

Ron V. Wagner
10324 Oregon Ct. North
Brooklyn Park, MN 55445
612-214-2266
ronald.wagner@mpls.k12.mn.us

December 30th, 2019

Dear Search Committee:

Thank you for considering my application for the Superintendent position of Flagler County School District. As a leader for equity, my desire to pursue this opportunity stems from a core belief that education is the greatest gift that we can pass on to all students. With over 30 years in public education, I would be honored to serve as the Superintendent of Flagler County School District to apply my educational experience in continuing the District mission *to ensure educational success through high expectations and innovative thinking in a safe learning environment to empower students to reach their full potential as responsible, ethical, and productive citizens in a diverse and changing world.*

You will see in my resume that I have a plethora of experiences in education. I have worked in a large urban environment of Minneapolis Public Schools for the last 20 years and previously in smaller districts for 13 years. I have served a wide range of schools from performance differences to racial and linguistic diversity and socioeconomic concentration. I am fortunate to have been a school principal, most recently an associate superintendent, but always a teacher at the core. All of these positions have prepared me with a balanced perspective to serve Flagler County School District.

Relational leadership is one of my core beliefs. As a new superintendent, I would begin by speaking with staff and exploring the district to determine the community's values and the attributes they expect to see in their superintendent. I consider building trust and continuing the excellence that exists in Flagler County School District currently as essential parts of the initial work while leading through a leadership transition.

In order to achieve an ambitious mission, Flagler County School District needs a leader who will continue the excellence that already exists, who will embrace the community as a partner and continue to innovate to meet the unique needs of all the scholars. I would lead with a focus on student-centered decision-making. I believe it will be imperative that fiscal, curricula and systems decisions are made through an equity lens with students at the core. My extensive experience in the areas of fiscal management, curriculum alignment and community engagement make me an ideal candidate for Superintendent to build trust and move the academic strategic plan.

Leading in today's challenges around funding of public education, it is essential to be a prudent fiscal steward. Having a predictable and aligned budget that is sustainable is an important belief of mine. As a principal of a PK-8 school, I managed close to a 10 million budget with full autonomy to align the dollars to our school and district priorities. As Associate Superintendent, I

work with 20 school leaders and their budgets that exceed 100 million dollars. We ensure the budgets are developed through an equity lens that supports the needs of every child. As a part of the Superintendent's Cabinet, I am collaboratively responsible for our 650 million-dollar budget development. Maintaining board policy of fund balance in relation to our current fiscal challenges has been our consistent focus to being fiscally responsive to our district needs.

Aligning district-wide academic frameworks to state standards is critical work to student success. During my tenure in Minneapolis Public Schools, I worked collaboratively with our academic departments to build out logic models that were aligned to our strategic plan. We also created tool kits that contain research-based strategies that align to each our four priorities: Multi-tiered Systems of Support, Literacy, Social and Emotional Learning and Equity. The tool kits are essential resources for each school's improvement plan. I also worked with the adoption of a comprehensive PK-5 literacy curriculum that is culturally relevant and aligned to state standards with a strong foundational skills component. Over the past two years, I led the PK-12 math department and developed a new curriculum adoption plan that is aligned to the state timeline of new math standards. I believe that alignment and focus on quality core instruction are paramount to ensuring that all students have access to a rigorous educational experience.

Flagler County School District is not only where I want to be a superintendent, it is also where I hope to establish roots and continue to be a lead learner that inspires all. Being a visible leader is extremely important to developing relationships and hearing the voices of families, staff and stakeholders. As a District Leader, I have led different authentic engagement opportunities that were inclusive of all voices from schools, city officials, teachers' union and faith-based organizations. It will be important to obtain diverse perspectives to continue the strategic direction of Flagler County School District. In addition to gathering input from stakeholders, I would also ensure that constituents are regularly informed of the District progress.

If selected, I would like to begin a transition plan as soon as possible. I am excited to bring my experiences and belief that all students will learn to Flagler County School District. I am looking forward to sharing my vision and collaboratively working to continue the excellence of the school district.

Sincerely,



Ron Wagner

Ronald.wagner@mpls.k12.mn.us

Ron Wagner

10324 Oregon Ct. N Brooklyn Park, MN 55445

Phone: 612.214.2266 E-Mail: Ronald.wagner@mpls.k12.mn.us

Objective

To serve as a Superintendent in a school district that is committed to the academic core for all students and is focused as a learning organization for all employees.

Personal Belief

I believe that all children will learn. I am driven by success and will work endlessly to achieve excellent outcomes for all learners.

Education

University of St. Thomas Superintendent Licensure Program	2014
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University of St. Thomas Ed.S. Administrative Licensure K-12	2004
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Indiana Wesleyan University Master of Education	1998
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Ball State University Bachelor of Science, Elementary Education	1986
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Experience

Minneapolis Public School District #1	Minneapolis Public Schools	May 2017- August 2017
Interim Chief of Schools		

- Ensure that the all the District Priorities continued per Superintendent and Cabinet expectations
- Supported Associate Superintendents
- Guided Principal Professional Development
- Guided the development of the Climate Framework
- Facilitated the Math Logic Model and vision for the District

Minneapolis Public School District #1	Minneapolis Public Schools	2014 – present
Associate Superintendent – Portfolio of 20 Pre-k-8 Schools		

- Work directly to support the mission/vision of the Superintendent. Serve as a member of the superintendent's cabinet that supports over 36,000 students that represent a beautifully diverse community of: 38.1% Black/African American, 17.7% Hispanic American, 34.7% White American, 5.8% Asian American, and 3.5% Native American.
- Ensure the work of the District Strategic Plan is in practice at the school level. I was part of the Strategic Planning development and writing process. Ensured that the strategic plan is now aligned with the current district priorities.

- Guide, direct and support principals and assistant principals across Minneapolis Public Schools. Conduct Learning Walks that focuses on the district priorities. Also look for the alignment of the instruction to Minnesota State Standards.
- Evaluation of principals that includes a triangulation of data. Work from a continuous improvement cycle that includes goal setting and progress monitoring.
- Work with Labor Management Team on teacher evaluation to ensure that integrity of process is being followed as well as modifying the cycle of process.
- Work collaboratively with the Principal Forum to plan principal professional learning.
- Support of 20 different school communities that spans from North Minneapolis to Southwest Minneapolis- inclusive of Celebration and Comprehensive Support Schools.
- Worked with developing a referendum process that led to a successful community approval of 80%.
- Communicate with the school board members on a regular basis regarding matters tied to areas of responsibility or when a member has an item to be researched.
- Presented at National Principal Supervisor Conference around Learning/Instructional Walks.
- Collaborative work with a 600 million-dollar budget. Supporting school leaders with ensuring that building budgets are aligned with district priorities through an equity lens.

Minneapolis Public School District #1 Minneapolis Public Schools 2014
Assistant Associate Superintendent

- Work directly to support the mission/vision of the Superintendent.
- Work with the Associate Superintendents and their portfolio of schools.

Minneapolis Public School District #1 Anne Sullivan School 2009 – 2014
Principal

Leadership

- Led data driven decision making changes
- Was seventh principal in ten years
- Placed in a "Failing School" according to AYP status – restructuring phase
- Increased enrollment from 500 to 800
- Increased student achievement while focusing on individual student growth
- Built a EL school framework that supported our 55% EL population
- Created a "New to the Country Accelerated Language Development Program" within the building that is now being expanded to other Minneapolis Public Schools- getting local and national recognition

- Set up systems that supported student and adult growth
- Decreased student suspensions by 30% my first year and had a decrease of 10%-15% each year after
- Collaboratively created Logic Models to drive our 5-year vision on student achievement

Teaching and Learning

- Guided teachers through a standards-based planning and teaching approach in mathematics, literacy, science, English language development, and social studies
- Facilitate and participate in Professional Learning Communities
- Led staff developments on standards-based summative and formative assessments
- Worked to vertically align our math teachers and their work to increase student achievement
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Management

- Responsible for an \$10 million-dollar annual budget
- Supervised 145 employees daily
- Completed teacher and classroom observations using the Standards of Effective Instruction protocol (SOEI) and learning walks
- Developed master schedule for PK – 8th grade
- Guided Math Department in understanding testing accommodations
- Created and supported increased parent involvement by connecting parents to relevant information and school resources
- Implemented and utilized the PBIS model

Minneapolis Public School District #1 Olson Middle School 2004 – 2009

Teacher on Special Assignment with Administrative Duties, /Assistant Principal

Teaching and Learning

- Led data driven decision making changes
- Wrote mathematics intervention curriculum
- Analyze student and program data for key stakeholders to make informed decisions about student achievement
- Plan and implement instructional best practice plans for teachers as a leader of the Instructional Leadership Team
- Guided teachers through a standards-based planning and teaching approach in mathematics, literacy, science, English language development, and social studies
- Provide building leadership and direct assistant on creating student friendly learning targets
- Facilitate and participate in Professional Learning Communities
- Led staff developments on standards-based summative and formative assessments
- Collaborated with teachers in creating summative and formative assessments
- Supported development and implementation of strategic plan for middle school – Middle School Platform
- Coached several teachers using a coaching cycle that included classroom and teacher observation followed by reflective practice
- Supported the establishment of a technology rich culture

- Produced and analyzed MAP, MCA, and district assessment trend data for teachers to interpret growth on student achievement
- Facilitated teacher discussion and understanding of MAP, MCA, summative, and formative data to help determine the best intervention to increased student achievement
- Lead teacher dialogues of using the DesCartes as an intervention tool to increase student achievement
- Implemented a goal setting approach with students to increase student ownership of their learning
- Collaborated and facilitated the implementation of the school improvement plan

Minneapolis Public School District #1 Olson Middle School 2000 – 2004

Teacher, Mathematics Teacher

Teaching and Learning

- Analyze student and program data for key stakeholders to make informed decisions about student achievement
- Plan and implement instructional best practice plans
- Assisted in a standards-based planning and teaching approach in mathematics
- Facilitate and participate in Professional Learning Communities
- Collaborated with teachers in creating summative and formative assessments
- Worked with the UBD (Understanding By Design) Framework to do curriculum mapping
- Leader of a technology rich instructional environment
- Coordinated goals orientated curriculum to work with students in Tier two interventions
- Produced and analyzed MAP, MBST, MCA, and district assessment trend data
- Collaborated and facilitated the implementation of the school improvement plan

South Dearborn Schools (Indiana)

1988-2000

South Dearborn Middle School - Social Studies/Geography Teacher

Jac-Cen-Del Schools (Indiana) - Elementary School Teacher

References

Michael Thomas, Superintendent Colorado Springs -612-207-1781

Stephen Flisk, Associate Superintendent Osseo Public Schools -612-220-7024

Eric Moore, Chief of Research, Evaluation and Assessment and Accountability, 612.554.5402

Sarah Hunter, Building Leader – Lyndale Elementary 651-295-6759



Colorado Springs School District 11
Dr. Michael Thomas, Superintendent of Schools

October 29, 2018

To Superintendent search committee:

I am writing this letter on behalf of Mr. Ron Wagner in support of his candidacy for the Superintendent position with your district. In my former role as the Chief of Academics, Leadership & Learning, I directly supervised Mr. Wagner for three years as an Associate Superintendent. In this role, he oversees a portfolio of Pk-8 schools. His past experience as a principal in Minneapolis Public Schools (MPS) serves him well as he supports and develops other principals to ensure the best learning outcomes for students.

Mr. Wagner is passionate about his work and upholds high accountability with his principals and their leadership teams, yet with significant empathy and support. He serves a diverse array of schools varying in economic status, linguistics and size of enrollment. He is able to adapt to the unique needs and challenges of each school site and does so with fluidity.

I am impressed with his deep theoretical knowledge joined by his years of practice as an educator, which yields outcomes in his schools. Mr. Wagner is truly a learning leader, whereby he is open to critical feedback and responds well to coaching and is committed to his own personal and professional development. I observed him multiple times through 1:1 meetings as well as observing him lead professional development with large groups of leaders and staff. He is very knowledgeable about the principles of adult learning theory and utilizes this framework to engage his principals to being their best.

MPS has been going through significant leadership changes at the executive level for the past several years and Mr. Wagner has been a steady leader throughout these changes. His ability to be a buffer, if you will, to his schools so that these changes do not impact at the school level means that he has had to dedicate a significant portion of time managing politics, financial shortfalls and a host of other issues, and remains strong enough to uphold his commitment to executive instructional coaching that helps his schools stay focused on what matters most. He is well revered by his colleagues and has a collaborative leadership style. He is not quick to solve people's problems; rather, ask the right questions that allow others to be more resourceful and not dependent upon him.

Mr. Wagner has a strong passion for leading with equity and has been an active participant on an administrative equity team determining best practices that will address the academic gaps among various student groups. He also plays a significant role with many other district level leadership teams and initiatives such as being an active participant on the Superintendent's Cabinet; his voice and perspectives are often sought at the executive level as we lead through challenging decisions.

Mr. Wagner's experience in MPS provides him a level of expertise that he will need and use to excel as a Superintendent. I am impressed with his strong knowledge of curriculum and instruction, school budgeting processes, his stellar leadership and presence within the community and finally his level of professionalism and integrity. It is rare that an individual combines these attributes with professional experiences and demonstrates such great ability to deliver high learning outcomes for students.

It is without hesitation that I highly recommend Mr. Wagner for a position as a Superintendent. His background and experiences give him a broad range of ability to lead in multiple settings and his experiences working within a large complex system such as MPS will allow him to rise above with an unwavering purpose for which he is called.

If you have any need for additional information or clarity, please do not hesitate to contact me directly at 763-639-3809.

Respectfully,

Dr. Michael J. Thomas, Superintendent

OSSEO AREA SCHOOLS



Division of Leadership Teaching and Learning
Educational Service Center

December, 2017

To whom it may concern:

I am writing to recommend Ron Wagner for an Executive Leadership position in your organization. I believe his leadership skills, reputation as an accomplished administrator and his experience makes him a strong candidate.

Starting in 2011, I supervised Mr. Wagner as he served in the capacity of principal at Anne Sullivan Elementary school in the Minneapolis Public Schools. Mr. Wagner was successful in significantly improving student achievement in one of the most diverse school settings in the district. It was impressive to see Mr. Wagner build great instructional programs in mathematics, technology as well as in ELL by his co-development of the NABAD program that helped successfully integrate students with limited or interrupted education into his school. This program has served as both a local and national model and has since been replicated in his district. In addition, his service at Anne Sullivan not only made him a leader in ELL programming but also a highly valued leader recognized by both the Somali and Latinx communities.

Mr. Wagner's pedagogical knowledge, as well as his demonstrated leadership skills were recognized by district leadership and in the fall of 2014, he joined our team full time as an Associate Superintendent after serving handily as an Assistant-Associate Superintendent, while remaining the full time principal of Anne Sullivan. It was an honor to serve with him as a colleague.

In this role as Associate Superintendent, Mr. Wagner supervised both a racially and economically diverse portfolio of K-8 schools. Mr. Wagner quickly gained the respect of his principals and the other Associate Superintendents as he easily built supportive relationships with other MPS leaders in facilities, research and evaluation and curriculum.

In closing, it is without hesitation that I recommend Mr. Ron Wagner for an Executive Leadership position in your district. Both his personal character as well as his work ethic are exemplary, as well as his dedication to creating educational opportunities and success for all students. If you would like to further discuss his qualifications, please feel free to contact me at 612-220-7024.

Respectfully,

A handwritten signature in black ink, appearing to read "Stephen Flisk".

Stephen Flisk

Assistant Superintendent

Osseo Area Schools

Ph: (763) 391-7084

(763) 391-7110

Fx: (763) 391-7076

11200 93rd Avenue N.
Maple Grove, MN 55369

district279.org



Spring Lake Park High School

SPRING LAKE PARK SCHOOLS

High expectations, high achievement for all. No excuses.

To Whom It May Concern:

I enthusiastically recommend Ronald Wagner for the open Superintendent position. Mr. Wagner is a school/district administrator who embodies integrity, while employing a selfless approach to developing those around him. Ronald persistently engages those he leads and supports in the pursuit of what is best for students, thereby establishing a high professional standard that focuses on students as the beneficiaries of the ongoing development of colleagues. In his position as an Associate Superintendent in the Minneapolis Public Schools, his job duties are to: a) Provide exemplary instructional leadership and management, b) Influence and motivate others in the pursuit of student learning, c) Cultivate and develop school leaders as effective instructional leaders and human capital managers, d) Utilize data and think strategically to relentlessly pursue results. He has excelled in each of these areas due to his deep commitment to systemic and individual development.

I have known Ronald Wagner professionally for twenty-one years. We first worked together at Olson Middle School as teaching colleagues and have maintained a collaborative and collegial relationship throughout our journeys in teaching and educational leadership. I feel confident in providing an enthusiastic recommendation for Mr. Wagner as he is the consummate professional and his actions and decisions have always been consistently focused on student growth, collegial development and systemic health.

After leaving Minneapolis Public Schools for other leadership opportunities, I continued to collaborate with Ronald on educational issues and challenges. We have provided site visit opportunities for our respective staff and been critical friends, while seeking solutions and best practice relative to technology integration, curricular challenges, instructional leadership, data analysis and staffing models. Ronald has proved, in each conversation, to be a servant leader who has the resolve to insist that all engaged in the development of students continually work to refine their craft.

Ronald Wagner is the type of leader and change agent that has the capacity and commitment to foster systemic and individual growth as a Superintendent. Therefore, I vigorously and without reservation recommend him for any open Superintendent position, believing with certainty that he has the character, understandings, skills and demeanor to be an highly impactful Superintendent and lead educator. If I can be of any further assistance in your selection process feel free to contact me. Thank you for your sincere consideration of Ronald Wagner's candidacy.

Regards,

Matthew Boucher
Principal, Spring Lake Park High School
Mbouch@district16.org
(763)600-5101

NAME Ronald Vaughn Wagner
ID NO. [REDACTED]

Date Issued: 02-JAN-2018

Office of the Registrar MHC 126
2115 Summit Avenue
St. Paul, MN 55105-1078
Telephone 651-962-6700

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Course Level: Graduate

Current Program:

College : School of Education
Major : Superintendent

Comments:

RECOMMENDED FOR LICENSURE-PRINCIPAL K-12 6/2004
|| State of Minnesota/NCAE approved programs
|| Completed licensure requirements for:
|| Superintendent / 2014

Awarded: Education Specialist 22-MAY-2004

Major : Educational Leadership & Admin

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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INSTITUTION CREDIT:

Fall 2002

EDLD 820X	School Law	3.00 A	12.00
EDLD 836X	Educational Management	1.00 A	4.00
Ehrs: 4.00 GPA-Hrs: 4.00 QPts: 16.00 GPA: 4.00			

Spring 2003

EDLD 621X	Resrch Dsgn/Analysis/Crit I	3.00 A-	11.10
EDLD 805X	Superv & Staff Develop	3.00 A-	11.10
EDLD 874X	Principalship K-12	3.00 A	12.00
EDLD 885X	Intern/Sem Principal Prep	3.00 A	12.00
EDLD 895X	Topics: Principal & Sp Ed	1.00 A	4.00
Ehrs: 13.00 GPA-Hrs: 13.00 QPts: 50.20 GPA: 3.86			

Summer-1 2003

EDLD 837X	Principal Assessment	2.00 A	8.00
EDLD 895X	Topics: Dev/Admin Budgets	1.00 A	4.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00			

Fall 2003

EDLD 897X	Tps:Principal Curric & Asmt	3.00 A	12.00
EDLD 897X	Topics: Comm & Public Relat	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00			

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

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

Spring 2004

EDLD 807X	Found Ldrshp:Intell/Ethical	3.00 A	12.00
EDLD 877X	Portfolio & Adm Lic Assess	1.00 S	0.00
EDLD 895X	Tpcs: Grant Wrtg For Princ	1.00 A	4.00
Ehrs: 5.00 GPA-Hrs: 4.00 QPts: 16.00 GPA: 4.00			

Fall 2013

EDLD 887	Clinical Prac: Superintendency	3.00 A	12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00			

Spring 2014

EDLD 577X	Independent Stdy: LPA	1.00 A	4.00
EDLD 871	Sch Superint:Issues/Challenges	3.00 A	12.00
Ehrs: 4.00 GPA-Hrs: 4.00 QPts: 16.00 GPA: 4.00			

***** TRANSCRIPT TOTALS *****

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	38.00	37.00	146.20	3.95

***** END OF TRANSCRIPT *****

This transcript was issued directly to
the student in a sealed envelope
from the University of St. Thomas



RAISED SEAL NOT REQUIRED

This official university transcript does not require a raised seal

Ronald Wagner
10324 Oregon Ct N
Brooklyn Park, MN 55445

Page: 1 OF

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