

Anthony D. Pack, Ed. S.

Candidate for Executive Leadership Position

Focused on Students

Focused on School and District Effectiveness

Focused on Leadership Development

Fiscally Conservative

115 Tom Chapman Blvd, Apt. 2003

Warner Robins, GA 31088

Cell Phone: 478-538-4883

Email: adpack67@gmail.com

December 27, 2019

School Board of Flagler County
1769 East Moody Blvd. Bldg #2
Bunnell, FL 32110
Phone (386) 437-7526

Dear Members of the School Board of Flagler County:

It is with great pleasure and passion to serve that I submit this letter of interest for the superintendent position of Flagler County Schools. My desire to become your superintendent is not something I embrace lightly. I realize the community served by Flagler Schools deserves to have a leader who is fully invested in helping all learners receive a superior 21st century education by ensuring all teachers have the knowledge and skills to promote learning at all levels.

I have been blessed to serve in the field of education for 30 years with an unyielding commitment to equity so that every child may reach their potential. My oldest son serves our country in the Army while my youngest son will soon graduate with a degree in the field of education. I am an empty nester at this point in my life. As a result, I am seeking an opportunity to serve in a new location that I can make my home.

I know you are looking for the right candidate to lead Flagler Schools and I eagerly await the opportunity to demonstrate the requisite leadership principles, skills, and commitment to being your superintendent. It is my belief that I possess the defining quality you seek in your next superintendent:

a visionary and innovative leader to share in the district's vision which is to be the nation's premier learning organization where all students graduate as socially responsible citizens with the skills necessary to reach their maximum potential.

Throughout my career, I have been recognized as an accomplished, visionary leader with years of school improvement experience leading organizations to sustainable improved student achievement. Each transition from one position to another has been to enhance the organization based on the district's strategic plan and actionable and measurable goals. One example of being a visionary leader and change agent is represented in the article provided from when I resigned from Kent County Public Schools. The article was in the Star Democrat in 2008. With each upward move throughout my career, it has always been and continues to be my goal to see all learners graduate from high school prepared to meet and exceed expectations in the workforce, military, technical college, or four year university. Additionally, I have been successful in ensuring effective training for faculty and staff resulting in significantly increased teacher retention and enhanced professional development.

My expertise lies in overseeing strategic planning initiatives, budget administration, and academic program development to propel increased enrollment and retention while enhancing student achievement and learning experiences. From conceptualizing and establishing forward-thinking development plans and programs to driving funding development and community outreach initiatives, I excel at directing strategic enhancements to drive goal achievement while communicating openly and routinely with internal and external stakeholders.

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Highlights of my experience include the following:

- Innovative visionary, leading comprehensive responsibilities pertaining to student-centric program development and engagement.
- Spearheading academic program design, curriculum development, grant and funding initiatives, staff training and leadership, and data / best practice analyses to propel academic program success.
- Establishing a variety of groundbreaking academic programs to attract and retain students, energize academic offerings, and enhance career and professional development outcomes for students.


My skills in academic operational oversight and directional leadership have been finely tuned, and I am confident my additional strengths will readily translate to your environment.

I believe that through collaboration with the Flagler Schools Board of Education, parents, teachers, district staff, and community partners, we can become an even more innovative public school district. A district that ensures all boys and girls are provided with an environment in which they feel safe, respected, and cared for; an environment in which they are empowered with the knowledge, skills, behaviors, and beliefs to spend a lifetime achieving their potential. This experience is not something that just happens; it is developed and grows over time. As the superintendent of Flagler Schools, I will have the opportunity to work with you and school leadership teams to set expectations and establish a strategic plan that develops administrators and teachers to prepare students in order to obtain their goals and become active members of the global community.

As your superintendent, I am eager to get to work and hear from those within the district as to what is working and what needs adjustments or enhancements. To ensure teachers and students are successful, one of my most important responsibilities will be to grow highly effective leaders at all schools with a continuous pipeline from teacher leaders to school principalship. Together, with your guidance and support, we will build the level of synergy and strategic planning required for our 21st century learners. Together, we can create consensus for the work that must be done to improve student achievement and success. As we embark on this journey as a team, we will ensure a sense of community pride in our schools and become a model for other school districts to observe and emulate statewide as well as nationally.

Thank you for your consideration and I look forward to meeting each of you.

Respectfully submitted,



Anthony D. Pack, Ed. S.

ANTHONY D. PACK, Ed. S.

478.538.4883 • adpack67@gmail.com • Warner Robins, GA

LEADER IN EDUCATION ADMINISTRATION

Learner Engagement | School & District Effectiveness | Leadership Development

~ Champion of Academic Services & Initiatives within Challenging, Fast-paced Environments. ~

Poised to leverage years of progressive experience, knowledge, and skill sets to propel academic initiatives, policies, and resources to promote sustainable opportunities for students in the workforce, military, technical college, and university. Dedicated and influential student-centric professional with a focus on serving at-risk, in-need populations while collaborating with key stakeholders to cultivate a network of services. Adept at working with a variety of demographics to formulate beneficial academic programs and issue resolutions through superior record of academic service and engagement. Senior leadership experience serving educational system composed of diverse populations through expertise in the continuous improvement of challenging and inspiring curricula.

CORE COMPETENCIES / AREAS OF EXPERTISE

Curriculum Design | Program Planning, Development & Evaluation | Assessment Management | Diversity & Access
Multiple Learning Styles | Inter-Agency Collaboration | Relationship Building | Strategic Partnerships | Stakeholder Relations
Team Leadership | Coaching & Mentoring | Cross-Functional Collaboration | Budget Management | Performance Metrics
Data Tracking & Analysis | Training & Development | Innovative Solutions | Revenue Growth | Construction Oversight & Monitoring

CAREER HIGHLIGHTS

MIDDLE GEORGIA REGIONAL EDUCATIONAL SERVICES AGENCY

2015 – Present

MGRESA Assistant Director (7/2019 - Present)

School Improvement Director (7/2016 – 6/2019)

School Improvement Specialist / Coordinator (8/2016 – 6/2016)

Integral in the oversight and direction of the design, development, implementation, and evaluation of curriculum and instruction programs toward the shared vision of high academic achievement for all.

- Guide and support school improvement initiatives for eight school districts (Bibb, Crawford, Houston, Jasper, Jones, Monroe, Peach, & Twiggs) representing 72,000 students while collaborating with Comprehensive Support and Improvement Schools, Targeted Support and Improvement Schools, and Turnaround Schools.
- Initiate increase in student achievement by coordinating teams collecting pertinent data to develop an innovative plan addressing job-embedded professional learning to the system, school administrators, and staff members.
- Represent the Executive Director as a member of the GA Department of Education's ESSA Assessment Working Committee and GA RESA School Improvement Design Team in drafting the SB 211 Report for Georgia's Assessment Flexibility Plan.
- Facilitate professional leadership development while providing mentorship and coaching for candidates enrolled in the MGRESA Tier I & II Alternative Preparation for Educational Leadership Program.
- Provide exceptional leadership, assistance, and support in the improvement of student achievement utilizing on-going, data-based processes to determine the needs of systems and schools.

MONROE COUNTY BOARD OF EDUCATION, MONROE COUNTY SCHOOLS

2008 – 2015

Superintendent of Schools

Streamlined school system processes of six institutions, including an Alternative Education Program, serving more than 4,020 students (including Pre-K), over 600 full-time employees, and a general operating budget in excess of \$34,000,000 per year.

- Key in securing funding, designing, and managing the start of the construction of a 1200 seat Fine Arts Center started in March 2015 to increase Fine Arts opportunities for students and the community with a budget of more than \$8,100,000.
- Guided a team to realize significant increases in the system's ranking of CCRPI, Georgia's State Accountability System, to the top 20% statewide.
- Enhanced the Fine Arts program through the launch of an elementary instrumental band program
- Enhanced the Technology Department through upgrades to wireless infrastructure at all school sites to support the BYOD initiative

ANTHONY D. PACK, Ed. S.

478.538.4883 • adpack67@gmail.com • Warner Robins, GA

- With Board of Education and Community support, passed the 4th Education Special Purpose Local Option Sales Tax for MCS.
- Established the MCS Summer Leading Learner Summit, a professional learning symposium conducted by system faculty and staff for MCS faculty and staff.
- Facilitated stakeholder engagement/system improvement through the establishment of a new vision, mission, and guiding principles through community engagement.
- Initiated the process to roll out Positive Behavior Intervention and Supports (PBIS) well ahead of the majority of scheduled rollouts across Georgia.
- Played an integral role in the increase of academic achievement and high school graduation rates exceeding the state average with five of seven years being above 80% with 2015's at 88.3%.

KENT COUNTY BOARD OF EDUCATION, KENT COUNTY PUBLIC SCHOOLS

2006 – 2008

Superintendent of Schools

Served as a leader for eight schools with 2,264 students, over 340 employees, and a yearly operating budget of over \$32,000,000, as well as three collective bargaining units comprised of teachers, classified personnel, and transportation staff.

- Recognized for excellence as evidenced by the request to act as a "change agent" in a school district that had become complacent with the status quo.
- Instituted a technology plan that led to nearly 100% of classrooms district-wide being outfitted with interactive technologies along with all impacted teachers receiving intensive professional development directly impacting instruction.
- Renegotiated with the unions, including teachers, support, and bus drivers, to make the agreements legal through a restructuring of dated language.

ADDITIONAL EXPERIENCE

Assistant Superintendent of Schools | Liberty County Board of Education | 2005 – 2006

Executive Director of Curriculum & Instruction | Liberty County Board of Education | 2004 – 2005

School Improvement Team Leader / Instructional Support Specialist | Georgia Department of Education | 2001 – 2004

Assistant Principal & Instructional Supervisor | Effingham County Middle School | 1996 – 2001

Seventh Grade Life Science Teacher | Effingham County Middle School | 1990 – 1996

EDUCATION

EDUCATION SPECIALIST IN CURRICULUM & INSTRUCTION

Argosy University—Sarasota, FL

MASTER OF EDUCATION IN ADMINISTRATION & SUPERVISION OF SCHOOLS

Georgia Southern University—Statesboro, GA

BACHELOR OF ARTS IN MIDDLE GRADES EDUCATION – LANGUAGE ARTS, MATHEMATICS, & SCIENCE

Mercer University—Macon, GA

SYSTEM & SCHOOL IMPROVEMENT FOCUS TRAINING

The Institute for Performance Improvement, Certified School Improvement Specialist Training (2018)

AdvancED Quality Assurance Review Teams (Leader Evaluator for one, Associate Team Leader for three, & Member of six District Accreditation Visits)

District Administration Leadership Institute for Superintendents (March 2014)

Harvard Leadership Institute for Superintendents (March 2013)

Georgia Leadership Institute for School Improvement "Leadership Preparation for Performance Coaching"

Georgia Leadership Institute for School Improvement "Developing High Performance Leaders" Creating Leadership Succession Plan

Georgia Leadership Institute for School Improvement Base Camp and Summit for School / System Improvement

NCEE Institutes and Network Meetings –356 Contact hours of School Reform Training

Textbook Adoption Process Lea, (1996, 1998, 1999, and 2001)

Implementing Alternative Scheduling and Student Grading Practices for Middle and High Schools, Dr. Lynn Canady, RE-

ANTHONY D. PACK, Ed. S.

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Structuring Middle School to Improve Teaching and Learning: Making Instructional Time Count (2000)

REFERENCES

Dr. Juliann Alligood, Executive Director of Middle GA RESA (2018-present)

80 Cohen Walker Dr.
Warner Robins, GA 31088
478-697-0413, cell jalligood@mgresa.us

Mrs. Carolyn H. Williams, Former Executive Director of Middle GA RESA (2015-2018)

112 5th Ave South, 602
Jacksonville, FL 32250
478-719-7158, cell carolyn.h.williams@gmail.com

Mr. Nolen Howard, Chairman of the Monroe County Board of Education (2008-2015)

404 Joe Chambers Rd
Forsyth, GA 31029
478-993-7126, cell nolenhoward@bellsouth.net

Dr. Debbie Craven, Former Supervisor with the GADOE School Improvement Division (2001-2004)

302 Wild Heron Dr
Saint Simons Island, GA 31522
912-230-9191, cell dpcraven@gmail.com

Ms. Rayceen King, Former Superintendent's Designee for Student Discipline

Monroe County Schools
478-954-3107, cell rayceen.king@mcschools.org

Dr. Marcy Hunt-Harris, Former Director of Student Services

Monroe County Schools
478-214-2585, cell marcy.hunt-harris@mcschools.org

Ms. Penny Smith, Leadership Development Coordinator at Middle Georgia RESA

145 Arbor Ct
Macon, GA 31210
478-957-3042 psmith@mgresa.us



Dr. Juliann Alligood

Executive Director
Middle Georgia RESA
80 Cohen Walker Drive
Warner Robins, GA 31088



March 4, 2019

Dear Superintendent Search Committee,

Throughout my 27 year tenure in education, I have worked alongside many leaders who work diligently to make a difference in the lives of children. Some have been strong managers while others loved children and led with heart. Rarely, though, do you find an individual who possess a keen sense of detail coupled with a servant's spirit. Indeed, Mr. Anthony Pack is one of those rarities.

Regardless the task, Mr. Pack jumps into it with both feet. Planning intense, targeted improvement initiatives in more than 9 schools takes a great amount of organization and planning. He can delegate tasks when necessary, but no task is too big or small for this leader to tackle himself. He is not caught up in being someone's boss; rather, he elects to lead a team of individuals to make a difference together.

Truly, Mr. Pack is all about making a difference for boys and girls. He believes in public education, and he knows that it can be the great equalizer for all children, particularly for those who may not have had opportunities beyond the school itself. Hence, this leader always very quickly can diffuse situations and get everyone back on the path of the organization's vision, particularly when it involves the well-being of students.

I have no doubt that Mr. Pack can successfully maneuver the many facets involved in leading a school system. From budgeting to human resources, to public relations, to management, and finally to instructional leadership, Mr. Pack has a keen understanding of all of these facets. He understands instruction and can lead the improvement initiatives necessary to take a school and a system to the next level.

Should you need any further information, please contact me at 478-697-0413.

Sincerely,

Juli P. Alligood, Ed.D.
Executive Director
Middle Georgia Regional Education Service Agency



Monroe County Schools

Committed to Excellence - Focused on Student Success

15000 Highway 100, Dothan, GA 31020 Phone: 478-992-3031 Fax: 478-992-7344 www.monroek12.org

To Whom It May Concern:

I am writing to provide a reference for Mr. Anthony Pack. Mr. Pack served as superintendent of the Monroe County School District from July 1, 2008 through May 30, 2015. Under Mr. Pack's leadership, the Monroe County School District focused on success in academic achievement as well as a commitment to excellence in fine arts, athletics, and extracurricular activities. The following are some examples of the District's achievements during Mr. Pack's tenure:

- The high school graduation rate exceeded the state average with four of the last five years being above 80%.
- Academic achievement continued with students at all grade levels scoring higher than the state averages.
- Under the Georgia Department of Education's Accountability System, the Monroe County School District ranked top amongst Central Georgia School Districts and in the top 20% statewide.
- Beginning in 2009, the District began Positive Behavior Intervention and Supports district-wide, a full four years ahead of the majority of the rollouts across Georgia. Beginning in 2012, the District began offering PBIS tours to other districts and schools with over 50 Georgia schools represented at quarterly tours of our schools to showcase PBIS activities. In 2014-2015 school year, the District is conducted two tours accommodating over 200 attendees.
- Beginning in 2012-2013, all students grades K-12 had the opportunity to participate in a musical or play.
- In 2013-2014 school year, students were offered the opportunity to take instrumental band courses adding to chorus and general music which were already available. Students have the ability to take performing and visual arts from elementary through high school.
- In 2010-2011, the Monroe County School District implemented "bring your own device (BYOD)" at all campuses for students in grades three through twelve. In 2013, the District installed wireless access points throughout every building. In addition, the District had a 2012-2013 English/Language Arts resource adoption which purchased over 900 chrome book computers for students to use in the classrooms.
- The District served as a model for other districts with its K-5 implementation of standards-based report cards at grades K-5 and implementation forthcoming at grade six.



Monroe County Schools

Committed to Excellence - Focused on Student Success

2500 Broken Arrow, French 051079 Phone 478-094-2030 Fax 478-094-3462 www.monroek12.org

- Many of the District's athletic programs placed regionally and play in state tournaments each year.
- CTAE teachers and students received accolades for industry certification for business education and healthcare science program. In addition to highly successful established CTAE programs in agriculture, automotive care, business education, construction, and technology education, the energy pathway was established in 2013. The District has a state recognized Work-Based Learning Program.
- Constructing a 1200 seat Fine Arts Center MCS Students and the community as a whole. Construction began on the \$8,100,000 facility in March of 2015 with an anticipated opening date approximately 18 months later.
- Acknowledging with strong support and advocacy the importance of the Monroe County Schools nurse program as a primary deliverer of health care services, at times the ONLY provider these children see, and the importance of maintaining their health in the delivery of educational services. Mr. Pack's efforts in assuring that each of our schools has a nurse or medical technician present the majority of the school day already has resulted in excess of 47,470 visits/contacts with children and staff during the current 2014-2015 school year.
- Advocacy and support for a community "Backpack Buddies" collaborative effort with several area churches in providing weekend meals and snacks for students in need.

In view of the above, it is clear that Mr. Pack understands the importance of what is best for the students and their learning. Clearly, he realizes the impact that education can have on one's life. Mr. Pack is a visionary leader who has been careful to observe the needs of the district in order to make calculated moves based on the data and research to ensure that Monroe County School District remain focused on improving student achievement. Anthony embraces all situations as possible ways to improve teaching and learning for the students and staff that he serves. His educational decisions are well thought out and balanced, based on the best interest of all students, as well as the impact on the faculty and staff in the system.

Nolen Howard


Chairman, Monroe County Board of Education

**Penelope Evans Smith, EdS
Leadership Director
Middle Georgia RESA**

(478) 957-3042

psmith@mgresa.us



To Whom It May Concern:

It is an honor to provide this letter of reference for Mr. Anthony Pack, who is applying for a system leadership position within your school district. I have known Mr. Pack for over ten years, both in his role as Superintendent of Schools in Monroe County, Georgia and as the School Improvement Director at Middle Georgia Regional Educational Services Agency (MGRESA). I worked with his school district as both a leadership consultant for Georgia Leadership Institute for School Improvement (GLISI) and as the Leadership Director for MGRESA. We now work collaboratively helping our eight school districts excel in meeting the needs of diverse populations of students. We are privileged to partner with both small and large school districts, all with unique challenges and needs.

Mr. Pack possesses a wealth of knowledge related to all aspects of school leadership. As superintendent, he distinguished himself as a leader who ensured leaders and teachers had the knowledge and skills needed for continuous improvement within their schools and then provided the supports required for success. He believed in a teams-based approach to leadership and empowered those with whom he worked to assume ownership in meeting goals, while establishing strong measures of accountability. His leadership style was collaborative and results oriented. This required intentionally building relationships with all stakeholders within the district. While superintendent, his district was one of the highest achieving within our region and was a model for multiple districts throughout the state who often visited to view first-hand their implementation of research-based best practices.

As Director of School Improvement at MGRESA, Mr. Pack has developed and led teams of experts to support multiple schools who have been identified by the Georgia Department of Education as at-risk schools. His prior knowledge and experience in leading the continuous improvement process have been invaluable as he establishes and implements protocols and procedures for analyzing specific needs within a school, establishing both long and short term plans of action, implanting specifically defined action steps, and monitoring leading and lagging data to ensure sustainable success. He is masterful at building teams of experts to support individual school needs. Whether the needs relate to specific content knowledge, pedagogy, culture and climate, leadership growth and support, classroom management, scheduling, or organizational structure, Mr. Pack expertly leads his teams in developing and executing a plan for meeting the most critical needs. This process requires strategic implementation that involves all those within the school, so as to build buy-in and not overwhelm those charged with the actual implementation. He realizes that school improvement is a process and not an event.

Mr. Pack is a pleasure to work with. He is collegial, professional and dedicated. He maintains exceptionally high expectations for himself and has a unique way of making others feel valued. He is confident, experienced, and knowledgeable, but not abrasive, arrogant, or condescending. For these reasons, it is without hesitation that I would highly recommend Mr. Pack for a system leadership position within your district. Please contact me if you need additional information.

Respectfully,

Penelope Smith

Penelope (Penny) Evans Smith

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https://www.stardem.com/news/pack-resigns-as-kent-school-superintendent/article_5214a4e7-172f-5e09-ac81-c01f185e9e44.html

Pack resigns as Kent school superintendent

By TRISHA MCGEE

Special from The Kent County News May 2, 2008

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Superintendent Anthony Pack works at his desk Wednesday morning April 30, 2008. He announced his resignation Thursday April 24, 2008. Charlie Campbell photo

CHESTERTOWN Swiftly and without dissent just as they had done two years ago when they hired him Kent's school board members approved Superintendent Anthony Pack's surprise resignation last week.

But that is the only similarity between Pack's arrival and departure as chief of the county's school district.

Lured away from Hinesville, Ga., where he was an assistant superintendent, Pack was warmly received with a cake and punch reception a celebration that the community, school staff and county politicians attended when he was hired in June 2006.

There was none of that April 24, when board members, in a specially called meeting that was conducted in a small conference room, regretfully voted 5-0 to accept Pack's resignation.

Other than the school board attorney, Pack's assistant superintendents and his executive assistant, no one was there to hear the Supervisor of Human Natural Resources, Jeff Grafton present the administration's recommended personnel actions a total of 14 transfers , new hires and resignations.

Tacked on to the bottom of a printed list were the handwritten names of Rebecca Pack, an instructional resource teacher at Garnett Elementary School's Judy Center, and Anthony Pack, superintendent.

In a letter dated April 23, Pack told the board he and his family were "relocating to Georgia where we will be closer to our family."

He has accepted the position of superintendent with Monroe County, located between Macon and Atlanta.

Pack will be leaving midway through a four-year contract.

Essentially, the family wants to go home to Georgia, Pack, 40, said in an interview after Thursday's meeting.

His wife of 19 years and their sons, 16-year-old Taylor, a sophomore at Kent County High School, and 10-year-old Drew, a fourth-grader at Garnett, had discussed this at length. "There has been many a dinner conversation ... primarily since December," said Pack.

"I was adopted (by grandparents) and both of my adoptive parents have passed away. But Becca's parents are getting older, and she wants to be closer to them. Her family is our family."

According to an April 25 article in The Macon Telegraph, Pack said he learned of the vacancy when a friend told him that the current superintendent announced in January that he would retire at the end of May.

Pack said he had not planned to leave Maryland so quickly, but the opportunity to return to Georgia to a school system with a reputation for excellence convinced him to apply.

"My wife has family in Atlanta and the Savannah area, so we'll be right between them in Forsyth," Pack told the newspaper. "That was a big attraction, along with the job."

Pack's hiring will be made official in a specially called meeting May 9, when he and his family will be introduced. He will be on board by July 1.

Monroe County has 3,900 students in six schools, compared to the 2,264 students in Kent's eight schools.

Pack's current salary is \$122,200.

He said he is still negotiating his contract with Monroe County.

Monroe school board President J. Ray Grant said Pack, a native Georgian, was chosen from nearly 30 applicants in a nationwide search.

Grant told the Telegraph that the "Georgia School Boards Association did a wonderful job screening the applicants and providing us with a list of excellent candidates. "

The Monroe school board interviewed five candidates, but named only one finalist even though by Georgia state law as many as three finalists are permitted.

Grant said the board was won over by Pack's honesty and sincerity during two interviews.

Georgia Code 50-18-72(7) requires "that at least 14 calendar days prior to the meeting at which final action or vote is to be taken," the board must release the name and the application documents of up to three finalists.

Pack's legacy in Kent will be one of openness and willingness to do the roll-up-your-sleeves work.

He inherited a school district that was roiled by scandal, lawsuits, community dissatisfaction, and sinking morale among its employees.

"The challenges that Anthony Pack took on two years ago, he handled admirably. There was no challenge that he was afraid of, no challenge that he did not tackle head on," school board President John Larrimore said in an interview Monday. "He is big on accountability and made some tough decisions."

Larrimore, who has eight months remaining on a six-year term, said Pack was a welcome change from the "closed administration" of his predecessor. "In communications with me as a board member, he never kept me in the dark. He always had an open door. I never felt that I didn't know what was going on."

Larrimore said he has mixed feelings about Pack's resignation. "I'm very happy for him and his family, but very disappointed for Kent County."

Longtime Assistant Superintendent of Administrative Services Fay Miller expressed a similar sentiment.

"I'm very sorry to see him leave us, but I think we all understand," Miller said Tuesday.

Miller, who has been the assistant for eight superintendents, said she "certainly enjoyed" the opportunity to work with Pack.

"He was not long in understanding the things we needed to do," she said, whether it was updating the financial department she oversees or taking steps to close the achievement gap.

The challenge, said Miller, whose 47-year career here began as a teacher, is "to stay together and continue the efforts for systematic improvement, especially in the area of instruction."

"We need to keep doing what he's started. We need to keep on the path for improvement," she said. "... We're headed in the right direction."

In his letter of resignation, Pack pointed to the support of county government. The commissioners, he wrote, "have listened with open minds, acknowledged KCPS concerns, and funded needed improvements within the system. Their support and willingness to collaborate through open conversations with the Board and administration has been phenomenal considering the dynamics of the system upon my arrival."

Roy Crow, commission president, returned the compliment.

"It has been a wonderful working relationship, one the county hadn't seen in a number of years between the administration, board of education, and commissioners' office," Crow said in a phone interview yesterday.

He said he appreciated Pack's openness, which he contrasted to the "tug-of-war" of the previous administration.

Crow said Pack made some difficult decisions that "changed the mentality and culture."

The superintendent's resignation "was a shock, a shame, but I understand," said Crow. "I enjoyed the two years we had together. We just have to move forward."

Pack said his letter of resignation was "the most difficult letter I have had to write."

"It will be good to be closer to our family, but I'll miss the family I've got here. Bittersweet is a good way to describe my feelings."

He wrote: "My family and I have been blessed with the opportunity to come to know so many individuals in Kent County not only as community members and employees of the system, but as friends. The community welcomed us, honored us, and 'watched out' for us in more ways than I can list."

He portrayed the board of education as "extremely supportive."

Pack said his departure "shouldn't change anything."

"I think we've put a lot of people in the right places so they can do the work they are equipped to do. The issue is making sure the board hires a strong leader and keeps things moving forward. ... The critical piece will be who is your superintendent, who is your board."

Kent will almost certainly hire an interim superintendent for a year before settling on a permanent replacement for Pack, according to Larrimore. "We can't do a search, interviews, negotiations and have (state Superintendent) Dr. Grasmick's blessing by July 1," he said.

The board has authorized Larrimore to speak with Bea Gordon, a consultant with the Maryland Association of Boards of Education who brought Pack to Kent in 2006.

Argosy University, Sarasota

5250 17th Street
Sarasota, FL 34235-6209

Date: 11/11/2011

Page 1 of 2

Student ID: @00047177

Student: Anthony D Pack

Address: 79 S Lee St
Forsyth, GA 31029

Student GPA: 3.52

Grade History

Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points
Program: Curriculum & Instruction					
Concentration(s): K-12 Education					
Enrollment #: 0403129979					
Start Date: 5/3/2004					
Enroll Status: Transfer To Other Program					
LOA: 4/23/2005					
Term: 2004 Summer Semester					
E7203	Argosy University - Sarasota	3.00	3.00	A	12.00
R7036	Organizational Comm Systems EI	3.00	3.00	A	12.00
E7034	Program Evaluation Methods	3.00	3.00	A	12.00
E7034	Contemporary Prob/Issues	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		36.00	
Term: 2004 Fall Semester					
E7331	Argosy University - Sarasota	3.00	3.00	A	12.00
R7037	Curriculum Theory And Design	3.00	3.00	A	12.00
E7134	Survey Techniques	3.00	3.00	A	12.00
E7134	Comprehensive Planning	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		36.00	
Term: 2004 Crossover Semester					
E7031	Argosy University - Sarasota	3.00	3.00	A	12.00
E7031	Descriptive Research Methods	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		36.00	
Term: 2004 Summer Semester					
Program: Instructional Leadership					
Concentration(s): K-12 Education					
Enrollment #: 0897016469					
Start Date: 5/3/2004					
Enroll Status: Transfer To Other Program					
LOA: 5/15/2006					
Term: 2005 Summer Semester					
E7332	Argosy University - Sarasota	3.00	3.00	A	12.00
E7338	Unique Curriculum Structures	3.00	3.00	A	12.00
E7338	Multicultural Ed For 2 1st Cent	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		24.00	
Term: 2005 Spring Semester					
Enrollment #: 0897016469					
Start Date: 5/3/2004					
Enroll Status: Transfer To Other Program					
LOA: 5/15/2006					
Term: 2005 Summer Semester					
E7332	Argosy University - Sarasota	3.00	3.00	A	12.00
E7338	Unique Curriculum Structures	3.00	3.00	A	12.00
E7338	Multicultural Ed For 2 1st Cent	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		24.00	
Term: 2005 Fall Semester					
E7332	Argosy University - Sarasota	3.00	3.00	A	12.00
E7338	Unique Curriculum Structures	3.00	3.00	A	12.00
E7338	Multicultural Ed For 2 1st Cent	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		24.00	
Term: 2005 Summer Semester					
E7332	Argosy University - Sarasota	3.00	3.00	A	12.00
E7338	Unique Curriculum Structures	3.00	3.00	A	12.00
E7338	Multicultural Ed For 2 1st Cent	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		24.00	
Term: 2005 Fall Semester					
E7332	Argosy University - Sarasota	3.00	3.00	A	12.00
E7338	Unique Curriculum Structures	3.00	3.00	A	12.00
E7338	Multicultural Ed For 2 1st Cent	3.00	3.00	A	12.00
Term GPA: 4.00		Cum GPA: 4.00		24.00	

Not official unless signed by registrar.

** Indicates Retaken Course
R* Indicates Retaken Override

5250 17th Street
Sarasota, FL 34235-8209

Student: Anthony D Peck
Address: 79 S Lee St
Forsyth, GA 31029

Student ID: @00047177
Student GPA: 3.52

Grade History

Course Code	Course Description	Term	2006 Spring Semester	1/9/2006	Credits Attempted	Credits Earned	Grade	Quality Points
Argosy University - Sarasota	E7232 Educational Policy				3.00	3.00	C	6.00
Argosy University - Sarasota	E7239 Education Law: The District				3.00	0.00	W	0.00
					6.00	3.00		6.00
		Term GPA:	2.00					
		Cum GPA:	2.00					
Argosy University - Sarasota	ADJ990 Adjunct Enrollment		2006 Summer Semester	5/8/2006	0.00	0.00	NR	0.00
					0.00	0.00		0.00
		Term GPA:	0.00					
		Cum GPA:	2.00					
		Instructional Leadership						
		Term GPA:	0.00					
		Cum GPA:	3.41					
		Instructional Leadership						
		Term GPA:	0.00					
		Cum GPA:	3.41					
		Instructional Leadership						
		Term GPA:	0.00					
		Cum GPA:	3.41					
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		Instructional Leadership						
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GEORGIA EDUCATOR CERTIFICATE

Georgia Professional Standards Commission
200 Piedmont Avenue, Suite 1702
Atlanta, GA 30334-9032

The Georgia Professional Standards Commission affirms that this individual has met the requirements for a Georgia Educator Certificate as indicated.

Anthony Duane Pack
182 Conifer Drive
Forsyth, GA 31029

Certificate Number	Date Printed
265020	5/8/2015
Certificate Level	Effective Date
6	7/1/2005

Title/Type	Field	Validity Period
SRL	EDUCATIONAL LEADERSHIP (P-12) [FLD704]	07/01/15 TO 06/30/20

The Standard Professional leadership certificate indicates that all requirements for professional leadership certification have been met, including applicable Special Georgia Requirements. The Standard Professional leadership certificate is issued to Georgia educators completing GaPSC-approved educator preparation programs prior to September 30, 2009. It is also issued to educators who meet reciprocity requirements.

SRS	TEACHER SUPPORT SPECIALIST [FLD712]	07/01/15 TO 06/30/20
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The Standard Professional service certificate is issued to Georgia educators who have met all requirements for professional certification in a service field, including applicable Special Georgia Requirements.

SRT	MIDDLE GRADES (4-8) - LANGUAGE ARTS [FLD853]	07/01/15 TO 06/30/20
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SRT	MIDDLE GRADES (4-8) - MATH [FLD851]	07/01/15 TO 06/30/20
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SRT	MIDDLE GRADES (4-8) - SCIENCE [FLD852]	07/01/15 TO 06/30/20
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The Standard Professional teaching certificate is a Georgia professional certificate issued to educators who have completed all requirements for professional certification in a teaching field and applicable Special Georgia Requirements, but have not met experience requirements for the Performance-Based Professional certificate or are not evaluated on the statewide evaluation system. Educators who are not evaluated on the statewide evaluation system are evaluated by a school, district, or agency approved evaluation system.

C	CLEARANCE CERTIFICATE [FLD694]	07/01/15 TO 06/30/20
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Please see the last page for legends and other information

The holder of this certificate is responsible for being knowledgeable about current and revised rules.

Penny L. Elkins, Ph.D.
Chair

Kelly C. Henson
Executive Secretary

Any alteration of this certificate will render it void

South Carolina State Board of Education Educator License

Anthony Duane Pack
5026 Kathryn Drive
Macon, GA 31210

License Number
276080

Social Security Number
[REDACTED]

Validity Period
07/01/2015 - 06/30/2020

Professional Certificate

Class
Masters Plus 30

Experience
25

Areas of Licensure

- 1E Middle Level Language Arts
- 1F Middle Level Mathematics
- 1G Middle Level Science
- 7D Superintendent
- 7B Tier 1 - Elementary Principal
- 7C Tier 1 - Secondary Principal



Molly M. Spearman
State Superintendent of Education

Date Printed
07/28/2015

* Please refer to the back of this license for additional information.