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To: Pinellas County Public Schools
Re: Superintendent of Schools
From: Stephen T. Evans

SCHOOL BOARD
OFFICE

Dear: Human Resource Personnel for Pinellas County Schools

Enclosed is my cover letter, educational philosophy and resume. I have applied for a Florida Leadership Certificate and I will be taking the FELE on July 26th. All of my credentials are on file with the Florida Dept. of Education. I am currently a highly qualified administrator in the state of Michigan previously serving in the capacities of Superintendent, High School, Middle School and Elementary Principal. I have also worked in both regular and special education capacities as a counselor and teacher. I have taught at both the elementary and secondary levels. I have held previous teaching certifications in Virginia, West Virginia, North Carolina, Michigan and Florida. I have also served in Higher Education as an instructor teaching community college and university courses.

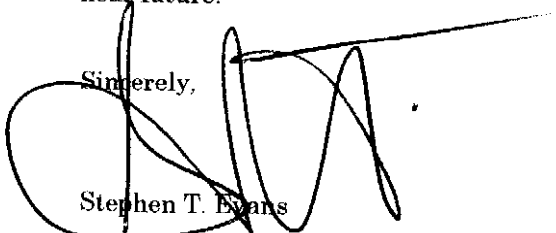
My 21-year career in public education has been an exciting, enriching, rewarding journey. From the Hills of West Virginia to the inner-city culture of Pontiac, Michigan, I have enjoyed educating at-risk children from all walks of life. I've served in unique, successful cutting edge opportunities in K-12 educational capacities as a multi-abilities inclusive education teacher, exceptional children's middle school counselor and administrative capacities of traditional, vocational and alternative education principal. These experiences afforded opportunities to join the National Speaker's Bureau and speak with educators throughout the US and internationally regarding successful, innovative strategies for at-risk children. (Please see resume honors.)

In October of 2000, I put my research, knowledge, successes and faith to the test. I was aggressively recruited to recover an out of control, inner city charter elementary in the heart of Pontiac, Michigan which, at the time was destruction bound, spiraling fast with a three-quarter of a million dollar deficit. Enrollment of seventy-five students was severely declining. I desired to take on this challenge pouring my heart, soul, time and resources into the students, staff and community. The knowledge and experience garnered from previous positions served as a springboard for the successful leadership I was able to provide our staff, students and community. We eventually expanded to a K-12 program with a 100% graduation rate. According to USA Today, 2007 PAE was ranked the largest Charter School per City Capita in Michigan. My work there is done and I am now ready for a new challenge. We were recently in Pinellas County and found it breathtaking. My family has desired to move to Florida for years. So I am now seeking employment and ready to start immediately.

In closing, I credit God for all successes in my life and I remain focused... There is so much work to be done in public education and I have dedicated my life to its success. I am confident that I would be able to fulfill the needs and expectations of this position. The opportunity to serve and learn from your students, staff and community would be an honor. As a team leader, I would serve with wisdom, charisma and passion to help your district reach its full potential!

I can be reached via email at stephen@stephen-evans.net or stephene89@hotmail.com. I also have an extensive portfolio which can be viewed in person. You may contact me at (734) 697-3763h or (734) 635-2296c. Thank you for considering me as a candidate for this position. I look forward to hearing from you in the near future.

Sincerely,


Stephen T. Evans

Educational Philosophy

"Every child can achieve in a conducive environment!"

We are rightly challenged under federal law to ensure that all children learn. This is an honorable goal, well worth reaching for. I believe that in order to be a successful school community we must address the external factors affecting the students and the educational environment. Our responsibilities have always been much more than just teaching! It wasn't until the 1980's that the retention and drop out rate began to gain attention nationwide. During the last 25 years or so, many innovative, effective strategies have been developed providing educational leaders and professional staff with greater insight to addressing factors that contribute to student success and failure. As a second-generation pioneer in addressing the needs of at-risk populations, I have always believed that "exceptional or at-risk children" have been blessed with many incredible gifts and talent. However, birthing or fostering those gifts requires non-traditional approaches and sometimes non-traditional settings. In my experience, it is true. *"Every child can achieve in a conducive environment!"*

Educational Leadership Style

My personal leadership style is one of transformation and empowerment leading by example. I consider myself to be a "keeper" of the mission; bringing vision to fruition willing to go the distance to achieve it. You must enthusiastically model and share this clear and realistic vision on a regular basis to all stakeholders. This shared academic vision is based on the needs of the community. It is important to see the community through the eyes of its people (those you serve) with a desire to believe in them, empowering change and growth as well as a desire for equity to bring forth justice or that which is right.

- I am personable yet frank
- Ability to inspire and persuade. (I am a motivational speaker-formerly a member of the National Speakers Association and Michigan Professional Speakers Association)
- Risk-taker leading with integrity and accountability.
- I value those I work with. I have always had an open door policy. It is important to build professional relationships with all stakeholders.
- I have a good sense of humor.
- I remain current and keep my staff updated on professional knowledge, trends, practices, legislation etc

You may gain more insight on my educational leadership style under personnel management in the category of successful team building.

How do you envision being a catalyst for change?

I view myself as a Leader and catalyst of change within the educational community. No matter the job capacity or level my duty is to inspire and empower those working with me and those that we serve to their fullest potential. I have not only given one hundred percent effort, but I've poured out of my heart into each population and community that I've served. Although I've received several awards and acclamations, it has not come without persecution or taking great risks. Throughout the years, I've received numerous thank you calls and letters from: students, staff, colleagues, parents, organizations, business partnerships and others.

Below are some of the accomplishments I have received in Educational Leadership Roles.

- Charter School Leader of The Year Strathmore's Who's Who of Fortune 500 Companies 4/2008
- Featured Success Story- Lexington Dispatch, Lexington NC 3/21/2008
- Educator of The Year- Bloomfield Hills Optimist Club 2/2008
- Pontiac Academy largest Charter School Per City Capita in Michigan, USA Today 2007
- Lifetime Achievement Award 2007
- Nominated CAO of the year by MAPSA 2006
- Pontiac Academy For Excellence –Nominated Outstanding Charter Public School Academy by MAPSA 2005- 2006
- Man of The Year – American Biological Institute Board of International Research 2006
- Harvard University – Selected to attend Strategic Management for Charter Schools 2006
- Global Publication's Who's Who 2006
- Strathmore's Who's Who – Recognized for Professional Accomplishments 2006
- Continental Who's Who - Recognized for professional accomplishments 2006
- Empire Empowering Executives & Professionals Who's Who 2005
- ABA American Biological Institute – American Medal of Honor for Accomplishment and Contribution to Society 2005
- Annual Yearly Progress 2004-05 Pontiac Academy for Excellence
- Metropolitan Registries Who's Who 2004
- Manchester Who's Who among Executives and Professionals 2004
- Outstanding Community Service Award –Mayor of Pontiac, MI 2004
- Oxford Round Table Participant and Presenter, Oxford University, Oxford England, 2003, 2004, 2005,
- Feature Speaker "Educating at-Risk Students" Greater Pontiac Broadcast 2001
- Letter of Commendation from the Detroit School of Industrial Arts for "Exemplary Work" and "Extraordinary Improvement" on State MEAP scores. 2000
- Featured in the Oakland Press, Pontiac News and Citizen's Post 2000
- Guest Speaker "Governors Conference for Safe and Drug Free Schools" 1998
- Conference Presenter "Statewide School Improvement Conference" 1990's
- Featured in the Ann Arbor News and Ypsilanti Press as an "Educator who makes a difference" 1995
- Nominated Teacher of the Year – Willow Run Schools 1994
- Excellence in Teaching Award – Willow Run Schools 1994
- Outstanding Community Service Award - Lexington, NC 1990's
- Outstanding Young Black Professional 1990's
- Outstanding Young Man Of America 1989

Give an example of how you have worked on building a team and succeeded.

I have been a part of four very effective leadership teams. I was very fortunate to begin my administrative career under a tremendous chief administrator from 1988-1994. In my role as a middle school assistant administrator/ counselor for an exceptional children's program, I garnered all of the knowledge, wisdom and experience possible from my chief administrator. During my career as a principal, later Superintendent (1997-2008) team building was my first priority. Although each team was effective, I will use the Pontiac Academy for Excellence model since you have prior knowledge of this situation from my cover letter/resume.

Building a fortified team is imperative to achieving success for all stakeholders in any given educational environment. It is absolutely essential to build a strong cohesive, consistent team when working with at-risk or exceptional children. As a former principal and superintendent of a charter school setting, the entire team consists of: staff, students, parents, management company, business partnerships, contracted employees, school board members, chartering university and state education employees. Listed below, are some of the strategies I've used in successful team building.

The Mission is a Shared Vision

- The District or building Leader must be the "keeper" of the mission; bringing vision to fruition. You must believe in the vision or mission of your school or district and willing to go the distance to achieve it. You must enthusiastically model and share this clear and realistic vision

on a regular basis to all stakeholders. This shared academic vision is based on the needs of the community. It is important to see the community through the eyes of its people (those you serve) with a desire to believe in them, empowering change and growth as well as a desire for equity- to bring forth justice or that which is right.

Ethical Leadership must be modeled

- Clear, consistent and realistic expectations – Communicate very clearly the objectives/expected outcomes for your program academically and socially. These expectations should be challenging but not overwhelming.
- Equal Opportunities - for all staff and students, equality is demonstrated on a daily bases.
- Sincerity and Truthfulness – is demonstrated daily through the actions of the staff and building leader. This is confirmed through positive communication and sensitivity of words.
*Expectations are positively communicated and student assistance provided without compromising the outcome.
- Model by example- The School Leader sets the tone
- Accountability- We are all accountable for actions; staff and students.

Decision Making Strategies

All stakeholders must be empowered, having a real voice and active role in the decision making process: staff, students, parents and community working as one to support the school mission!

- Consistently and candidly conveying and promoting the vision and mission of our institution to each and every staff member.
- Fostering stakeholder participation an open discussions of mission's assessment.
- Community Stakeholder partnerships are absolutely vital to any school program to access opportunities, resources and relationships that can truly manifest itself in life changing events and school enriching progress.
- All stakeholders must understand their responsibility and realm of influence.

Personnel Management

My Personnel Management philosophy is based upon faith, purpose and commitment.

School Operations

- Open door Policy- I have always had an open door policy. It is pertinent that educational leaders must be accessible to everyone in need of assistance and open for those who desire to offer assistance.
- Structure –School operations system must be clear, cohesive, organized and structured yet flexible
- Function - All positions are clearly defined, effective with a mission to serve
- Empowering- Placing all stakeholders in the best -fit positions to succeed. Leadership team mentoring for new staff members.
- School Culture/Communication- Always addressing your staff, students and community with respect. They should always be uplifted, never torn down even when correction must take place! Consistent promotion and demonstration of these expectations among staff and students by the building leader. Example: Each morning I greet all staff and students. I highly encourage staff and students to make it a point to speak to each other daily. Communication promotes relationships!
- Staff Development necessary for understanding the strengths and weaknesses of this population and community; vital in building the culture and support systems needed for all stakeholders to be successful.

Stephen Todd Evans

**9790 Andover Drive
Belleville, Mi. 48111
Home (734) 635-2296
stephene89@hotmail.com**

LIFETIME/CAREER OBJECTIVE

To make a national impact on the systemic service and quality of American Education

EDUCATION

SAGINAW VALLEY STATE UNIVERSITY
7400 Bay Rd., University Center, MI 48710
Continuing Education Credits 2000-2008

WALDEN UNIVERSITY

Bonita Springs, Florida
Ph. D Educational Leadership coursework
(Research Seminar - Indiana University) 1998-2000

NORTH CAROLINA A&T STATE UNIVERSITY

Greensboro, North Carolina
Masters Degree in Leadership & Counseling 1994

MARSHALL UNIVERSITY

Huntington, West Virginia
Bachelors Degree in Elementary Education 1987

FERRUM COLLEGE

Ferrum, Virginia
Associates Degree in Science Education 1982

CERTIFICATIONS & LICENSURES

- National Speakers Association
- Michigan Professional Speakers Association
- Michigan Counseling Licensure
- Michigan Teacher Certification
- Florida Teaching Certification
- Michigan Department of Education Maturation Training Certification
- Michigan Department of Education HIV / AIDS Education – Certification
- Peer Mediation / Conflict Resolution
- Protective Crisis Intervention - North Carolina
- Alcohol and Drug Defense Training – North Carolina
- North Carolina Teacher Certification
- North Carolina Counseling Licensure
- West Virginia Teacher Certification

EMPLOYMENT HISTORY

10/2000 – 5/2008 CAO/ Superintendent (K-12) Pontiac Academy for Excellence Pontiac, MI. *Thriving charter in the heart of Pontiac, Michigan; emphasis on academics and technology.*

Responsibilities:

Fiscal Budget

Administrator/CAO: \$10,000,000 budget. No long term financial obligations.

Personnel

Administrator: Six hundred percent student growth since 8/2000 from (9 staff Members, 75 students) to (110 staff members, nearly 1200 Students) in 2007. *Recognized by USA Today in 2007 as largest Charter School Per City Capita in Michigan

Marketing

Director:

Strong Collaborative Business and Community Relationships
Established relationships w/Bakers College, Marygrove and Oakland University for teacher field placements. PAE has one of the largest field placements in Oakland County
Michigan State University- Foreign Student Exchange Program, 3 students traveling to China in June
Established relationship w/Bloomfield Optimist Club who provides approx \$30,000 worth of toys for PAE students each Christmas
Assisted 29 families in securing job/career opportunities
Established relationship w/OLHS organization to assist low- income families with food, shelter, health care, transportation, file taxes and legal representation
Creative development; Designed flyer and school logo.

School Expansion:

Instrumental in property acquisition, site planning-layout and interior design of phases K- 12 including construction oversight

MDE compliance

Coordinator:

Established on line courses for high school students and on-line special interest courses for 8-12th grades. (MDE requirement for 2010)
Development of school board policies and procedures in collaboration Dr. Halik MDE School Board Policy Representative
School Improvement Facilitator/ with SVSU and CMS
Grant Coordinator/w CMS- Developed state of the art computer system for grades K-12; hosting three computer centers
School Curriculum/Building Level Policy Administrator
School Calendar/Program Development Coordinator:
Established (STP) safe travel commuting program for students
Established PAE K-12 student council
Maintenance of Federal/State student attendance records
General Ed/Special Education compliance

Contracted Services:

Contracted negotiations of all PAE Service providers

**1/99 – 9/2000 Principal (9-12) Detroit School of Industrial Arts
Detroit, Mi. Inner City High school emphasis on academics and technology**

Responsibilities:

Hiring and evaluating staff members
Student scheduling
Professional Development
North Central Accreditation Facilitator
Curriculum/Testing and Program Development Coordinator
Food Service and Transportation Manager
Maintain Federal and State regulated attendance/records
Student discipline
Coordinator for parent support organization
Safe Neighborhood community program representative
School-to-work employment liaison
Active security duty before and after school

**Spring 2002- 2005 Adjunct Instructor Cornerstone University, Troy, MI
Adjunct Faculty for Business, Communications and Technology courses**

Responsibilities: Course descriptions, evaluation, lecture and professional development

**6/97 – 1/99 Principal (9 –12) New Directions Institute, Pontiac, Mi.
Urban skills trades high school program for at-risk students.**

Responsibilities

Hiring and evaluating staff members
Professional Development
Liaison to district court, school board and community
Curriculum and Testing Coordinator
Student Recruitment and Course Scheduling Facilitator
Care Team Chair
Food Service and Transportation Supervisor
Designed Student discipline program
Maintained all federal/state attendance records
Grant writing
Facilitated daily individual and group counseling sessions
Active security duty before and after school

1997-Present Professional Speaker

Seminars, Workshops, Lectures, Conferences etc for, Schools, Agencies, Universities,
Churches and organizations

Services provided:

Licensed Counselor
Educational Consultant
Workshop Facilitator
Keynoter
Motivational Speaker
Former member of the Michigan Professional Speakers Association and National Speakers
Association, portfolio contains additional information.

**8/ 94 – 6/ 97 Multi-ability Inclusive Education Classroom
Teacher (grades ¾) Kaiser Elementary School, Ypsilanti, Mi.**
Successful pilot program in the Willow Run School District

Responsibilities:

Coordinated curriculum according to Special and Regular Education requirements
Facilitated multi-learning groups and subjects
Collaborated with parents, Special and Regular Education teachers
Consultant for Reading Program
Systemic Initiative Team Representative
President of the School Improvement Team
Lead Teacher
Co-President of the Parent Teacher Organization
Darc –Drug Awareness Education, Building Representative
Washtenaw Livingston Education Association Executive Board Member

**Sp/Su 1993-94 Davidson County Youth and Family Services,
Lexington, North Carolina**

Juvenile at-risk Counselor teen clients ages

Responsibilities:

Behavior Modification
Social Awareness/ Development small groups
Individual Counseling Self Awareness /Esteem and Self discipline
Established and Maintained Individual and Family Records

**1993-94 Sp/Su Davidson County Community College
Thomasville, North Carolina**

Adult Education Instructor

Responsibilities:

Early Childhood Development/Parenting skills
Employability skills
Interpersonal Communication

**8/ 88 – 6/ 94 Counselor /Assistant Administrator Eanes Middle School
Lexington, N.C. Alternative Education for special needs students ranging
from EMI, BEH, Willie M, LD to TMI.**

Responsibilities:

Assistant Administrative Duties
Home-School Coordinator,
Parent Support Team
Curriculum Team Representative
Individual and Group Counseling
Special Needs Consultant for Lexington Schools
Implementation of behavioral modification system
Principal Advisory Committee Member

9/1987 – 6/1988 North Davidson Sr. High School, Davidson County Schools, N.C
Psychology Teacher –Taught Senior psychology courses according to State Curriculum.

1987 – National Football League – Buffalo Bills, Buffalo New York
Head Coach M. Levy – Free Agent – Offensive Receiver and Special Teams, Tight End.

1986 – National Football League – Atlanta Falcons, Atlanta, Georgia.
Head Coach M. Campbell – Free Agent – Offensive Receiver and Special
Teams, Tight End.

Extracurricular Activities

1987-92 Lexington Sr. High School – Athletic Coach– Track and Field / Football

Assistant Football Coach

Defensive line and special teams, 90% playoff record. Personally coach and trainer for three Division one athletes, six all conference athletes, two state selection and two professional Athletes.

1987-92 Men's Track and Field Coach

Earned five field appearances in six years. Set unprecedented 2a 800 meter relay records in 1989. Selected Central Carolina's Coach of the year 1990.

Honors

- Charter School Leader of the Year Strathmore's Who's Who of Fortune 500 Companies 4/2008
- Featured Success Story- Lexington Dispatch, Lexington NC 3//21/2008
- Educator of The Year- Bloomfield Hills Optimist Club 2/2008
- Pontiac Academy largest Charter School Per City Capita in Michigan, USA Today 2007
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- Harvard University – Selected to attend Strategic Management for Charter School 2006
- Global Publication's Who's Who 2006
- Strathmore's Who's Who – Recognized for Professional Accomplishments 2006
- Continental Who's Who - Recognized for professional accomplishments 2006
- Empire Empowering Executives & Professionals Who's Who 2005
- ABA American Biological Institute – American Medal of Honor for Accomplishment and Contribution to Society 2005
- Annual Yearly Progress 2004-05 Pontiac Academy for Excellence
- Metropolitan Registries Who's Who 2004
- Manchester Who's Who among Executives and Professionals 2004
- Outstanding Community Service Award –Mayor of Pontiac, MI 2004
- Oxford Round Table Participant and Presenter, Oxford University, Oxford England, 2003, 2004, 2005,
- Nominated for Marshall University Football Hall of Fame, W. VA 2004
- Feature Speaker "Educating at-Risk Students" Greater Pontiac Broadcast 2001
- Letter of Commendation from the Detroit School of Industrial Arts for "Exemplary Work" and "Extraordinary Improvement" on State MEAP scores. 2000
- Featured in the Oakland Press, Pontiac News and Citizen's Post 2000
- Guest Speaker "Governors Conference for Safe and Drug Free Schools" 1998
- Conference Presenter "Statewide School Improvement Conference" 1990's
- Featured in the Ann Arbor News and Ypsilanti Press as an "Educator who makes a difference" 1995
- Nominated Teacher of the Year – Willow Run Schools 1994
- Excellence in Teaching Award – Willow Run Schools 1994
- Outstanding Community Service Award - Lexington, NC 1990's
- Outstanding Young Black Professional 1990's
- Outstanding Young Man Of America 1989
- Nominated "Who's Who" among our National University Students 1984
- All American Athletic Honors 1981
- Selected "Who's Who" among our Nations top Junior College Students 1981

References

Mr. Gary Cass Director of School / MDE Compliance – Imagine Schools
sparty@ids.net
615-773-4147

Mr. Roy Walter Former Regional Director / Superintendent Imagine School
407-268-4096

Dr. Richard Halik Former School Superintendent / MDE School Board of
Education Policy Development
517-331-8857

Dr. Syropoulos Former Superintendent / Curriculum Development / School
Wide Development and Compliance MDE
586-482-7666

Mrs. Rose Pond Director of Operations - Pontiac Academy for Excellence
196 Oakland Ave. Pontiac, Mi. 48343
248-745-9420

Mr. Sam Howard Regional Director of School Operations – Imagine School
862-205-9184

Mr. Allen Olkes Former Superintendent, Florida Dade County School
CEO Imagine School
305-804-7649

Ms. Marie Holm Former District Curriculum Coordinator / Compliance
Representative for Charter Management Alternatives
mholm@charmanet.com
989-755-6670

Mr. Richard Powell Charter Management Alternatives / Former District Lead
Accountant / Accounting Representative for Charter Management Alternative
rpowell@charmanet.com
989-755-6670

Mr. Ron Borngessor President / CEO Oakland Livingston Human Services
Agency
248-209-2600

Dr. Ron Snider President of University Partnerships / Saginaw Valley State
University
989-964-4623