

Jeffrey Umbaugh
Superintendent of Schools (Superintendent 021317)

PERSONAL INFORMATION

Contact Information

<i>First Name</i>	Jeffrey	<i>Last Name</i>	Umbaugh
<i>Middle Name</i>	Craig	<i>Email</i>	
<i>Primary Phone</i>	Phone	<i>Alternate Phone</i>	
<i>Preferred Contact Method</i>			

Address

<i>Street</i>	3224 Talisman Dr	<i>City</i>	Middleburg
<i>State</i>	Florida	<i>Zip Code/Postal Code</i>	32068

Equal Opportunity Information

Providing this information is strictly voluntary. You will not be subject to adverse action or treatment if you choose not to provide this information. If you choose not to provide this information, please select 'Decline to Identify.'

<i>Ethnicity</i>	Not Hispanic/Latino	<i>American Indian or Alaska Native</i>	No
<i>Asian</i>	No	<i>Black or African American</i>	No
<i>Native Hawaiian or Other Pacific Islander</i>	No	<i>White</i>	Yes

CERTIFICATION

Certification Information #1

<i>Certification Area</i>	School Principal	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	K-12	<i>Certification State</i>	Florida

Certification Information #2

<i>Certification Area</i>	Social Science 5-9	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	5-9	<i>Certification State</i>	Florida

Certification Information #3

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

Certification Information #4

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

Certification Information #5

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

ADDITIONAL CERTIFICATION AREAS*Certification Area**Details**Certification State***Computer Skills**

<i>Years of Experience</i>	30	<i>Keyboarding Words Per Minute</i>	60
<i>Word Processing</i>	Yes	<i>Spreadsheets</i>	Yes
<i>Database</i>	Yes	<i>Web / Internet Browser</i>	Yes
<i>E-mail</i>	Yes	<i>Graphics</i>	Yes
<i>Microsoft Windows</i>	Yes	<i>Apple Macintosh</i>	No

EMPLOYMENT HISTORY**Present Position**

<i>Present Title</i>	Assistant Superintendent for Instruction	<i>Name of Employer</i>	School District of Clay County, FL
<i>Start Date</i>	08/01/2015	<i>Supervisor Name</i>	Charlie Van Zant, Superintendent
<i>Supervisor Phone Number</i>	352-682-1726		
<i>Duties and Responsibilities</i>			

I supervise thirteen departments within our Instructional Division, including Regular Education, Special Education, Career/Tech Education, and Adult Education.

<i>Reasons for Leaving</i>	I am still employed with the School District of Clay County.
<i>May we Contact this Employer</i>	Yes

Experience in Education #1

<i>From (mm/yyyy)</i>	07/2006	<i>To (mm/yyyy)</i>	07/2015
<i>Employer Name</i>	School District of Clay County, FL	<i>Assignment</i>	Principal
<i>Reason For Leaving</i>	Promoted to Assistant Superintendent for Instruction	<i>Supervisor Name</i>	Charlie Van Zant, Superintendent
<i>Supervisor Phone Number</i>	352-682-1726		
<i>Duties and Responsibilities</i>			

I maintained and improved the day-to-day operations. I lead the staff, trumpeted the vision, created and managed budgets, coordinated the staff's professional development, observed and evaluated staff, and made all hiring and termination decisions.

<i>May we Contact this Employer</i>	Yes
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Experience in Education #2

<i>From (mm/yyyy)</i>	07/2003	<i>To (mm/yyyy)</i>	06/2006
<i>Employer Name</i>	School District of Clay County, FL	<i>Assignment</i>	Assistant Principal
<i>Reason For Leaving</i>	Promoted to Principal	<i>Supervisor Name</i>	Denise Adams
<i>Supervisor Phone Number</i>	904-769-6206		
<i>Duties and Responsibilities</i>	I provided support to the principal on all operations of the school.		

May we Contact this **Yes**
Employer

Experience in Education #3

From (mm/yyyy)	08/1998	To (mm/yyyy)	06/2003
Employer Name	School District of Clay County, FL	Assignment	Teacher
Reason For Leaving	Promoted to Assistant Principal	Supervisor Name	Ed Paulk
Supervisor Phone Number	904-472-8506		

Duties and Responsibilities

Social Studies teacher for Drop Out Prevention, Regular Education, and Advanced students. I created a website, "What are we doing today?" that I used to enhance engagement and instruction.

May we Contact this **Yes**
Employer

Work Experience #1

Employed from (mm/yyyy)	Employed to (mm/yyyy)
Employer	Title
Reason For Leaving	Supervisor Name
Supervisor Phone Number	Supervisor Email
Duties and Responsibilities	
May we Contact this Employer	

Work Experience #2

Employed from (mm/yyyy)	Employed to (mm/yyyy)
Employer	Title
Reason For Leaving	Supervisor Name
Supervisor Phone Number	Supervisor Email
Duties and Responsibilities	

Experience Summary

Actual experience in a scholastic environment (with the exception of non-academic experience).

Years of teaching experience	5	Years of student teaching experience	
Years of administrative experience	14		

EDUCATION**Secondary/High School Information**

School Attended	Plymouth Salem High School	City/State	Canton, Michigan
Activities/Honors	Graduated Summa Cum Laude.		
Degree	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	Other: Olivet Nazarene University	<i>Attended From (mm/yyyy)</i>	08/1988
<i>Attended To (mm/yyyy)</i>	05/1992	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Other: Biblical Studies		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: Olivet Nazarene University	<i>Attended From (mm/yyyy)</i>	06/1992
<i>Attended To (mm/yyyy)</i>	05/1994	<i>Degree</i>	Master of Arts
<i>Subject</i>	Other: Religion		

College/University/Vocational Institution #3

<i>Name of School</i>	University of North Florida	<i>Attended From (mm/yyyy)</i>	01/2001
<i>Attended To (mm/yyyy)</i>	05/2002	<i>Degree</i>	Master of Arts
<i>Subject</i>	Educational Leadership		

Student Teaching #1

<i>Name of School</i>	<i>Subject</i>
<i>Grade</i>	<i>Semester</i>
<i>Year</i>	

REFERENCES

A minimum of two references from a previous supervisor is required. If you are currently attending a college/university, references can be a professors and/or instructor.

Denise Adams

<i>Title</i>	Deputy Superintendent (retired)	<i>Relationship</i>	Supervisor
<i>Address</i>	[REDACTED]	<i>City</i>	Starke
<i>State</i>	Florida	<i>Zip</i>	32091
<i>Country</i>	USA		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	07/2005	<i>To</i>	07/2015
<i>Reference Letter</i>	[REDACTED]		

Diane Kornegay

<i>Title</i>	Superintendent	<i>Relationship</i>	Supervisor
<i>Address</i>	[REDACTED]	<i>City</i>	Tavares
<i>State</i>	Florida	<i>Zip</i>	32778
<i>Country</i>	United States		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	07/2005	<i>To</i>	Present
<i>Reference Letter</i>	[REDACTED]		

Charlie Van Zant

<i>Title</i>	Superintendent	<i>Relationship</i>	Supervisor
<i>Address</i>	[REDACTED]	<i>City</i>	Keystone Heights
<i>State</i>	Florida	<i>Zip</i>	32656

Country	USA		
Email		Phone	
From	11/2012	To	11/2016
Reference Letter			

DISTRICT QUESTIONS

District Questions

Have you retired from any State of Florida administered retirement plan? You are considered retired if: 1) You have received any benefits under the FRS Pension Plan (including DROP). 2) You have taken any distribution (including a rollover) from the FRS Investment Plan, or alternative retirement programs offered by state universities (SUSORP), state community colleges (CCORP), state government (SMSOAP), or local governments.

No

If you have retired from a state of Florida administered retirement plan, is the effective date July 1, 2010 or later?

No

Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?

No

If "Yes", please provide the dates of your previous employment with the District and your position.

Is any member of your immediate family employed by the school district of Flagler County?

No

If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.

Been investigated for misconduct related to your employment?

No

If "Yes", please provide a detailed explanation.

Been arrested or charged (even if no contest or charges dropped or pled down) for a crime?

No

If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.

Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?

No

If "Yes", please provide details including the date of the charge, the court action, and the address of the court involved.

Are you under investigation by any local, county, state, federal, or international agency for any reason (including any violation of the Florida Code of Ethics)?

No

If yes, please provide a detailed explanation.

Been named by a state agency responsible for child welfare as a perpetrator in an indicated report of child abuse or neglect?

No

If yes, please provide a detailed explanation.

Had a report of child abuse or sexual activities involving a K-12 student or minor filed against you with a school district, a state or federal agency, a police agency, or in court?

No

If yes, please provide a detailed explanation.

Have you ever had a professional certificate, credential or license (of any kind) revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct. Are there any pending adverse actions against you?

No

If yes, please provide a detailed explanation.

Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?

No

If yes, please provide a detailed explanation.

Have you surrendered a professional license of any kind before its expiration? **No**

If yes, please provide a detailed explanation.

Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?

No

If yes, please provide a detailed explanation.

Have you ever been suspended, terminated, non-reappointed, released during a probationary period or resigned in lieu of termination or non-reappointment from an educational institution, the State of Florida, or any other employer/organization including the military?

No

If yes, please provide a detailed explanation.

Have you ever been placed on leave by your employer or left such employment prior to the end of the contract term due to any reason other than the Family Medical Leave Act or a physical disability?

No

If yes, please provide a detailed explanation.

Is your physical/mental health condition such that you can fulfill the essential job functions of the position for which you are applying (either with or without reasonable accommodations)?

Yes

Are you considered a "High Risk" offender, according to Senate Bill 988? **No**

If you answered YES to the question above, please explain in the space provided, including the date of your last conviction.

Have you ever had any record sealed or expunged in which you were convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the City Where Arrested, State, Date of Arrest, Charge(s), and Disposition(s). Please NOTE: Sealed or expunged records must be reported pursuant ss. 943.0585 and 943.059, FS. However, the existence of such records will not be disclosed nor made part of your certification file which is public record.

Have you ever been convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the city where arrested, state, date of arrest, charge(s), and disposition(s).

Are you a veteran as defined by s. 295.07, Florida Statutes?

No

Are you claiming Veteran's Preference? If yes, a DD214 must be submitted and can be submitted under attachments.

No

If you are claiming Veteran's Preference, please indicate the provision under which you qualify.

Provision 1 – A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.

Provision 2 – A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.

Provision 3 – Receipt of any Armed Forces Expeditionary Medal is qualifying for veterans' preference.

Provision 4– The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.

Provision 5 – The unremarried widow or widower of a veteran who died of a service-connected disability.

If you state that you were "A veteran of any war...", please indicate the war, according to these options:

Korean Conflict: June 27, 1950 to January 31, 1955

Vietnam Era: February 28, 1961 to May 7, 1975

Persian Gulf War: August 2, 1990 to January 2, 1992

Operation Enduring Freedom: October 7, 2001 to date to be determined

Operation Iraqi Freedom: March 19, 2003 to date to be determined

ATTACHMENTS

Attachment

Resume

Cover Letter

Transcript

Reference Ltrs (Include All)

Other

Other

DISCLAIMERS AND AFFIRMATION

District Policy

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, disability status, Genetic Information &

Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law. We prohibit Retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.

Application Confirmation Statement

I affirm that all information set forth in this application is accurate, truthful and complete. If I am employed by Flagler County School District, I will abide by all Board of Education and school policies, work on assigned committees, and continue my professional growth to the best of my ability and within reasonable and personal standards. I grant permission for school officials to obtain a personal record check from the federal, state, county, and/or local law enforcement agencies and Division of Family Services. I understand that references may be contacted as soon as I submit an application. I release individuals listed as references and current or former employers from any liability for information given in response to a request for an employment reference.

I understand that I will be required to take a drug test and that some positions in the district require a physical exam prior to assuming any position for which I may be employed. In the event that I am employed by the District and in the further event that I have provided false or misleading information in this application or in subsequent employment interviews, I understand that my employment may be terminated at any time after the discovery of the false or misleading information.

*I agree to the terms
above* **Affirm**

Initials **JCU**

Affirmation Date **02/21/2017**

Jeff Umbaugh

Talisman Drive
Middleburg, Florida 32068



Proven Experience Leading Schools

Education

- 12/02 MA, Educational Leadership - University of North Florida, Jacksonville, FL
- 05/94 MA, Religion - Olivet Nazarene University, Kankakee, Illinois
- 05/92 BA, Biblical Studies - Olivet Nazarene University, Kankakee, Illinois

District Leadership

Assistant Superintendent for Instruction - School District of Clay County, FL (2015-2017)

I supervise thirteen departments within our Instructional Division, including Regular Education, Special Education, Career/Tech Education, and Adult Education. Significant accomplishments include:

- **New-principal coaching** – 12 out of 41 principals were in their first year in 2015-16, and 3 more are in their first year in 2016-17. I prioritized their support, and scheduled quarterly visits to allow for discussions and brainstorming around any unique issues they were facing. I checked-in at least monthly, as well, to ensure they had their head above water and assist in whatever way I could.
- **Principal Evaluations** – The Superintendent was impressed with my support for new Principals, and asked that I evaluate all 41 principals. I incorporated quarterly site visits, to include classroom observations alongside the principal, and individualized discussions around the principal's needs. This site administrator evaluation process is the most robust in the history of Clay County, and the achievement of which I am most proud.
- **Spearheaded High School Redesign** – I focused my efforts on strengthening the initiative, and laying the groundwork to move forward. I collaborated with district and school staffs to produce a successful initiative. In addition, I re-configured the high school administrator's evaluation to place more weight on indicators tied to proper implementation.
- **Increased communication among district and school staff** – I instituted weekly meetings with my divisional directors, monthly meeting with all divisional leaders, and regular surveys/emails with school staff leaders. I allowed disparate voices to be heard at the table, and within a few months had leaders feeling it was safe to share all points of view.

School Leadership

- **High-poverty, struggling elementary school: WES (2006-2010) -- Title One, 80% Poverty.** I emphasized academic excellence, higher expectations, and positive rewards.
 - Implemented significant system-wide changes:
 - Added instructional & new teacher coaches
 - Weekly professional development opportunities
 - 2nd-6th daily 20-minute computer-assisted & targeted Math sessions
 - Replaced many Faculty meetings w/ weekly informational email
 - Instituted and facilitated data meetings
 - Added hands-on K-6 Science Lab to the resource wheel
 - Schoolwide safety behavioral norms, procedures, expectations
 - Positive FCAT results over 4 years led to the school's highest-ever state rating:
 - 6% gain in Reading proficiency (Poverty +10%, ESE +7%)
 - 23% gain in Math proficiency (Poverty +20%, ESE +30%)
 - 20% gain in Science proficiency
 - 33-point rise in School Grade tabulation, leading to a "B" in 2010 (highest in history), and continuing to an "A" the following year with the people and systems I left in place.
- **Affluent, high-performing elementary school w/ ESE units: SLE (2010-2012) -- ESE Self-contained units (HI, LI, VI, ESE PreK).** The challenge of making a "good school" even better.
 - System-wide changes:
 - Assumed all observations & instructional evaluations
 - Instituted & facilitated data meetings
 - Maintained the "A" rating, with positive gains:
 - 5% Learning Gain in Math
 - 7% Lower Quartile Learning Gains in Reading
- **Underperforming Jr High with low staff morale: GCJ (2012-2015) – Returned the school to an "A" rating, and had positive staff survey results by mid-year 1.**
 - System-wide changes:
 - Fewer staff meetings, new weekly informational email
 - Repeated electronic staff surveys allowing input on numerous topics
 - Instituted and facilitated data meetings
 - Weekly professional development opportunities
 - Implemented hands-on Science Lab, Remedial Math Lab, and an "LQ Guru"
 - Significant academic gains in 3 years:
 - 9% gain in Math proficiency
 - 10% gain in Science proficiency (school's all-time high, 66%)

Other School Experiences

- **Assistant Principal** – School District of Clay County, FL: Clay Hill Elementary (2003-2005), Wilkinson Elementary (2005-2006): I provided support to the principal on all operations of the school.
- **Teacher** – School District of Clay County, FL: Wilkinson Jr. High (1998-2003): Social Studies teacher for Drop Out Prevention, Regular Education, and Advanced students. I created a website, “What are we doing today?” that I used to enhance engagement and instruction.

Professional Associations

- Florida Support Administrators Association, *Northeast Regional Director*
- Florida Association of School Administrators, *member*
- Florida Organization of Instructional Leaders, *member*
- Association for Supervision and Curriculum Development, *member*

Professional References

Diane Kornegay,
Superintendent



Denise Adams,
Deputy Superintendent



Charlie Van Zant,
Superintendent



February 21, 2017

Flagler County Board Members,

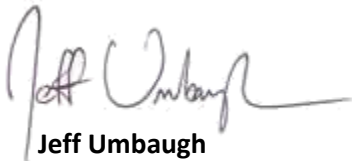
My name is Jeff Umbaugh, and I have worked in Florida's public education system for 19 years. I've been a very successful teacher, Assistant Principal, Principal, and Assistant Superintendent for Instruction in Clay County. I am ready to partner with you to lead Flagler County Schools to new heights.

While the attachments to this application will give more specifics and details, here is a sampling of my professional accomplishments thus far:

- A 30% gain in Special Education students' math achievement, and a 20% gain in high-poverty students' math achievement at a Title One elementary
- A 20% gain in science achievement at a Title One elementary
- A 10% gain in high-poverty students' reading proficiency at a Title One elementary
- A record-high 33-point rise in school grade tabulation at a Title One elementary
- Record gains in Regular Education students' math (9%) and science (10%) at a junior high
- Designed and implemented a robust administrative support and evaluation system, incorporating extensive sight visits and conversations.
- A focus on graduation rate and student engagement at the high school level from a district perspective.

I look forward to bringing my skillset to lead Flagler County. I'm confident that when you speak with me, as well as my professional references, you will be convinced that I am the right person to be your next Superintendent of Schools. I will work tirelessly at any and all tasks, and will strive to make Flagler County a better place to work and learn.

Sincerely,



Jeff Umbaugh
Clay County, FL



UNIVERSITY OF NORTH FLORIDA

1 UNF Drive
Jacksonville, Florida 32224
PERMANENT ACADEMIC RECORD

OFFICE OF RECORDS TRANSCRIPT OF ACADEMIC RECORD

Page: 1

The Family Educational Rights and Privacy Act of 1974 prohibits releasing this information to a third party without the student's written consent and requires disposal of said information to be done in a secure and non-compromising manner.

Record of: Jeffrey Craig Umbaugh
Issued To: Monroe County School District
Attn: Maria Castro
241 Trumbo Rd
Key West, FL 33040

SSN: XXX-XX-0186
Date Issued: 16-JUL-2015
Date of Birth: 14-APR-1970
Student ID: N00103170
Level: Graduate
Gender: M

Residency for Fees: Florida

CLAST Math: 0
CLAST Essay: 0
CLAST Reading: 0
CLAST Language Skills: 0

Course Level: Graduate

Current Program

Master of Education

College : Education and Human Services
Major : Educational Leadership

Comments:

Completed a state approved performance-based and NCATE approved teacher education program at the masters level in Educational Leadership.

Degrees Awarded Master of Education 03-MAY-2002

Ehrs: 39.00 GPA-Hrs: 39.00 QPts: 156.00 GPA: 4.00
Primary Degree

Major : Educational Leadership

SUBJ NO.	COURSE TITLE	CRED GRD	PTS
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INSTITUTION CREDIT:

Spring 2001

EDA 6061	Intro Ed Leadership	3.00 A	12.00
EDA 6215	School/Community Rel	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00			

Good Standing

Summer 2001

EDA 6232	Educato And The Law	3.00 A	12.00
EDF 6480	Found Ed Rsch:Secdry	3.00 A	12.00
EDF 6607	Education In America	3.00 A	12.00
EDS 6050	Instrcnal Leadership	3.00 A	12.00
MHS 6930	Play Therapy	1.00 A	4.00
MHS 6930	Psychopharmacology	1.00 A	4.00
MHS 6930	Couns Sex Abuse Surv	1.00 A	4.00
Ehrs: 15.00 GPA-Hrs: 15.00 QPts: 60.00 GPA: 4.00			

Good Standing

Fall 2001

EDA 6196	Ed Leadrshp/Managmt	3.00 A	12.00
EDA 6271	Ed Management System	3.00 A	12.00

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

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
EDG 6625	Con Iss Cur.Dev:Sec.	3.00 A	12.00
Ehrs: 9.00 GPA-Hrs: 9.00 QPts:		36.00 GPA:	4.00
Good Standing			
Spring 2002			
EDA 6242	School Finance	3.00 A	12.00
EDA 6945	Practcm:Principalshp	3.00 A	12.00
EDS 6130	Hum Res Dev In Educat	3.00 A	12.00
Ehrs: 9.00 GPA-Hrs: 9.00 QPts:		36.00 GPA:	4.00
Good Standing			
***** TRANSCRIPT TOTALS *****			
Earned Hrs		GPA Hrs	Points GPA
TOTAL INSTITUTION		39.00 39.00	156.00 4.00
***** END OF TRANSCRIPT *****			

Megan Kuehner

Megan Kuehner
Registrar

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ON BLUE SCRIP SAFE SECURITY PAPER.
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SEE REVERSE SIDE FOR EXPLANATION OF GRADES

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UNIVERSITY OF NORTH FLORIDA

UNF Drive
Jacksonville, Florida 32224

PERMANENT ACADEMIC RECORD

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OFFICE OF RECORDS TRANSCRIPT OF ACADEMIC RECORD

Page: 1

Record of: Jeffrey Craig Umbaugh
Issued To: Monroe County School District
Attn: Maria Castro
241 Trumbo Rd
Key West, FL 33040

SSN: XXX-XX-0186
Date Issued: 16-JUL-2015
Date of Birth: 14-APR-1970
Student ID: N00103170
Level: Undergraduate
Gender: M

Residency for Fees: Florida

CLAST Math: 0
CLAST Essay: 0
CLAST Reading: 0
CLAST Language Skills: 0

Course Level: Undergraduate

Current Program

Not a Degree Program

College : Education and Human Services
Major : Teacher Certification Only

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS
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INSTITUTION CREDIT:

Fall 1997

EDG 3323	The Learning Process	3.00	A	12.00
SSE 4384	Spec Methd: Soc St	4.00	A	16.00
Ehrs: 7.00 GPA-Hrs: 7.00 QPts: 28.00 GPA: 4.00				

Good Standing

Spring 1998

EDG 4326	Assmt Of Lng & Behav	3.00	A	12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00				

Good Standing

Summer 1998

ASH 3400	CD-20thc Chinese Civ	3.00	B+	9.90
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 9.90 GPA: 3.30				

Good Standing

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

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	13.00	13.00	49.90	3.84

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



Megan Kuehner
Registrar

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Name: Umbaugh, Jeffrey C.

Issued: 07/16/2015

Birthdate: 04/14/1970

SS#: XXX-XX-0186

ID#: 0067347

Degree: Bachelor of Arts

Date Awarded: 05/09/1992

Major: Biblical Studies

Honors: Summa Cum Laude

=====

Fall 1988

Spring 1991

(Trans - West Michigan Univ)

GSCI 133	ISSUES IN SOCIAL BIO	4.0 A
PSCI 100	INTROD TO POLIT SCI	3.0 A
PHIL 100	CRITCL THINK&WRITING	4.0 A
PEGN 163	VOLLEYBALL	1.0 A
COM 170	INTERPERSONAL COM I	3.0 A-

THEO 354	SYSTEMATIC THEOL II	3.0 A
BLIT 337	N T GREEK EXEGESIS	3.0 A
BLIT 380	O T PROPHETS II	3.0 A-
BLIT 573	SYNOPTIC GOSPELS	3.0 A
PHED 141	PERS & COMM HEALTH	2.0 A-
THEO 401	CHURCH & CHR LIVING	3.0 A-

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	15.0	15.0	15.0	59.1	3.940
Cum	15.0	15.0	15.0	59.1	3.940

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	17.0	17.0	17.0	65.6	3.859
Cum	99.5	99.5	95.5	370.6	3.881

Spring 1989

Fall 1991

ENGL 104	FRESHMAN COMP II	3.0 A
HIST 131	AMERICAN CIVIL I	3.0 A
SOCY 230	MARR AND THE FAMILY	3.0 A-
BLIT 101	OLD TEST SURVEY	3.0 A
PHIL 101	INTRO TO PHILOSOPHY	2.0 A
FINA 101	INTRO TO FINE ARTS	3.0 A
SPCH 178	COMM WORKSHOP	1.0 A

SPCH 277	BROADCAST PRACTICUM	1.0 S
BLIT 334	N T GREEK EXEGESIS	3.0 A
BLIT 575	O T HISTORICAL BOOKS	3.0 A
HIST 350	AMERICAN URBAN HIST	3.0 A-
PHIL 351	ANC & MEDIEVAL PHIL	3.0 A-
THEO 455	HOMILETICS	3.0 A

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	18.0	18.0	18.0	71.1	3.950
Cum	33.0	33.0	33.0	130.2	3.946

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	16.0	16.0	15.0	58.2	3.880
Cum	115.5	115.5	110.5	428.8	3.881

Fall 1989

Spring 1992

PHED 112	TENNIS	0.5 A
LIT 110	INTRO TO POETRY	2.0 A
MATH 101	MATH FOR GEN EDUC	3.0 A
GREQ 133	ELEM KOINE GREEK	4.0 A-
SPCH 277	BROADCAST PRACTICUM	1.0 A
PSYC 101	INTRO TO PSYCHOLOGY	3.0 A
THEO 116	FUND OF CHR MIN	3.0 A

THEO 471	HIS & POL CH OF NAZ	3.0 A-
THEO 452	CHURCH ADMIN	3.0 A-
BLIT 574	JOHANNINE LITERATURE	2.0 A
SPCH 277	BROADCAST PRACTICUM	1.0 S
THEO 494	PASTORAL CARE	3.0 A
PHED 150	LIFE FITNESS	0.5 A

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	16.5	16.5	16.5	64.8	3.927
Cum	49.5	49.5	49.5	195.0	3.939

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	12.5	12.5	11.5	44.2	3.844
Cum	128.0	128.0	122.0	473.0	3.877

Spring 1990

BLIT 102	NEW TESTAMENT SURVEY	3.0 A
BIOL 101	GENERAL BIOLOGY	4.0 A
LIT 114	INTRO TO FICTION	2.0 A
LIT 111	INTRO TO DRAMA	2.0 A-
BLIT 134	ELEM KOINE GREEK II	3.0 B+
SPCH 277	BROADCAST PRACTICUM	1.0 A
BLIT 365	HEBREWS & GEN EPISTLE	2.0 A-

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	17.0	17.0	17.0	64.7	3.806
Cum	66.5	66.5	66.5	259.7	3.905

Summer 1 1990

CHED 299	SUM MIN-NAZARENE CHUR	3.0 S
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	Attemp.	Earn	GPA C.	Pts	GPA
Ses	3.0	3.0	0.0	0.0	0.000
Cum	69.5	69.5	66.5	259.7	3.905

Fall 1990

THEO 353	SYSTEMATIC THEOLOGY	3.0 A
BLIT 335	N T GREEK EXEGESIS	3.0 A-
BLIT 468	PAULINE EPISTLES II	3.0 A-
SPCH 277	BROADCAST PRACTICUM	1.0 S
BLIT 571	PENTATEUCH	3.0 A-

	Attemp.	Earn	GPA C.	Pts	GPA
Ses	13.0	13.0	12.0	45.3	3.775
Cum	82.5	82.5	78.5	305.0	3.885

EXPLANATORY LEGEND ON REVERSE

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Jonathan M. Pickering, Registrar

A BROWN STAIN INDICATES UNAUTHORIZED ALTERATIONS

A BLACK & WHITE DOCUMENT IS NOT OFFICIAL

Name: Umbaugh, Jeffrey C.

Issued: 07/16/2015

Birthdate: 04/14/1970

SS#: XXX-XX-0186

ID#: 0067347

Degree: Master of Arts

Date Awarded: 05/07/1994

Major: Religion

Summer 2 1992

BLIT 610 BIBL THEO-APOCR LIT 3.0 A-

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	3.0	3.0	3.0	11.1	3.700
Cum	3.0	3.0	3.0	11.1	3.700

Fall 1992

THEO 600 WSLYN/HOLINESS HER 3.0 A

BLIT 620 BIBLICAL EXEGESIS OT 3.0 A-

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	6.0	6.0	6.0	23.1	3.850
Cum	9.0	9.0	9.0	34.2	3.800

Spring 1993

THEO 650 AM CHR:MOD AMER REL 3.0 A-

THEO 640 THE CHURCH 3.0 A-

THEO 649 PRACTICUM 1.0 S

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	7.0	7.0	6.0	22.2	3.700
Cum	16.0	16.0	15.0	56.4	3.760

Summer 2 1993

BLIT 629 PRACTICUM 1.0 S

BLIT 620 BIB EXEG:ISAIAH 40-55 3.0 A

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	4.0	4.0	3.0	12.0	4.000
Cum	20.0	20.0	18.0	68.4	3.800

Fall 1993

BLIT 619 PRACT: BIB THEO 1.0 S

THEO 670 WLD CHRIS:CNTEMP THEO 4.0 A

BLIT 610 BIBL THEO-JOHANNINE 3.0 A

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	8.0	8.0	7.0	28.0	4.000
Cum	28.0	28.0	25.0	96.4	3.856

Spring 1994

THEO 630 MIN TO PEOPLE 3.0 A

THEO 639 PRACT/MIN TO PEOPLE 1.0 S

	Attempt.	Earn	GPA C.	Pts	GPA
Ses	4.0	4.0	3.0	12.0	4.000
Cum	32.0	32.0	28.0	108.4	3.871

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A BROWN STAIN INDICATES UNAUTHORIZED ALTERATIONS

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Student Name/Address/Phone	Student ID
Umbaugh, Jeffrey Craig	0019747
7044 Camelot	Gender
Canton, MI 48187	M
-459-4114	Birthdate
	04/14/1970

Printed: 9/27/2016

Page: 1

Plymouth-Canton Comm. Schools

Official Transcript

Salem High School
46181 Joy Road
Canton, MI 48187

Entry Date	Exit Date	Class Of	Graduation Date
08/27/1985	06/16/1988	1988	1988
GPA Type	GPA	Credits	Class Rank
Cumulative	3.700	15.000	
Total Credits Earned		16.500	

Course ID	Course	Mrk	Credits	Course ID	Course	Mrk	Credits
Salem High School							
		Grd 09	Quarter 1,2				School Year 85
32964	PHYS ED		A				0.500
32966	STUDY HALL		B				0.000
Salem High School							
		Grd 09	Quarter 3,4				School Year 85
32974	COMPUTER		A				0.500
Salem High School							
		Grd 09	Full Year				School Year 85
32904	ADV ENGLISH		B+				0.500
32912	ALGEBRA		B				0.500
32922	EARTH SCI		B+				0.500
32938	FRENCH I		B-				0.500
Salem High School							
		Grd 10	Semester 1				School Year 86
00537	ACTING 1		A				0.500
00042	BEG TYPING 1		B+				0.500
00194	BIOLOGY		A-				0.500
00106	FRENCH 2		B				0.500
00153	GEOMETRY		A-				0.500
00094	RADIO 1		A				0.500
Salem High School							
		Grd 10	Semester 2				School Year 86
00170	10TH SWIM		A				0.500
00538	ACTING 2		A				0.500
00194	BIOLOGY		A-				0.500
00106	FRENCH 2		B+				0.500
00153	GEOMETRY		A				0.500
00095	RADIO 2		A				0.500
Salem High School							
		Grd 11	Semester 1				School Year 87
00212	ALGEGRA 2		A				0.500
00089	AM LIT 1		A				0.500
00678	AUTO SERVICE		A				0.500
00137	FRENCH 3		A-				0.500
00410	STU ASSIST F		G				0.000
00337	US HIST AP		A-				0.500
Salem High School							
		Grd 11	Semester 2				School Year 87
00212	ALGEGRA 2		A				0.500
00758	COMB RACKETS		A-				0.500
00098	CREAT WRITNG		A				0.500
00137	FRENCH 3		B				0.500
00411	STU ASSIST S		G				0.500
00974	U S GOVT		A				0.500
00337	US HIST AP		B+				0.500
Salem High School							
		Grd 12	Semester 1				School Year 88
00221	CHEMISTRY		A-				0.500
00098	HUMANITIES 1		A-				0.500
00063	PERSONAL LAW		B				0.500
00177	PRECAL-TRIG		C				0.500
00306	ST ASST		G				0.500
Salem High School							
		Grd 12	Semester 2				School Year 88
00221	CHEMISTRY		C+				0.500
00099	HUMANITIES 2		B+				0.500
00872	IND STUDY S		A				0.500
00322	WORK EXP		G				0.500

School Official's Signature

October 11, 2016

To Whom It May Concern,

I am pleased to offer my strong recommendation of Mr. Jeff Umbaugh for a leadership position within your school district. I have known Jeff since 2005, when I chose him as my Assistant Principal at Wilkinson Elementary, a high-poverty rural Title One school in Clay County, Florida. I supervised him in one capacity or another for the remaining ten years before my retirement in 2015 as he rose to principal, in both elementary and secondary schools and ultimately Assistant Superintendent for Instruction.

As a school principal, Jeff was known to be an innovative leader who consistently received the highest results from those under his supervision. Two different schools – one elementary, and one secondary – saw unprecedented student achievement levels under Jeff's leadership. At Wilkinson Elementary, he embraced the challenge of an underperforming, high poverty school (80% Free/Reduced). Jeff creatively implemented a robust system of teacher professional development with a focus on data-driven instruction which culminated in a 23% increase in Math proficiency, a 20% increase in Science proficiency, and a 6% increase in overall Reading scores. In 2012, Jeff began a three-year stint at Green Cove Springs Jr., and exceeded expectations there as well, with Math (9%) and Science (10%) gains catapulting that school back to its' former "A" rating, as well as a return to positive school climate survey results.

In addition, Mr. Umbaugh is a 21st century servant leader. He has a proven track record of building positive work environments that foster collaboration and produce an increase in student achievement. Schools and district teams under his leadership enjoy finding solutions to problems and in turn celebrating their success. Jeff's instructional teams feel heard and supported by his leadership.

I have always said that Jeff has "a well-organized mind." By that, I mean, Jeff is the guy you want when talking through a thorny problem, or deciding on the impossible. He has a knack for distilling a problem to its basics while capturing the humor in any situation. I am confident he will do an exceptional job in any leadership position within your district.

I urge you to give Jeff Umbaugh careful consideration, he's ready for his next leadership position. Your district will be a better place in which to work and learn with him on your instructional team.

Sincerely,

A handwritten signature in cursive script that reads "Denise Adams". The signature is written in black ink and is positioned above the printed name.

Denise Adams, Deputy Superintendent (Retired)
School District of Clay County



Charlie Van Zant, Jr.
Superintendent of Schools

SCHOOL BOARD OF CLAY COUNTY

900 Walnut Street
Green Cove Springs, Florida 32043
Telephones:
904/284-6500 (GCS) 904/272-8100 (OP)
1-888-663-2529 (KH)
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BOARD MEMBERS:

Janice Kerekes
District 1
Carol Studdard
District 2
Betsy Condon
District 3
Johnna McKinnon
District 4
Ashley Gilhousen
District 5

October 3, 2016

To Whom It May Concern,

I am pleased to provide a professional reference for Mr. Jeff Umbaugh.

As a former school principal and current Deputy Superintendent in Clay County, FL, I understand the critical need for experienced and successful district leaders. With Florida's changing accountability system and increasing demands on students and teachers, it is more important than ever that district leaders have not only have experience in the operation and management of a school district but they also possess the instructional leadership skills necessary to ensure the academic, social and emotional needs of every child are met.

Having been a school principal at both the elementary and secondary levels, Mr. Umbaugh has continuously demonstrated his ability to improve teaching and learning as evidenced by student and school-wide data. Under his leadership, Wilkinson Elementary saw a 33 point gain in overall performance in four years moving a historically "C" rated school to a "B." He oversaw record gains at Green Cove Springs Jr. High, as well, with the school increasing in Math (9%) and Science (10%) during his three years as principal. As a district administrator, Mr. Umbaugh has had the enormous task of overseeing all aspects of teaching and learning including ESE, professional development, assessment, career and technical education and curriculum. He has helped to oversee the district's shift to wall-to-wall career academies and the increase in academies from 19 to 30. He serves as a mentor for all school leaders and visits schools frequently to provide coaching and support.

Mr. Umbaugh has outstanding interpersonal skills and his sense of humor helps to build collegiality and a positive working environment.

If I can provide any additional information, please do not hesitate to contact me.

Sincerely,

Diane S. Kornegay
Deputy Superintendent
(904) 529.4840

diane.kornegay@myoneclay.net



Charlie Van Zant, Jr.
Superintendent of Schools

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Ashley Gilhousen
District 5

October 10, 2016

To Whom It May Concern,

It is with great pleasure and high expectations that I write this letter of recommendation for Jeff Umbaugh, my Assistant Superintendent for Instruction.

I have known Jeff for over ten years, during my time as a School Board member, as well as the last four years as the Superintendent of schools in Clay County, Florida. Jeff has always demonstrated exceptional competency, produced outstanding results, and shown an exceptional capacity for effective communication. So, when it was time for me to choose a new Assistant Superintendent for Instruction, Jeff's reputation for excellence out in our schools made the choice an easy one, and I brought him on board to focus on teaching and learning. He has represented this district well in our community and in the State Capitol with outstanding results.

Our county lost a significant number of principals to retirement that first year, and Jeff made mentoring our 12 new principals his top priority. Through monthly site visits and frequent phone calls, our new leaders had someone to turn to that they respected, and who was committed to helping each of them succeed. I was so impressed with his work that I shifted all principals' performance evaluations over to him the following year. His commitment to site visits remained, with quarterly visits to all 41 principals, where he and leaders would focus on teaching and learning. In addition to mentoring discussions, he also sometimes walked through classrooms with them, and worked with each leader on effective feedback for those teachers.

Jeff helped our "Academies of Clay" initiative move forward, serving as a sounding board for me as we forged a path ahead for what I consider to be my most important initiative. Jeff helped me set funding priorities, make allocation decisions, and solidify evaluation decisions as they related to this initiative. I can say without hesitation that this initiative is better off today because I brought him on to spearhead its continued implementation.

I give Jeff Umbaugh my highest possible professional recommendation for a leadership position in your school district. Please don't hesitate to contact me if I can provide anything further.

Sincerely,

Charlie Van Zant
Superintendent of Schools

State of Florida Department of Education

PROFESSIONAL EDUCATOR'S CERTIFICATE

This Certifies That

JEFF UMBAUGH

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

SCHOOL PRINCIPAL / (ALL LEVELS)
SOCIAL SCIENCE / (GRADES 5 - 9)

July 01, 2015 - June 30, 2020

Department of Education Number 800709



Brian Dassler
Deputy Chancellor for Educator Quality





Pam Stewart
Commissioner of Education

Issued March 04, 2014

Evidence of Jeff Umbaugh's Impact on Student Achievement in Clay County

- **Assistant Superintendent for Instruction – mid-sized county (37,000 students at 41 schools):** Clay County School District (2015-17)
 - Graduation rate rose to 6% above the state average (84% vs 78%)
 - Math achievement rate now 8% above the state average (62% to 54%)
 - Science achievement rate now 5% above the state average (61% to 56%)
 - Social Studies achievement rate now 7% above the state average (76% to 69%)
- **Principal - Underperforming Jr High with low staff morale:** GCJ (2012-2015) – Returned the school to an “A” rating, and had positive staff survey results by mid-year 1. We made significant academic gains in 3 years:
 - 9% gain in Math proficiency
 - 10% gain in Science proficiency (school’s all-time high, 66% proficient in ’15)
- **Principal - Affluent, high-performing elementary school w/ ESE units:** SLE (2010-2012) -- ESE Self-contained units (HI, LI, VI, ESE PreK). The challenge of making a “good school” even better. We maintained the “A” rating, and made positive gains:
 - 5% Learning Gain in Math
 - 7% Lower Quartile Learning Gains in Reading
- **Principal - High-poverty, struggling elementary school:** WES (2006-2010) -- Title One, 80% Poverty. I emphasized academic excellence, higher expectations, and positive rewards. Positive FCAT results over 4 years led to the school’s highest-ever state rating:
 - 6% gain in Reading proficiency (Poverty +10%, ESE +7%)
 - 23% gain in Math proficiency (Poverty +20%, ESE +30%)
 - 20% gain in Science proficiency
 - 33-point rise in School Grade tabulation, leading to a “B” in 2010 (highest in history), and continuing to an “A” the following year with the people and systems I left in place.



Charlie Van Zant, Jr.
Superintendent of Schools

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Sincerely,

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Denise Adams, Deputy Superintendent (Retired)
School District of Clay County



Charlie Van Zant, Jr.
Superintendent of Schools

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Deputy Superintendent
(904) 529.4840

diane.kornegay@myoneclay.net

ReferenceChecks

No result available.