Dear Search Committee Members,

I noted with great interests your advertisement for the superintendent of schools position with Flagler County Public Schools that was recently posted on your website. I believe my educational leadership background and experience make me a qualified candidate for the position.

I have served as a teacher and administrator for 34 years. These experiences have included serving as a district-level and as a building-level administrator at all levels including general and special education and adult education. The school districts have ranged in size from 3,000 to 23,000 students.

My career progression has taken a variety of paths throughout the years, though every experience allowed me to expand my experiential base and grow professionally, some moves were lateral. Several moves were made to meet the needs of my family. For example, leaving my superintendent position in Florida occurred because I could not relocate my new family. Leaving that position allowed me to further develop my special education leadership skills in Hartford, Connecticut. The opportunity to serve as administrator in the Connecticut Technical High School System was also a great learning experience, though serving as an assistant principal limited my leadership capacities.

When the superintendent of Bridgeport Public Schools called and asked me to lead one of the lowest performing schools in the state, I could not resist the challenge. When he departed, I was offered the opportunity to serve in a leadership role working with alternative education and adult education students and staff. In 2017, due to extensive budget cuts, those programs were eliminated opening the door for me to continue to build my elementary and middle school leadership skills as an assistant principal. As a result of my new leadership role, at this point in my career, I have influenced the education of students ranging in age from three to 65.

Throughout my career, I have had the opportunity to continue to develop and refine my administrative skills. During my various roles as an administrator, I have had the opportunity to take part in a wide variety of endeavors. As superintendent, I have built schools, established a technology initiative, and developed magnet programs to meet the diverse needs of students. I have supervised and developed strategic plans, developed and implemented school improvement plans and projects, and supervised, developed and initiated district wide high-stakes assessment improvement plans that included curricula revisions.

As superintendent and as part of a central office leadership team, I have also worked closely with state and local school boards to establish school budgets that were financially efficient and focused on meeting the instructional and enrichment needs of all students. I am and continue to be a change agent that is student-centered and teacher-focused while also remaining sensitive to the broad and all-encompassing needs of the community and its various members.

I am looking to join an organization where my strong administrative qualities can be utilized to benefit students, staff and the entire community. The strengths highlighted below best illustrate why I consider myself to be an excellent candidate for your leadership opening.

- Developed magnet schools and programs for grades one through 12 that included a science and technology magnet school, a gifted/IB school, world language, web design, electrical engineering, technology and international business.
- Extensive knowledge and understanding of state and federal special education regulations, program development, and research-based instructional practices.
- Extensive experience in school reform, school restructuring and transformation.
- Supervised all human resources functions including compensation/benefits, employee and labor relations, staffing, management systems, policy and organizational development, strategic guidance, and process/administrative improvements.
- Taught school administration graduate courses and undergraduate courses in school administration, special education and elementary education.
- Variety of experiences gained at all administrative levels in urban, suburban and rural districts located in four states
- Extensive knowledge in the areas of school operations, fiscal management, curriculum/instruction, special education & pupil personnel services, assessment, evaluation, and the overall school improvement process.
- Developed, monitored and evaluated school budgets ranging from three to 440-million dollars.
- Expertise in working closely with the community, local government, and board of education.
- Experienced and creative instructional leader at various levels with a diverse student population
- Leadership qualities including strong interpersonal, instructional, public relations, and communication skills
- Dedication to working closely with staff, parents and community members to provide students with the opportunity to reach their utmost potential.
- Organization/management skills including experience with facilities management.
- Developed personalized professional development and provided technology leadership.

Thank you for your time and consideration. I look forward to hearing from you.

Sincerely yours,

Wayne Alexander, Ed.D.

Wayne S. Alexander, Ed.D.

8 Lee Drive Old Lyme, CT 06371 kinderjen32@yahoo.com 860-230-7419

Education Nova Southeastern University

Fort Lauderdale, FL

Doctorate of Education in Educational Leadership

1995

Providence College

Providence, RI

Masters of Education in School Administration

1988

& Special Education Administration

Rhode Island College

Providence, RI

Bachelor of Science in Special Education & Elementary Education

1983

Certificates

Superintendent of Schools, School Principal (K-12), Special Education

Administration, Special Education Teacher (K-12), School Business

Administrator

ADMINISTRATIVE EXPERIENCE

2017-present BRIDGEPORT PUBLIC SCHOOLS

Assistant Principal at Read School (K-8)

Supervised and evaluated school staff, served as a member of the SRBI, PBIS and Leadership Data Teams, coordinated professional development activities, grant writing, curriculum development and revision, served as the chairperson for the special education and PPT processes and attendance review committee. Interfaced with business committee, family members and social and civic organizations to meet the needs of all students.

2014-2017

BRIGEPORT PUBLIC SCHOOLS

Bridgeport, CT

Director of Alternative Education/Asst. Director of Adult Education

Developed and supervised alternative programs for "at-risk" students in grades 6-12, including adjudicate youth, developed and supervised day and evening adult education programs and facilities, served as a liaison with families, local and state agencies and universities, grant writing and coordination, program development, summer school supervisor, supervised and evaluated alternative education and adult education staff, developed digital curriculum for Common Core State Standards, coordinated special education program and transportation services.

2012-2014

BRIDGEPORT PUBLIC SCHOOLS

Bridgeport, CT

High School Principal

Reduced failure rate by seven percentage after one year and increased graduation rate by eleven percent after one year as principal, provided overall instructional leadership, implemented comprehensive school reform and restructuring process as part of the iPD (Innovative Professional Develop) Model and developed interdisciplinary teams, implemented technology plan and school improvement

plans, served as a member of school governance council and PTSO, developed school magnet programs, completed SEED (System for Educator Evaluation & Development) Program, completed NEASC accreditation process, developed a mentoring program for "at risk" males, served as member of the district's budget advisory group, chaired professional development and curriculum development committees, SRBI and PBIS teams, interface with community agencies and local universities to support the school's and district's mission, supervised and evaluated all staff.

2011- 2012 GRASSO TECHNICAL HIGH SCHOOL

Groton, CT

Assistant Principal

Student attendance & discipline, curriculum development, assessment supervision, CAPT, NOCTI, special education coordinator, program development, community relationships, staff evaluation and supervision

2009-2011 HARTFORD PUBLIC SCHOOLS

Hartford, CT

Special Education Director

Developed new program for middle & high school special education students, served as special education director for all students in district magnet schools, implemented best practice instructional strategies, knowledge of budget development and management, developed and implemented professional development for staff, knowledge and implementation of SRBI, PBIS, Sec. 504, and IEP Regulations and the PPT process, knowledge of disciplinary practices and state/federal laws/regulations, facilitated effective staff, family, and community relationships.

2007-2009 SCHOOL BOARD OF HERNANDO COUNTY

Brooksville, FL

Superintendent of Schools

Increased student achievement and improved school district's grade to an "A" in one year, increased graduation rate and decreased dropout rate, earned contract extension, responsible for all aspects of the educational process throughout the district including the leadership, management, organization, and operation of 27 schools and facilities, developed, supervised, and monitored a 440 million-dollar school budget, instructional leadership and improvement process, implemented school re-design, re-zoning, school choice & reorganization as part of school reform process, chaired the policy development & contract negotiations processes, developed district's strategic plan, supervision of school building & construction process, completed and monitored personnel assignments & performance evaluations, transportation, facilities, & maintenance supervision. program development & evaluation (included IB Academy, Gifted Center, Career Academies, Magnet Schools, Performing Arts, Virtual Learning, Vocational Programs, Dropout Prevention, Environmental Center, Superintendent's Ambassadors for Technology, etc.), strategic planning and development, supervision of assessment and accountability standards, completed the curriculum revision & development process, produced *The Parent Connection* television show, implemented K-8 school model, technology lease-to-purchase program.

established community college & school district collaboration, public relations & human resources supervision & development, supervised professional development program, established & developed board policies & protocols.

2004-2007 NEW LO

NEW LONDON PUBLIC SCHOOLS

New London, CT

Director of Human Resources and School Operations Human Resources:

Recruitment and hiring of staff, contract negotiations, management of certified staff, supervision of licensing compliance issues, coordinator of teacher mentor and continuing education units programs, coordinator of highly qualified teacher program, coordinator of staff development and new teacher orientation programs, developed and standardized all job descriptions, wrote, developed and implemented school grant program, chairman of teacher evaluation and staff development committees, collective bargaining negotiations committee member, grievance and mediation coordinator, managed classification and payroll office, direct liaison for job evaluation process at all levels, conflict resolution and problem-solving all personnel issues.

School Operations:

Supervised new building and renovation construction projects, supervisor of food service operations & transportation, director of plant management & maintenance services, personnel & security, safety and protection program, maintain capital equipment and surplus, well-versed in state and federal building regulations, codes and reimbursements, coordinated technology program, development of Science, Technology, Engineering, & Math (STEM) Magnet School, developed Marine Biology Magnet School, financial planning & reporting, accounting & reporting, data processing, grant applications and reporting.

Committee Leadership & Involvement:

Participant and/or chairperson of the following district-wide committees:
Data Team, Mathematics Curriculum Committee, School Building &
Maintenance Executive Committee, Assessment Task Force, CMT
Improvement Committee, Safety Committee, NEASC Committee,
Technology Committee, Budget Committee, Early Learning, Childhood Magnet School Committee, Policy Committee, Central Office Elementary School Site Visitation Team.

2001-2004

NEW LONDON PUBLIC SCHOOLS

New London, CT

High School Principal

Provided overall instructional leadership, participated in the development of the STEM Magnet School, facilitated, directed and implemented curricula realignment project, reviewed and revamped teacher evaluation process and procedures, developed and implemented a new high school literacy program, a CAD program and a Naval Reserve Officer Training Program (ROTC), established a developmental guidance program, implemented a school-wide advisory council for staff and building planning team, created an annual school

improvement plan process and school-to-career initiative including a tech-prep program, supervised school scheduling and budgetary processes, NEASC accreditation process, participant or chairman of the following committees: District Technology Committee, Curriculum/Standards Committee, Teacher Evaluation Committee, Administrator Evaluation Committee, Policy Committee, Magnet School Development Committee, Negotiations Committee, Summer School Director, participant in grant writing and public relations activities, facilitated renovation of science laboratory wing.

RELATED ADMINISTRATIVE EXPERIENCES

2003-2005 GROTON PUBLIC SCHOOLS

Groton, CT

Director of Adult Education

Supervised the ESOL, GED, Adult Enrichment, and Alternative Education Programs and taught GED courses as part of the program.

2004-2006 MITCHELL COLLEGE

New London, CT

Adjunct Professor

Taught undergraduate courses in the areas of special education and early childhood education.

1997- 1999 SALEM STATE COLLEGE

Hyannis, MA

Adjunct Professor

Taught graduate courses as a part of the school administration program in the areas of curriculum development, assessment, and personnel evaluation and supervision.

MEMBERSHIPS & AWARDS

2017 Board of Directors: Chehuntamo Charter School for Advanced Studies 1996 Florida's Assistant Principal of the Year (Nominee) 2008 Technology Savvy Superintendent of the Year (Nominee) 2008 Florida Association of District School Superintendents (FADSS)

PUBLICATIONS

1993 Master's Thesis: A Plan to Reduce the Discipline Referral Rate at the Middle School Level. Alexander, W.S.

1995 Doctoral Dissertation: *An Individualized Staff Development Plan for Middle and High School Teachers*. Alexander, W.S.



BRIDGEPORT PUBLIC SCHOOLS - READ SCHOOL 130 Ezra Street, Bridgeport, Connecticut 06606 Office: 203.275.4710 Fax: 203.337.0187

SARHANNA K. SMITH, Principal WAYNE ALEXANDER, Ed.D., Assistant Principal MICHELE BONNEY-GEE, Assistant Principal

April 1, 2019

To Whom It May Concern,

It is with great pleasure that I provide this professional reference for Wayne Alexander, Ed.D. I have served as Dr. Alexander's supervisor for two years.

Dr. Alexander has worked closely with staff and students to review assessment data and develop success plans for students. He has also actively served as a member of the school's leadership data team, reviewing school-wide assessment results and establishing professional development activities to support teacher development and the use of research-based instructional strategies. As a result of Dr. Alexander's leadership, school staff have increased their use of differentiated instructional practices, resulting in an increase in student academic performance. Dr. Alexander's special education background and knowledge has also benefitted school staff and students.

Compassionate and patient are words that come to mind in describing Dr. Alexander. He is an enthusiastic leader and his commitment to support the various needs of staff and students is evident in his daily actions and activities.

As an experienced educational leader, Dr. Alexnder will serve as a resource to your organization. If you would like to speak with me further, please contact me at 203-275-4710.

Sincerely,

Sarhanna K. Smith

Principal

BOARD OF EDUCATION

ARESTA L. JOHNSON Interim Superintendent of Schools

MEMBERS OF THE BOARD

JOE LARCHEVEQUE Chairperson

SAUDA EFIA BARAKA Vice-Chairperson

JOHN R. WELDON Secretary City Hall - 45 Lyon Terrace Bridgeport, Connecticut 06604



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DENNIS BRADLEY

MARIA PEREIRA

BEN WALKER

ANNETTE SEGARRA-NEGRON

RAFAEL FONSECA JR.

February 15, 2017

To Whom It May Concern

It is with great pleasure that I serve as a professional reference for Dr. Wayne Alexander. I have served as his supervisor for several years. I can report favorably on all aspects of his assignment while he served as the Assistant Director of Adult Education and Coordinator of Alternative Education with the Bridgeport Public Schools.

Dr. Alexander's effort and leadership has had a significant impact on the overall performance of the students and staff that attend our Adult Education program. In a short period, he was able to provide curriculum and instructional support as well as professional development to staff. He provided support to teachers that helped them meet the needs of an extremely diverse adult population.

Dr. Alexander has also successfully developed, supervised and implemented an alternative education school that has provided a save and positive learning environment for risk students. His ability to develop a safe and secure learning environment that is sensitive to the unique academic, social and emotional needs of each student is commendable. He has successfully worked with various community groups and organizations to create a partnership that ties academics to technical/vocational programming for students.

Dr. Alexander's ability work successfully with students, families, staff and a wide range of community organizations is also commendable. He is a creative and compassionate leader who is always willing to go beyond his job requirements to meet the needs of his students. He will be a welcomed addition to your organization.

Michael J Testani

Director of Adult Education

Wilbur Cross School

1775 Reservoir Avenue, Bridgeport, Connecticut 06606

PRINCIPAL

Ms. Tina Peloso-Ulreich Telephone: 203.275.2604 Fax: 203.337.0136

February 1, 2018

To Whom it May Concern,

ASSISTANT PRINCIPAL

Mr. Peter Ziegler Telephone: 203.275.2616

I am writing on behalf of Dr. Wayne Alexander, who has been a colleague for the past eight years. I have worked with Dr. Alexander both as a supervisor and as a colleague. During this time, Dr. Alexander has impressed me as an energetic and passionate instructional leader committed to working with all stakeholders to improve student learning outcomes, school climate and culture, and educational equity.

Dr. Alexander has shown considerable talents as an educational leader, bringing his diverse knowledge and experience to bear in all areas of school governance. Dr. Alexander has continually shown his support for his teaching stafff by providing professional development in literacy, numeracy, and special education. Dr. Alexander is highly knowledgeable about the most current research in the field, and shows exceptional ability in bringing this knowledge into practice working with and through his staff to support student achievement and academic growth. One example of this that I observed directly was Dr. Alexander's work with the staff of an alternative educational setting to build a culture of support and high expectations for a challenging population by building the entire school structure on research based principles of Positive Behavioral Interventions and Supports (PBIS). Dr. Alexander leverages his significant knowledge in school budgeting and finance to work within budgetary limitations to achieve his vision for success.

Dr. Alexander has significant knowledge and experience in Special Education, and has impressed me with his ability to apply this knowledge to students both with and without identified disabilities to promote a culture of learning, high expectations, acceptance, and achievement in each of his assignments in our district. Dr. Alexander is highly capable in building relationships with all stakeholders, including teachers, students, parents, and community members and leaders to promote a shared vision for success in his schools. The result is consistent increases in student learning outcomes, teacher performance and practice, parent satisfaction, and community engagement in each leadership assignment Dr. Alexander has assumed within our school district.

I proudly extend Dr. Alexander my recommendation, without reservation. He is an inspirational and capable school leader, and will be an asset to any school district fortunate enough to work with him.

Sincerely,

Peter Ziegler

Assistant Principal

Peter Bigle

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NAME

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3301 College Avenue Ft. Lauderdale, Florida 33314

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NAME Alexander, Wayne S. STUDENT NUMBER

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3301 College Avenue Ft. Lauderdale, Florida 33334

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As of January 1, 1894 Nova University and South-eastern University of the Health Sciences became Nova Southeastern University.

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PROVIDENCE COLLEGE

PROVIDENCE, RHODE ISLAND 02918-0001

Printed: 03/05/2002

Telephone (401) 865-2366

Office of Academic Records

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Student No. Birth Date Entry Date Class of Class Rank

Wayne S Alexander

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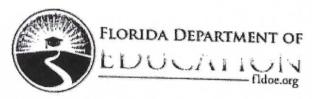
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Educator Certification Lookup

<< Search Again

Find all records DOE Number = 688781 in the ALL School District

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Alexander, Wayne	688781		School Principal, (All Levels)	Professional	07/01/2010 - 06/30/2015
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	688781		Exceptional Student Education, (Grades K , 12)	Professional	07/01/2015 - 06/30/2020 07/01/2010 - 06/30/2015

You may also visit the Department's Web site, MyFloridaTeacher.com, where the public can search an online database to see if any disciplinary action has been taken against a certified educator's certificate. This Web site also provides several resources to help empower the public to better understand the processes used by local school districts and the state to ensure that Florida public schools and classrooms are safe and healthy environments for our children.

Contact Educator Certification