in Grand Junction, CO.

Principal, E. W. Grove High School, Paris, TN. It is one of the nation's first standalone ninth-grade schools serving four hundred students. Restore structure and pride. 06 – 08.

Principal, San Felipe School, San Felipe Pueblo, NM (Department of the Interior, BIA).
Strengthen curriculum and provide a staff of 74 professional development opportunities (6 Traits, Curriculum Mapping, Cultural Relevancy, and Team Building). I managed the construction of a new middle school. 05 to 06.

Assistant Principal, Hayes Middle School, Albuquerque, NM. Led the Student Services Center (Special Ed., Attendance, Counseling, Nursing, master scheduling, discipline, and SRO). Implemented Data collection. Pilot school for SchoolMax SIS program. July 02 – Sept 05.

Principal, Laguna-Acoma Middle/Senior High School, New Laguna, NM. Implemented curriculum changes to increase achievement in a bilingual/multicultural arena. Added twelve AP classes, WeatherNet, and a Cisco Academy. Maintained all title budgets. Oversaw construction of a new school. Led school out of two years' probationary status to a meet's standards level. 00-Jun 02.

Academic Success at Laguna-Acoma

Staff training using Harry Wong's First Days of School provides structure within classrooms. The structure has decreased discipline by more than 75% (in the last year's week of school, I dealt with more than 30 discipline issues—this year—one).

Structure and discipline are now in place, and attendance has increased (I market an open-door policy that has improved communication with parents).

Structure-decreased discipline problems increased parental involvement and increased student attendance provided a framework for improved academic achievement: we received a "Meets Standards" for middle and senior high school.

I am using SQS strategies (continuous improvement model) to target areas for improvement.

Academic expectations for both staff and students via the inclusion of ten AP courses.

We have been selected—via application—from SDE for assistance in targeting our AP classes with a literacy element that addresses our EPSS (vertical alignment within our English Dept).

We have maintained 27% of our HS student body in our Marine Corps JROTC.

I have used Perkins Funds to add a Cisco networking program w/2 certified Cisco staff.

We have added an Advanced Welding class with a Plasma Cutter.

Maintained staff – (crucial to success) - only one teacher moved (Oregon).

We have increased the library's selection by spending nearly 140K on additional books, including Accelerated Reader software for all students.

We have maintained an after-school tutoring program - Math/English/Science.

Professional development: I am sending (paying with Title I funds) 4 teachers through a reading licensure program. We are a self-selected level 3 school with Re: Learning New Mexico, which provides, at no cost, training such as curriculum mapping and the BEST model.

Last year's Open House brought two dozen parents - this year's Open House brought almost 90.

This year, we started all English classes using 7 Habits for Highly Effective Teens.

I worked with the Laguna Department of Education to fund a planner for all students. As a result, the Laguna Department of Education supported 1600.00 out of the 2000.00 total costs. Planners have increased student responsibility.

We worked with the SDE and received approval for our high school to offer credit for the Acoma Keres class as of board approval on 12/17/01. We are the first high school in the state to provide a Native Oral Language class for credit.

We received Board approval under Title IX to begin a girls' softball team in the spring of 2002.

Staff nominated me for Middle and High School Principal of the Year (2001/2002).

E2020 to the educational program (a laptop program to help students catch up on credits).

We are working with Project ECELL (Equal Chance, Equal Learning Through Literacy) to address our literacy concerns (CESDP - Center for the Education and Study of Diverse Populations).

I am working on concurrent enrollment with the NMSU Grants Branch (Jan. 2002).

I serve on the Executive Board of the NM Assoc. for Secondary School Principals.

We are presently working on instituting boys' and girls' golf and wrestling for the 2002/2003 SY.

I serve as Secretary-Elect on the Executive Board for the New Mexico ASCD.

In February 2002, our Marine Corps JROTC unit scored 98.27% (Feb. 2001, the unit scored 92%).

I appear twice a month in both pueblos' tribal councils, dramatically enhancing communication and trust between all groups.

Presented to tribal, staff, and students an acronym using the word pride – **People Rejecting Indifference-Demanding Excellence**. We will implement this vision in all areas.

I continue to provide the community with a vision of excellence and high standards.

SUMMER SCHOOL LEADERSHIP EXPERIENCE

Principal, Cibola High School, Albuquerque, NM (05).

Principal, Garfield & Hayes Middle Schools, Albuquerque, NM (03).

Principal, Highland High School, Albuquerque, NM (99).

Assistant Principal, La Cueva High School and Albuquerque High School, Albuquerque, NM (98).

PROFESSIONAL INSTRUCTIONAL EXPERIENCE

Adjunct Professor, Trinity College and Seminary, Albuquerque, NM.

Teacher, West Mesa High School, Albuquerque, NM.

Teacher, New Mexico Girls Ranch, Girls Ranch School, Lamy, NM.

Teacher, La Mesa Community School, Belen, NM.

Teacher/Administrative Intern, Broad Horizons Ed. Ctr., Portales, NM.

Territory Manager, Ecolab Inc., Albuquerque, NM.

Owner/Operator, Standard Institutional Foods, Roswell, NM.

MILITARY SERVICE

The United States Marine Corps

Honorable Discharge

My experience includes administrative office manager and controller of the security vault.

PROFESSIONAL DEVELOPMENT

UVA – Partnership for Leadership in Education (23).

Title IX Investigator, (21)

Administrative Need to Know – Sexual Harassment (21).

NMCEL, Summer Conf. – The next 50 years, Abq., NM (21).

Edgenuity Admin. Training (20).

ALICE Basic Certification (18).

Nonviolent Crisis Intervention (CPI) 15 - 22).

Behavioral Meltdown Training, (17).

WestEd, Backward Planning & VITAL Training (17 - 19).

NMCEL, Summer Conf. – Effective Change, Abq., NM (17).

Capturing Kids' Hearts – Leadership Blueprint (16).

Culturally and Linguistically Responsive Instruction (15/16).

National Incident Management System –
100, 362, & 402 (Jun. 15).

REMS – 101 Emer. Ops. Planning &
Threat Assessment. (Aug.15).

College Board, Southwest Regional Forum, TX (15 & 16).

PLC at Work Institute, Tulsa, OK (14).

NM Teach, Santa Fe, NM (14, 15, 16)

Principals Pursuing Excellence, NM – PED, (13).

Alaska Principals Association, Fall Conference (11)

McREL: A Forum of Superintendents, Denver, CO (08, 09).

CASE Summer Conference, Breckenridge, CO (08 & 09).

High Schools That Work Conference, New Orleans, LA (07).

Quantum Learning for Administrators, TN (07).

NASSP Convention – Reno, NV. (06).

NMSBA Law Conference (14 - 22).

NCATE Accreditation Reviewer Training, Virginia (05).

NMCSA – "Leadership for Learning" (05).

State Executive Director's Conference – Megatrends in
Association Management, Quebec, Canada (05).

Special Education Law Conference (05).

NASSP Convention – San Francisco, CA. (05).

NMCSA – "No Administrator Left Behind" (04).

Re: Learning: Backwards Planning Workshop (94).

Re: Learning: Brain-Based Learning Workshop (94).

NASSP Convention – Orlando, FL. (04).

NMCSA – "Embracing the Leadership Challenge" (03).

NASSP Natl. Leadership Assembly–Wash. DC (03, 04, & 05).

NMASCD Conf. – Teaching with the Brain in Mind, El Paso, TX (03).

NASSP Convention – San Diego, CA. (03)..

Data Not Guesswork (02).

NCA Peer Review Team Leader Training (02 & 03).

NMCSA – "Crossroads: Courage to Change" Conference (02).

Student-Led IEPs (02).

NASSP Convention – Atlanta, GA. (02).

North Central Association Evaluation Team Member (01-03).

Intel – Teach to the Future (01-02).

NMCSA – Quality: Quest for the Best, Summer Conference (01).

Re: Learning: Leadership Institute (01-02, 03-04, and 04-05).

Orientation to Performance Excellence - Baldrige (01).

Re: Learning: Curriculum Mapping (01).

Regional Education Technology Assistance- RETA (00/01).

Using the Walk Through to Increase Student Achievement (00).

Strategic Planning Training (00).

504 Compliance Training, (99).

What Matters Most - Time Management Workshop (99).

Myers-Briggs Temperament and Type Indicator Training (99).

Strengthening Achievement, Motivation, and responsibility of
At-Risk Students (98).

7 Habits of Highly Effective People (98).

Working with At-Risk Youth: Improving Personal Effectiveness (98).

NMASCD Spring Conference on Invitational Education (97).

Vocational, Technical, and Adult Education Conference (95).

New Century Integrated Instructional Software (95).

NMASCD Fall Conference on Multiple Intelligences (94).

NMASCD Fall Conference on Multiple Intelligences (94).

Basic & Advanced Support Group Facilitator Training (94).

Drug Reduction Demand Pilot Program/Student Awareness Training (94).

AASA Affiliate Leadership Conference, San Antonio, TX (04).

Small Business Development Center Entrepreneurship Conference (94).

Certified Environmental Sanitation Expert, Ecolab, Minneapolis, MN

PROFESSIONAL COMMITTEE MEMBERSHIPS

NASSP Ambassador in the School Leader Professional Learning Group, 2023.
President, Border Conference Athletics, SE New Mexico, 21 – 22.
The New Mexico Public Education Division selected me to serve on a Guiding Coalition to craft professional development for Common Core State Standards (13).
Colorado Rural Caucus Steering Committee (08-11).
Educational Leadership Constituent Council – lead field peer reviewer for NCATE (05-10).
Past Member - Board of Directors – National Association of Secondary School Principals (05-06).
Past Executive Director - NM Association of Secondary School Principals (04-06).
Past President - NM Coalition of School Administrators (05 – 06).
Past President - NM Association of Secondary School Principals (05-07).
Past Secretary - NM Association for Supervision & Curriculum Development (04-06).
Senate Joint Memorial 9 Task Force (study delivery of health services using school nurses (04-06). LESC
School Principals' Work Group (study salary requirements at the administrative level – (04-05). The state of New Mexico adopted, after almost two years, a salary structure statewide from this workgroup.

PROFESSIONAL MEMBERSHIPS

International Forums of Inclusion Practitioners
New Mexico Athletic Directors Association
New Mexico High School Coaches Association
National Interscholastic Athletic Administrators Association Colorado
Association of Superintendents and Senior Administrators.
American Association for School Administrators.
Association for Supervision & Curriculum Development.
National Association for Secondary School Principals.

RELATED PROFESSIONAL ACTIVITIES AND HONORS

The Crisis in Education Podcast, Guest presenter, (24), w/Dr. Paul “Paulie” Gavoni
<https://www.buzzsprout.com/1931996/episodes/16200750>
Recipient of a Global Inclusion Award (24).
Elected to Town of Hayden's Home Rule Charter Commission (2008).
Greg was selected to serve on the Town of Hayden's Economic Development Commission (2008 - 2010).
NASSP No Child Left Behind National Task Force (04-06).
Considered for White House Appointment (2005).
Presenter at NASSP Convention regarding NCLB, San Francisco (2005), Reno (2006).
McDonald's/NASSP New Mexico Assistant Principal of the Year (2004).
The Editorial Board for NMASCD's *Tracks to the Future* (2003).
Middle & High School Principal of the Year Finalist (2002).
Doctoral Fellowship - Trinity Southwest University.
Woman's Missionary Union Scholarship.
Ecolab Territory Manager of the Year. Eagle Scout, Assistant Scout Master, and District Commissioner.

PUBLICATIONS

- We need a practical way to end teacher shortages in rural America*, District Administration, Feb. 13, 2025.
Hans Andrews and Greg Rockhold.
<https://districtadministration.com/opinion/we-need-a-practical-way-to-end-teacher-shortages-in-rural-america/>
- A Continuing International Crisis: Teacher Shortages. K12 Digest, Hans Andrews, and Greg Rockhold, Jan. 6, 2025. <https://www.k12digest.com/a-continuing-international-crisis-teacher-shortages/>
- U.S. School Districts Need Community Colleges — Now!* Association of California School Administrators – EdCal.- Resource Hub. Greg Rockhold and Hans Andrews, Nov. 27, 2024.
<https://content.acsa.org/u-s-school-districts-need-community-colleges-now/>
- Domino effect: Without licensed teachers, student academics take a hit.* District Administration, Oct. 24, 2024.
Hans Andrews and Greg Rockhold.
<https://districtadministration.com/teacher-shortage-academics-take-a-hit-without-licensed-educators/>
- Solving the teacher shortage will take a new pipeline.* Association of California School Administrators – EdCal. Hans Andrews & Greg Rockhold, Sept. 30, 2024.
<https://edcal.acsa.org/solving-the-teacher-shortage-will-take-a-new-pipeline>
- Why community colleges are a top option for a new teacher pipeline.* Community College Daily, Hans Andrews & Greg Rockhold, Aug. 29, 2024.
<https://www.ccdaily.com/2024/08/why-community-colleges-are-a-top-option-for-a-new-teacher-pipeline/>
- This is the “lead” story in the Community College Daily and the Community College Baccalaureate Assoc. (CCBA) reposted the article on LinkedIn on Aug. 30, 2024.
- The Illinois Community College Trustees Association (ICCTA) shared the above article on Aug. 30, 2024.
- The Community College Baccalaureate in Teaching: Its time has come!* University Business, Hans Andrews & Greg Rockhold, July 31, 2024.
<https://universitybusiness.com/the-community-college-baccalaureate-in-teaching-its-time-has-come/>
- Time for Bonding between K-12 Schools and Community-Technical Colleges to Overcome Teacher Shortages.* National School Boards Association, Hans Andrews and Greg Rockhold, July 8, 2024.
<https://nsba.org/ASBJ/2024/august/online-only-teacher-shortages>
- How community colleges can build a new teacher pipeline.* District Administration, June 24, 2024,
Hans A. Andrews and Greg Rockhold.
<https://districtadministration.com/how-community-colleges-can-build-a-new-teacher-pipeline/>
- Ensuring the Future: A New Pipeline for Preparing Teachers Must Be a Top Priority,*
Illinois Association of School Boards, May/June 2024, Hans Andrews and Greg Rockhold,
<https://www.iasb.com/about-us/publications/journal/2024-illinois-school-board-journal/may-june-2024/ensuring-the-future/>

Teacher Shortages: A Crisis in the United States and many other Countries, K-12 Digest, Hans Andrews and Greg Rockhold, April 2024.

<https://www.k12digest.com/teacher-shortages-a-crisis-in-the-united-states-and-many-other-countries/>

Rural School Teacher Shortages . . . Developing a Meaningful New Teacher Pipeline! National School Boards Association. Greg Rockhold and Hans Andrews. Mar. 2024

<https://www.nsba.org/ASBJ/2024/april/online-only-rural-teacher-shortage>

The editors also included this article in the ASBJ Brief March 2024 e-newsletter, sent to over sixty-five thousand board members, superintendents, and other education officials.

Preparing Teachers in Community–Technical Colleges Makes Sense/Cents! District Administrator, Dr. Greg Rockhold and Dr. Hans Andrews, Feb. 23, 2024

<https://districtadministration.com/preparing-teachers-in-community-colleges-makes-sense-and-cents/>

Education Headlines in 2024 as They Should Read vs Present Facts! District Administrator, Hans Andrews, and Greg Rockhold, January 30, 2024.

<https://districtadministration.com/what-education-headlines-should-say-in-2024-vs-current-realities/>

NASSP picked up this article as the lead-in for the Principal’s Update on Feb. 6, 2024.

Teacher Shortages: A Major Solution Can Come Through the Community Colleges! K-12 Digest, Hans Andrews and Greg Rockhold, Jan. 2024.

<https://www.k12digest.com/teacher-shortages-a-major-solution-can-come-through-the-community-colleges/>

Why our community colleges are primed to produce new teachers. District Administration, Greg Rockhold and Hans Andrews, Nov. 28, 2023.

<https://districtadministration.com/why-our-community-colleges-are-primed-to-produce-new-teachers/>

The K-12 Teacher Shortage Tsunami – an Important Challenge for Community Colleges!

The Trustee Quarterly, Greg Rockhold and Hans Andrews, Fall 2023 Edition.

https://acct.org/sites/default/files/documents/202310/ACCT_Trustee_Quarterly_Magazine_Fall_2023_K-12_Teacher_Shortage_Tsunami_Community_Colleges_Greg_Rockhold_and_Hans_Andrews.pdf

Teacher Shortages: It is time to provide solutions, not just some current facts! National School Boards Association (website), Greg Rockhold, Hans Andrews, and William (Bill) Marzano, Sept. 8, 2023.

<https://nsba.org/ASBJ/2023/october/online-only-teacher-shortage>

If I Were a School Superintendent Today: The Tsunami Plug Would Be Pulled! K12 Digest, Hans Andrews, and Greg Rockhold. Sept. 7, 2023.

<https://www.k12digest.com/if-i-were-a-school-superintendent-today-the-tsunami-plug-would-be-pulled/>

Resolving Teacher Shortages: Time to Pull the Cord! Higher Education Digest, Hans Andrews and Greg Rockhold, Aug. 30, 2023.

<https://www.highereducationdigest.com/resolving-teacher-shortages-time-to-pull-the-cord/>

Teacher Shortage Crisis: A Tsunami Has Landed! Higher Education Digest, Hans Andrews and Greg Rockhold, Mar. 31, 2023.
<https://www.highereducationdigest.com/teacher-shortage-crisis-a-tsunami-has-landed/>

Addressing the growing crisis in K-12 teacher shortages. Community College Daily, Hans Andrews, William (Bill) Marzano, and Greg Rockhold, Feb. 14, 2023.
<https://www.ccdaily.com/2023/02/addressing-the-growing-crisis-in-k-12-teacher-shortages/>

How community colleges can help solve today's teacher shortages. District Administration, Hans Andrews, William (Bill) Marzano, and Greg Rockhold, Aug. 22, 2022.
<https://districtadministration.com/teacher-shortages-community-colleges-help-solve/>

Adequate Funding Crucial to Realizing NCLB Goals, Newsleader, Greg Rockhold, February 2006.

ACCEPTED FOR PUBLISHING

OUT FOR PUBLICATION

Pray tell – what is the definition of Emergency, crisis, or catastrophe – because it has arrived!
Rockhold G. & Andrews, H. (2024).

The United States school districts need Community Colleges – now!
Rockhold G. & Andrews, H. (2024).

ARTICLE(S) IN CONSIDERATION/PRE-WRITING

Teacher hires are making no gains!

SELF PUBLISHED ARTICLES

Invest now for the generation of students in our schools _ The case for community -technical colleges and higher teacher salaries! Greg Rockhold and Hans Andrews, Matilda Press, Feb. 13, 2025. Posted on LinkedIn.

How can “Equity” in K-12 Education be achieved? Hans Andrews and Greg Rockhold. Matilda Press, Oct. 7, 2024. Posted on LinkedIn.

What needs to happen when states continue to have up to 25% of their vacant teaching jobs?
Greg Rockhold and Hans Andrews. Matilda Press, Oct. 7, 2024. Posted on LinkedIn.

Time to move beyond short-term solutions in overcoming teacher shortages!
Hans Andrews and Greg Rockhold. Matilda Press, Oct. 7, 2024. Posted on LinkedIn.

Teacher shortages and community colleges offering baccalaureate degrees in teaching in Florida. Hans Andrews and Greg Rockhold. Matilda Press, Sept. 17, 2024. Posted on LinkedIn.

How much longer will we allow teacher shortages to continue? A new long-term solution is needed now! Hans Andrews and Greg Rockhold. Matilda Press, Sept. 17, 2024. Posted on LinkedIn.

Invest now for the generation of students in our schools: The case for higher teacher salaries!
Greg Rockhold, Hans Andrews, and Bill Marzano. Matilda Press, Aug.31, 2024. Posted on LinkedIn.

Overcoming teacher shortages: Now is the time to install a lasting Solution! Community–Technical Colleges: The Best Option! Hans Andrews and Greg Rockhold.
Matilda Press, Aug. 29, 2024. Posted on LinkedIn.

Solving the teacher shortages now will need Community-Technical colleges involved as a new and important pipeline! Hans Andrews and Greg Rockhold.
Matilda Press, Aug. 7, 2024. Posted on LinkedIn.

Moving toward equity in the schools: Prepare teachers to overcome the severe qualified teacher shortages. Want to fix the teacher shortage? Make the profession more affordable.
Hans Andrews and Greg Rockhold. Matilda Press, Oct. 22, 2024. Posted on LinkedIn.

CORONA PUBLIC SCHOOLS



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Curtis M. Clough, Superintendent * Amanda Dunlap, Principal

November 19, 2024

To Whom It May Concern:

It is my distinct pleasure to write this letter of recommendation for Dr. Greg Rockhold, with whom I have had the privilege of working over the past few years. I have collaborated with Dr. Rockhold on numerous projects and committees, and I have been consistently impressed by his professionalism, knowledge, and dedication to improving educational outcomes and providing high quality opportunities for staff and students..

Dr. Rockhold possesses an exceptional understanding of how data can drive instruction. This ability to translate assessment data into actionable strategies demonstrates his deep understanding of data-driven instruction and its impact on student achievement. In addition to his technical skills, Dr. Rockhold excels in organization and task management. I have observed his ability to organize professional development sessions and implement school-wide programs effectively. His strong, functional knowledge is matched by his excellent people skills, integrity, and unwavering dedication to his work. Greg's ability to listen, communicate effectively, and focus on what truly matters sets him apart as a leader.

What stands out most about Dr. Rockhold is his inspirational leadership style. He motivates those around him to strive for excellence and fosters a positive, constructive, and optimistic environment. His commitment to improving student academic achievement is evident in all that he does, and his leadership inspires others to share in this mission. Furthermore, Dr. Rockhold is a diligent professional who exercises good judgment and discretion, even when entrusted with confidential information. Regardless of the position he pursues, I am confident that he will exceed expectations and make significant contributions to any organization.

If you require additional information or have any questions, please feel free to contact me at 330-933-5357 or curtis.clough@cpscardinals.org. I am happy to provide further insights into Dr. Rockhold's outstanding qualifications.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Curtis M. Clough', is written over the printed name and title.

Curtis M. Clough

Superintendent

Corona Public Schools

Michael Sims
1230 Zuni
Hobbs, NM 88240

January 28, 2022

To Whom It May Concern:

I am writing this letter to recommend Dr. Greg Rockhold for the Superintendent position. I have known Dr. Greg Rockhold for the last eight years, and I have had the opportunity to work under him as a teacher.

During the eight years I have worked with Dr. Rockhold, it has been a privilege. In my thirty-one years of teaching, I have never worked with someone so passionate about sharing their knowledge and experience in the field of Public Education. He is a great administrator when it comes to students, teachers, parents, and other staff members. Dr. Greg Rockhold believes strongly about not only teaching the proper curriculum and skills involved in the education profession, but also about integrity, discipline, team work and other important life lessons. He has extensive experience as a previous superintendent in leading the operations of a school district. I think Dr. Rockhold would provide leadership with new ideas for a new vision to the growth and improvement of Hobbs Municipal Schools. His dedication and commitment to the profession of education has proven true through his vast years of knowledge and experience.

He has a passion for education! I believe Dr. Greg Rockhold would be an asset to any school district as a Superintendent. If you would like any more information, I can be reached at (575) 318-6543 or (575) 433-2300.

Respectfully yours,

A handwritten signature in black ink that reads "Michael Sims". The signature is written in a cursive, flowing style.

Michael Sims

Nancy Patterson

Former QMC, New Mexico 21st CCLC

Officer, New Mexico ASCD

October 3, 2024

To Whom It May Concern,

I am pleased to offer my strong recommendation for Dr. Greg Rockhold for any position that suits his qualifications. I had the honor of working with Dr. Rockhold as an officer of NM ASCD and in my role as a Quality Management Consultant (QMC) for the 21st Century Community Learning Centers (CCLC) program, supporting Hobbs Municipal Schools, where he served as Program Director.

Dr. Rockhold consistently demonstrated exemplary leadership in developing and managing afterschool programs that made a lasting impact on students and the community. His ability to create enriching academic and social-emotional opportunities for students, particularly in underserved areas, is truly commendable. He was instrumental in fostering collaboration between staff, administrators, and community partners, ensuring the success of these programs.

Beyond his programmatic skills, Dr. Rockhold has a remarkable capacity for strategic vision and practical problem-solving. He is a natural leader who inspires confidence in his team, creating an environment of trust and shared commitment. His involvement in broader educational initiatives through NM ASCD also highlights his dedication to the continuous improvement of education statewide.

Dr. Rockhold is a thoughtful, driven, and innovative educator whose contributions will benefit any organization. I wholeheartedly recommend him for any role that aligns with his expertise and passion for education.

Sincerely,

A handwritten signature in black ink that reads "Nancy Patterson". The signature is written in a cursive, flowing style.

Nancy Patterson

575-545-2892

NancyPatterson21stCCLC21@gmail.com
