

October 28, 2019

To whom it may concern,

It is with great pleasure and hope that I submit this letter to express an interest in the position of **Superintendent of Flagler Schools** that is currently posted.

I have shared with you my resume and other supporting documents that I believe will show a record of exemplary performance and what I believe is a skill set making me an ideal candidate to work with you in helping to continue to change destinies.

I am currently serving as the Executive Director of Curriculum and Instruction as a cabinet level position and have served in the past as an elementary school principal, a middle school principal, assistant principal, athletic director, and classroom teacher. I also serve as an adjunct professor in the Educational Leadership Department of Baker College, am a published author, and a speaker/presenter helping schools and districts across the country enhance their educational practices.

I consider myself to have been blessed to work with phenomenal staffs and individuals who have shown amazing student growth and achievement. I am now hopeful that I will be able to bring my talents to you where I can work beside the amazing people who are already moving your system forward.

I welcome any questions you may have for me and I am happy to share any other evidence you may need to support my candidacy. My e-mail address and personal cell phone number is included to make this contact easier.

Thank you for your time. I hope to hear from you soon.

*David M. Schmittou*

Dr. David M. Schmittou

[david.schmittou@gmail.com](mailto:david.schmittou@gmail.com)

734-377-3457

**Dr. David M. Schmittou**  
9152 Parkside Dr., Grand Blanc MI 48439  
(Cell) 734-377-3457  
[david.schmittou@gmail.com](mailto:david.schmittou@gmail.com)  
[smarturl.it/schmittouresum](http://smarturl.it/schmittouresum)

**2014 Michigan Principal of the Year**  
(Michigan Association of Middle School Educators)

**2018 College Educator of the Year**  
(State of Michigan)

**Work Experience:**

- |              |   |
|--------------|---|
| 2018-present | <p><b>Executive Director of Curriculum and Instruction</b><br/><i>Brandon School District</i><br/>Ortonville, MI</p> <ul style="list-style-type: none"><li>● Supervise, lead, and support all district principals</li><li>● Analyze and evaluate district curriculum</li><li>● Facilitate and support all school improvement and staff development</li></ul>  |
| 2015-2018    | <p><b>Principal</b><br/>Warrington Elementary School<br/><i>Escambia County Schools -Pensacola, FL</i></p> <ul style="list-style-type: none"><li>● Charged with leading a turnaround effort in a Title 1 school<br/>School information:<ul style="list-style-type: none"><li>● 91% student poverty</li><li>● 30% of students have incarcerated parent(s)</li><li>● School was rated an "F" by Florida Department of Education prior to employment; improved by double digit percentile points each year of tenure</li></ul></li></ul> |
| 2011-2015    | <p><b>Principal</b><br/>Milan Middle School<br/><i>Milan Area Schools -Milan, MI</i></p> <ul style="list-style-type: none"><li>● Raised Top to Bottom Ranking by 22 percentile points over four years</li><li>● Aligned all classes with Standards Based Grading, Common Core</li></ul>   |

Standards, Next Generation Science Standards, C3 Social Studies Standards

2014-present

**Adjunct Professor**

*Baker College-Jackson Campus and Online*

Instructor for the College of Education (Educational Leadership):

- EDU 351-Instructional Design and Assessment
- EDU 521- Assessment and Evaluation
- EDU 522- Assessment and Evaluation
- EDU 523- Research in Education
- EDU 612- Public Policy, Values, and Ethics in Education
- EDU 613- School and Community Relations

2018

**Principal University Supervisor**

*Walden University*

- Assist and support future school administrators in their field placements

2008-2011

**Assistant Principal/ Athletic Director:**

*Arthurs Middle School*

*Trenton Public Schools -Trenton, MI*

- Department Head for Language Arts/Social Studies
- Teacher evaluator
- Classroom management “coach”
- Handled all scheduling and hiring for athletic program
- Misc. tasks as assigned
- Created the framework for National School to Watch designation

2005-2008

**Dean of Students:**

*East Middle School*

*Plymouth- Canton Community Schools - Plymouth, MI*

- Administrator for Professional Learning Community oversight
- Talented and Gifted Program advisor for middle school
- Truancy and attendance administrator in charge
- Lead administrator for “at-risk” population discipline
- Mentor for small group of 15 students per year for academic and social difficulties

2000-2008

**Teacher (Social Studies and Language Arts):**

Central/East Middle Schools

*Plymouth-Canton Community Schools - Plymouth, MI*

- Taught 6th-8th grade general education, special education, and talented and gifted students
- Coach of track, volleyball, basketball, and baseball

**Education:**

2011

**Doctorate- Educational Leadership:**

*Eastern Michigan University*

- Dissertation topic: The motivating factors of secondary school assistant principals in southeast Michigan and their impact on job mobility
- Cognate area of study: Human Resources

2002

**Master of Arts Degree in Educational Leadership:**

*Eastern Michigan University*

- 3.83 g.p.a.

1999

**Bachelor of Science Degree in Education:**

*Central Michigan University*

- Social Studies Major
- Language Arts Minor
- 3.31 g.p.a.

**Awards, Publications, Certifications:**

**Awards:**

2018

**Collegiate Educator of the Year- Michigan**

2014

**School Administrator of the Year- Michigan**

**Publications:**

a) *It's Like Riding a Bike: How to make learning last a lifetime-* RELEASED  
APRIL 2017-Published by Archway Publishing (Simon and Schuster)

b) *Omniscient-* a novel; Published in 2008-Published by Zoe Life Publishing



- c) *The Motivating Factors of Secondary School Assistant Principals in Southeast Michigan and their Impact on Job Mobility- a dissertation-2008*
- d) *Engagement: What is it really?* Published for AMLE Magazine- 8/2014
- e) *Keeping our feedback on "par".* Published for AMLE Magazine-2/2015
- f) *Don't Label Your Box-* Published for AMLE Magazine-8/2015
- g) *Your Past or Their Future?* – Published by AMLE Magazine- 12/2018
- h) *Bold Humility-* Published by EduGladiators Publishing- August 2019

#### **Certifications:**

- Administrative Certification: K-12; Central Office Endorsement-FL and MI
- Certified Teacher : K-5 all subjects, 6-8 Social Studies, 6-8 Language Arts: FL and MI
- Pathwise Leadership Academy Trainer of Trainers
- International Educators to Japan Participant (2003) *One of 12 participants chosen from around the world to receive full scholarship Traveled and visited schools around Japan to teach and learn in local public and private schools*

#### **Speaking/Presenting:**

- NERD Camp: Parma, MI- 2019  
**Title:** Bold Humility
- Innovative Schools Summit: Orlando, FL  
**Title:** *It's Like Riding a Bike: How to make learning last a lifetime*
- AMLE (Association of Middle Level Educators) 2019 National Conference  
**Titles:** *Bold Humility; Standards Based Grading:What, why, how; and It's Like Riding a Bike: How to make learning last a lifetime*
- AMLE (Association of Middle Level Educators) 2016, 2017, 2018 National

*Conference*

**Title:** *I Don't Care If My Kids Read*

- *AMLE (Association of Middle Level Educators) 2017 National Conference*  
**Title:** *Bold Humility*
- *SDE (Staff Development for Educators) 2017 National Conference*  
**Title:** *Bold Humility*
- *Holmes Community School District 2017 Staff Development Conference*  
**Title:** *It's Like Riding a Bike*
- *MAMSE (Michigan Association of Middle School Educators) 2012-2016 State Conference*  
**Title:** *How assessment can truly drive instruction*

**Consultant:**

*AdvancEd/MI Dept. of Ed. External Review Lead Evaluator Team member on External Reviews as a part of both building and district accreditation processes*

- *Milford, MI*
- *Greenville, SC*
- *Greenwood, SC*
- *Lincoln, WY*
- *Magnolia, AR*
- *Bridgman, MI*
- *Phoenix, AZ*

**List of courses taught at Baker College:**

**EDU 351-** Instructional Design and Assessment (Jackson Campus)  
Spring 2015

**EDU 521-**Assessment and Evaluation for Education (Online)  
Winter 2016, Summer 2016

**EDU 522-** Assessment and Evaluation for Education (Online)  
Winter 2016, Winter 2017

**EDU 523-** Research in Education (Online)  
Spring 2017-Online

**EDU 612-** Public Policy, Values, and Ethics for Education (Online)  
Spring 2017

**EDU 613-** School and Community Relations (Online)  
Spring 2016, Fall 2016, Summer 2017

**EDU 5110-** Data Analysis for Educators (Online)  
Fall 2018

**EDU 5210-** Assessment and Evaluation for Education (Online)  
Fall 2017

**EDU 5220-**Research and Decision Making in Education (Online)  
Spring 2018, Summer 2018



**District Office**

**Bryan M. Girbach**

Superintendent

**Peter J. Kudlak**

Assistant Superintendent

**Michelle L. Cowhy**

Finance Director



Milan Area Schools

*Founded on Tradition – Focused on Excellence*

To Whom It May Concern,

Dave Schmittou has asked that I write a letter of support based on our professional association during his tenure in the Milan Area School District, and I am pleased to be able to do so. I have known Dave since I hired him to be the Principal of Milan Middle School in August of 2011. He is passionate in his approach to his work. During his time with the Milan Area School District, Dave has demonstrated a high degree of enthusiasm and dedication to his profession. He has educational insight beyond his years of experience and carries out his obligations with vigor and resolve.

While at Milan Middle School, Dave has created systems that have led to increased student achievement. Specifically, three of these initiatives are: a standards based grading system, the use of team planning time, and the full integration of student data analysis. Dave and his staff worked through an assessment literacy process that culminating in a rubric based grading system that is founded on mastery learning. The middle school staff now assesses "what the students knows", not "what the teacher taught". During his second year at MMS, Dave implemented a master schedule that included grade level planning time. Over the ensuing years, this planning time has developed into a teacher led and student centered time of professional development and collegial support. The use of data at MMS has increased during Dave's tenure. Specifically, teachers are now looking at student data at the individual student level. The teachers are truly using the data to tailor their daily lessons to the needs of the students. These three comprehensive systems have helped Milan improve our middle school student achievement scores over the past four years.

In addition, Dave has improved the communication within the community. He developed a system of regular communication with parents and community members. Dave has also taken teacher evaluation to a new level at Milan Middle School. His diligent implementation of our process requires each staff member to reflect on their personal level of performance in their focus areas, thus creating an environment of self-reflection.

Lastly, Dave's commitment to equity for every student has led to changes in several programs. For example, this year, Dave fully implemented a "day camp" version of our week long sixth grade outdoor education program. In the past we had between 25 and 50 students who for varied reasons did not attend camp. This year, those students are attending the camp program from breakfast through dinner (instead of staying back in a classroom). Dave worked with parents, teachers, and the transportation department to make this happen. In fact, all but 3 of our students are participating in this tremendous educational opportunity because of Dave's efforts to create an equitable environment for all kids.

I believe that your educational institution would benefit from having Dave as an employee. His bachelor's degree in education, master's degree in Administration, and Doctorate in Administration will make him an asset to your entity; and therefore, I recommend him for your vacancy. I am supportive of Dave's future professional plans and will answer any questions you might have about Dr. Schmittou's employment with the Milan Area School District. I can be reached year round at [girbachb@milanareaschools.org](mailto:girbachb@milanareaschools.org) or 734-439-5009.

Sincerely,

Bryan M. Girbach  
Superintendent





To whom it may concern,

This letter is intended to serve as a letter of recommendation for Dr. David Schmittou for a position at Florida State University. I became acquainted with Dr. Schmittou and his work as he currently serves as an instructor for our online Masters in Educational Effectiveness (MSEE) Program K-12. He began teaching for us a few years ago, at the onset of our initial pilot of the MSEE Program and was pivotal in a successful launch.

The MSEE Program is an intense, high-pressured program, as we challenge students to develop administrative beliefs and ideas which will sustain them for the entirety of their MSEE Program. Dr. Schmittou provides phenomenal instruction, mentoring and support for our students. He has always gone above and beyond the expectations of an online instructor. I believe this stems from his background in educational leadership, as he truly understands the perspective and needs of the student and the perspective of a leader. Administrative instructor evaluations of Dr. Schmittou are exceptional each semester, indicating that Instructor Schmittou truly provides effective and insightful feedback to students, enabling them to experience academic fulfillment and success.

The MSEE Program is also focused on the ability to become a leader by creating change through effective collaborations with others. During online group discussions, Dr. Schmittou is always willing to work with his students, assisting when needed and offering constructive feedback to help move the ideas of his students forward. Further, he is able to help students connect leadership and leadership theory to course concepts, including the importance of collaborative partnerships in education. In addition, Dr. Schmittou has shown consistent commitment by adhering to very stringent and intense task time frames, including submission of assignments early to acquire feedback, and integrating the suggestions of his students in order to improve his instruction.

Finally, Dr. Schmittou has shown leadership throughout his tenure with Baker College. He has consistently attended our yearly Baker Faculty Conference, always making insightful and thoughtful contributions on how to improve and enhance the student experience, district and educational partnerships and collaborative efforts with various stakeholders. In addition, he is always willing to provide insight into course improvement

in addition to administrative management of students. He is a self-starter and takes a positive initiative with every task and challenge he is given.

Dr. Schmittou places a high value on education. He has done outstanding work in the MSEE Program as made evident by our student evaluations. He has incredible scores from his students in fact he ranked in the top 90%. Finally, his commitment to wanting to share academic knowledge for the "greater good" is evident by his eagerness to share his commitment to educational leadership by consistently guiding students and providing viable leadership mentoring. He truly "lives by example" as shown in his own continued professional development, extensive publications and viable research.

Dr. Schmittou is a motivated young man of numerous talents and considerable self-discipline. He is professional, likable, enthusiastic, trusting and trustworthy. If I can provide any other assistance, please do not hesitate to contact me.

Sincerely,

*Dr. Jeanne A. Klockow*

Jeanne A. Klockow, Ph.D.

Program Director-MSEE Educational Leadership: K-12

Center for Graduate Studies/Online

Baker College

C: 702.279.0370

District Office

Bryan M. Girbach  
Superintendent  
Peter J. Kudlak  
Assistant Superintendent  
Michelle L. Cowhy  
Finance Director



Milan Area Schools

*Founded on Tradition – Focused on Excellence*

December 2, 2016

To whom it may concern,

I am writing to offer my endorsement of David Schmittou for a Superintendent position. I have known Dave for seven years, having gone through the doctoral program with him at Eastern Michigan University, and have worked with him in Milan for the past two years as his direct supervisor.

From 2012-15 I was able to evaluate him and deemed him to be a "Highly Effective" administrator as he is capable of leading his staff into uncharted territory and achieving great results. His school has led the region in student achievement growth in recent years as a result of his hard work and guidance. I believe he would be more than capable of accomplishing similar results at the district level.

As a result I offer Dr. Schmittou my endorsement for any school leadership position that he chooses to pursue.

*Peter Kudlak*

Peter Kudlak  
Assistant Superintendent  
Milan Area Schools





March 5, 2019

To Whom It May Concern:

This letter is in support of the application of Dr. David Schmittou for a Superintendent position within your education institution.

I have known Dr. Schmittou for approximately 4 years. He has taught multiple courses in education for Baker College at the undergraduate and graduate levels, including the following:

- EDU 351** Instructional Design and Assessment
- EDU 521/EDU 5210** Assessment and Evaluation I for Education
- EDU 522/EDU 5220** Assessment and Evaluation II for Education
- EDU 523** Research in Education
- EDU 612** Public Policy, Values, and Ethics for Education
- EDU 613** School and Community Relations
- EDU 5110** Data Analysis for Educators

Dr. Schmittou was originally hired by our Jackson campus staff to teach EDU 351 face-to-face. This undergraduate assessment class is a key course in our initial teacher certification program. While he was teaching that course, I heard him speak at a local conference. I then hired him to teach in our graduate program. All of the graduate level courses were delivered online in an asynchronous format. The graduate program is a building administrator certification master's program.

**BakerProud®**

Dr. Schmittou is a dynamic instructor who holds students accountable to high standards while helping them develop knowledge and skills. He brings real-world experience into the classroom, and helps students wrestle with problems and dilemmas. Dr. Schmittou is both personable and professional in his interactions with others. His communication skills are outstanding.

I strongly recommend Dr. Schmittou. If you have additional questions, or would like to speak with me further, and I am readily available.

Sincerely,

A handwritten signature in cursive script that reads "Christine M. Schram".

Christine M. Schram,  
Ph.D. Dean,  
College of Education Baker College  
[chris.schram@baker.edu](mailto:chris.schram@baker.edu)  
(517) 282-6649





# Eastern Michigan University

303 Pierce Hall  
Ypsilanti, MI 48197  
(734) 487-1849

## OFFICE OF THE REGISTRAR TRANSCRIPT OF ACADEMIC RECORD

Record Of: David Matthew Schmittou

Student ID: E00106070  
Student UIC: 3995380311  
SSN: [REDACTED]

Course Level: Graduate

Date Issued: 02 AUG 2011

Events: Doctoral Dissertation  
Portfolio Presentation

### Comments:

Dissertation: The Motivating Factors of Secondary School Assistant Principals in Southeast Michigan and Their Impact on Job Mobility

Degree Awarded: Master of Arts 21-AUG-2002

Ehrs: 37.00 GPA-Hrs: 35.00 Qpts: 134.40 GPA: 3.84  
Major: Educational Leadership

Degree Awarded: Doctor of Education 21-JUN-2011

Ehrs: 62.00 GPA-Hrs: 48.00 Qpts: 185.30 GPA: 3.86  
Major: Educational Leadership

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

Term:	Winter 2001		
EDLD 569	Ed Ldrshp Pluralistic Society	3.00 A	12.00
Term:	Ehrs: 3.00 GPA-Hrs: 3.00 Qpts: 12.00 GPA: 4.00		

Term:	Spring 2001		
EDLD 515	Instructnl Superv & Prog Eval	3.00 B+	9.90
Term:	Ehrs: 3.00 GPA-Hrs: 3.00 Qpts: 9.90 GPA: 3.30		

Term:	Summer 2001		
EDLD 518	Multimedia Tech For Sch Admin	3.00 B+	9.90
EDLD 615	Collective Negotiations	3.00 A	12.00
Term:	Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 21.90 GPA: 3.65		

Term:	Fall 2001		
EDLD 510	Educational Organization	3.00 A	12.00
EDLD 612	Economics of Public Educ	3.00 A	12.00
EDLD 687	Masters Internship	2.00 CR	0.00
Term:	Ehrs: 8.00 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:

Term:	Winter 2002		
EDLD 620	The Principalship	3.00 A	12.00
EDLD 630	Legal, Ethical & Prof Issues Admn	3.00 A	12.00
Term:	Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 24.00 GPA: 4.00		

Term:	Spring 2002		
EDLD 513	Community Ed & Commun Relation	3.00 A	12.00
EDLD 631	Human Reltn Skls Ed Ldrs	2.00 B+	6.60
EDLD 697	Independent Study	1.00 A	4.00
Term:	Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 22.60 GPA: 3.76		

Term:	Summer 2002		
EDLD 514	Educatnl Ldrshp Theory & Pract	3.00 A	12.00
EDPS 677	Research Techniques	2.00 A	8.00
Term:	Ehrs: 5.00 GPA-Hrs: 5.00 Qpts: 20.00 GPA: 4.00		

Term:	Summer 2008		
EDLD 681	Contemp Legal & Ethical Iss Ad	3.00 A	12.00
Term:	Ehrs: 3.00 GPA-Hrs: 3.00 Qpts: 12.00 GPA: 4.00		

Term:	Fall 2008		
EDLD 794	Seminar in Educ Ldrshp Resrch	3.00 A	11.10
EDLD 810	Ethics & Policy Analysis Educ Ldr	3.00 A	12.00
Term:	Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 23.10 GPA: 3.85		

Term:	Winter 2009		
EDLD 617	Admin Human Resources in Educ	3.00 A	12.00
EDLD 714	Data-Driven Decision Mgmt Ldrs	3.00 A	12.00
EDLD 740	Organizational Theory	3.00 A	12.00
Term:	Ehrs: 9.00 GPA-Hrs: 9.00 Qpts: 36.00 GPA: 4.00		

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





# Eastern Michigan University

303 Pierce Hall  
Ypsilanti, MI 48197  
(734) 487-1849

## OFFICE OF THE REGISTRAR TRANSCRIPT OF ACADEMIC RECORD

Record Of: David Matthew Schmittou

Student ID: E00106070  
Student UIC: 3995380311  
SSN: [REDACTED]

Course Level:

Date Issued: 02-AUG-2011

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
Term:	Spring 2009		
EDLD 820	The Politics of Educ Leadership	3.00 A	12.00
Term:	EHrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00		
Term:	Summer 2009		
EDLD 517	Ldrshp for School Improvement	3.00 A	12.00
EDLD 710	Educ Ldrshp & Change Process	3.00 A	12.00
Term:	EHrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00		
Term:	Fall 2009		
EDLD 625	Superintend&Distrot Lev Ldrshp	3.00 A	12.00
EDPS 621	Stat Applctn in Ed Rsrch	2.00 B	6.00
MGMT 618	Staffing Organizations	3.00 A-	11.10
Term:	EHrs: 8.00 GPA-Hrs: 8.00 QPts: 29.10 GPA: 3.63		
Term:	Winter 2010		
CTAC 512	Conflict Resolution Skills	2.00 A	8.00
EDLD 787	Internship-Educ Admin	2.00 CR	0.00
EDPS 651	Inferential Statistics	2.00 B	6.00
EDPS 687	Qual/Interpretv Research	3.00 A	12.00
Term:	EHrs: 9.00 GPA-Hrs: 7.00 QPts: 26.00 GPA: 3.71		
Term:	Spring 2010		
EDPS 640	Schl Violence: A Holistic Appr	3.00 A-	11.10
Term:	EHrs: 3.00 GPA-Hrs: 3.00 QPts: 11.10 GPA: 3.70		
Term:	Summer 2010		
EDLD 712	Anlyis of Rsrch in Admin	3.00 A	12.00
EDLD 895	Dissertation Research Seminar	2.00 CR	0.00
Term:	EHrs: 5.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00		
Term:	Fall 2010		
EDLD 898	Dissertation Research	4.00 CR	0.00 I
***** CONTINUED ON NEXT COLUMN *****			

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
Term:	EHrs: 4.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00		
Term:	Winter 2011		
EDLD 897	Dissertation Research	2.00 CR	0.00
EDLD 898	Dissertation Research	4.00 CR	0.00 I
Term:	EHrs: 6.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00		
***** TRANSCRIPT TOTALS *****			
Earned Hrs GPA Hrs Points GPA			
TOTAL INSTITUTION	99.00 83.00 319.70 3.85		
TOTAL TRANSFER	0.00 0.00 0.00 0.00		
OVERALL	99.00 83.00 319.70 3.85		
***** END OF TRANSCRIPT *****			



# STATE OF MICHIGAN

State Board of Education

Department of Education

## SCHOOL ADMINISTRATOR CERTIFICATE RENEWAL

awarded to

**DAVID MATTHEW SCHMITTOU**

In accordance with the provisions of Act 451 of the Public Acts of 1976, the holder of this certificate has completed all state requirements for Administrator Certification.

### ENDORSEMENTS

CENTRAL OFFICE (AC)

ELEMENTARY & SECONDARY ADMIN K-12 (ES)



Sheila A. Alles

Interim Superintendent of Public Instruction

Issue Date : 06/04/2018

Expiration Date : 06/30/2023

License Number : SA0000000806956

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

### MICHIGAN PROFESSIONAL EDUCATOR'S CODE OF ETHICS

The following ethical standards address the professional educator's commitment to the student and the profession:

- Service toward common good -** The professional educator's primary goal is to support the growth and development of all learners for the purpose of creating and sustaining an informed citizenry in a democratic society.
- Mutual respect -** Professional educators respect the inherent dignity and worth of each individual.
- Equity -** Professional educators advocate the practice of equity. The professional educator advocates for equal access to educational opportunities for each individual.
- Diversity -** Professional educators promote cross-cultural awareness by honoring and valuing individual differences and supporting the strengths of all individuals to ensure that instruction reflects the realities and diversity of the world.
- Truth and honesty -** Professional educators uphold personal and professional integrity and behave in a trustworthy manner. They adhere to acceptable social practices, current state law, state and national student assessment guidelines, and exercise sound professional judgment.

### ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

### EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

This certificate was subscribed and sworn to before me, along with picture identification, on \_\_\_\_\_

\_\_\_\_\_  
Notary Print Name

\_\_\_\_\_  
Notary Signature

Commission Expires: \_\_\_\_\_

Notary Seal

EMPLOYERS MUST VERIFY EDUCATOR CERTIFICATIONS AT: <https://mdoe.state.mi.us/MOECS/PublicCredentialSearch.aspx>  
For information on the renewal or advancement requirements of this educator certificate please go to [www.michigan.gov/teachercert](http://www.michigan.gov/teachercert)



# State of Florida Department of Education

## Professional Educator's Certificate

*This Certifies That*

**DAVID SCHMITTOU**

*Has satisfactorily completed all requirements of Florida Statutes and  
State Board of Education Rules for the coverages or endorsements listed below:*

EDUCATIONAL LEADERSHIP (ALL LEVELS)  
ELEMENTARY EDUCATION (GRADES K - 6)  
SOCIAL SCIENCE (GRADES 5 - 9)

**July 01, 2015 - June 30, 2020**

Department of Education Number 1257793



BRIAN DASSLER  
DEPUTY CHANCELLOR FOR EDUCATOR QUALITY  
102241341

PAM STEWART  
COMMISSIONER OF EDUCATION

Issued June 24, 2015