

Bruce W. Thomas, Ed.D.

425 Castle Pines Drive

Akron, Ohio 44333

bwthoma@uakron.edu

jreichert9@gmail.com

messina@tsba.org

b2vogel@gmail.com

January 2020

Good afternoon,

It is my pleasure to submit the attached materials for your review regarding The School District of Flagler County (FL), Superintendent of Schools position.

I present these materials to you as a highly motivated and successful educator, current Superintendent of Schools, teacher, and parent.

As you will see I have 37+ years of experience in education. I have been fortunate to have worked in excellent districts that have allowed me the opportunity to develop my leadership, creative, and problem-solving skills. My experiences include developing and implementing comprehensive district wide strategic plans, initiating comprehensive restructuring of district wide technology for both staff and students, and the opportunity to research, develop, and implement cutting edge programs for both students and families. One might say I am not a Superintendent who spends time behind his desk.

Often overlooked and less tangible, I have developed excellent communication skills which enable me to enlist the support and participation from a wide variety of stake holders. My priority has been, and will always be, the students and families of the district.

Thank you for the opportunity to share my interest in joining the Flagler County Schools. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read "B. Thomas", with a long horizontal flourish extending to the right.

Bruce W. Thomas, Ed.D.
(330) 703-6287 cell

Bruce W. Thomas, Ed.D.

425 Castle Pines Drive

Akron, Ohio 44333

bwthoma@uakron.edu

What is important for you to know about me *Professionally*...

- I am Decisive
- I Seek Input from Others
- I am Analytical
- I Emulate the Leaders that I admire
- I Have a Compelling Vision
- I am a Good Follower
- I Practice Communicating
- I Share my Knowledge
- I Collaborate
- I am Innovative
- I Build Great Teams
- I Set High Standards for Myself and Others
- I Delegate Effectively
- I am a Good Listener
- I Stay Focused
- I Grow My Network
- I Solve Problems
- I Negotiate Effectively
- I Motivate Others
- I Praise Others Genuinely
- I Maintain Transparency
- I Manage Conflict
- I Plan Ahead
- I Practice Humility
- I Maintain a Good Attitude
- I Have Empathy

What is important for you to know about me *Personally*...

- Others always come first
- Education is about children not adults
- I am honest
- I am generous with time and resources
- I am thoughtful
- I am a humorous
- I exhibit patience
- I am a compassionate and understanding person
- I am energetic and reliable
- I am helpful and considerate
- I am unselfish, hardworking, and dedicated

MOST Importantly... this what you should know about me as a *human being*...

- I have a blended family with 6 children and have always put my family first.
- I have raised children that think beyond themselves. They care about others and all entered the workforce in positions where they felt they could make a difference for people.
- I have been a “teacher” my entire life. As a Principal and Superintendent, I have filled those roles as a teacher. Teaching/Educating is the most profoundly important career one could ever have. It is the profession I have chosen for last 37+ years

Bruce W. Thomas, Ed.D.
425 Castle Pines Drive, Akron, Ohio 44333
(330) 703-6287 cell / (440) 471-4982 office
bwthoma@uakron.edu

Superintendent of Schools Resume

Personal Summary

A passionate leader with excellent communication skills and a long track record of successful school, organizational and fiscal management. Highly educated with an extensive knowledge of current trends in organizational leadership and school management. Inspiring and motivational leader with superb interpersonal skills and the ability and passion to execute and sustain the mission of the district. Possessing vast managing, directorship and Chief Executive Officer experience always ensuring that clear objectives and expectations are delivered and maintained.

I am looking for a rare and exciting opportunity with a school district that would like to provide an exceptional educational opportunity for all its children and families.

Areas of Expertise

- School Growth and Expansion
- Relationship Management
- Fiscal Oversight
- Strategic Planning

Key Skills and Competencies

- Vision, Continuous Improvement, and Focus of District Work
- Communication and Collaboration with all stakeholders
- Policies and Governance: Identify and respond to societal and educational trends
- Ensuring the implementation of high quality, standards-based instruction
- Resources: The ability to recruit, develop, evaluate and retain quality staff and leaders
- Ability to oversee the district's finances, facilities and operations

Academic Qualifications

- ✚ Post-Doctoral Study:
Cleveland State University, Cleveland Ohio, Labor-Management and Relations
Cleveland State University and Harvard University, Educational Leadership
- ✚ Ed.D.: Nova Southeastern University, Fort Lauderdale, Fla., awarded November 2003
Major: Early and Middle Childhood Education
Dissertation Chair: Mary Ellen Sapp, Ph.D.
- ✚ M.A.: Bowling Green State University, Bowling Green, Ohio, awarded August 1980
Major: School Counseling
- ✚ B.S.: Bowling Green State University, Bowling Green, Ohio, awarded August 1978
Major: Education

Areas of Knowledge

- *Education/Whole System Reform*- Familiar with district and school reform research and best practices and educational practices; understand the policies and inherent politics of education at the building, district, state and national levels; understand the roles of the central office and what works at the school level; understand effective school leadership, school board leadership and the strategies of instructional leadership.
- *Research and Evaluation*- Understand evaluations in school districts; understand data systems as they apply to organizations and their use for formative and summative evaluation; understand data analysis and collection procedures; understand the connection of evaluation and context; and understand student assessment approaches and technology used to develop an assessment system.
- *Policy and Government Relations/Operating Standards: Federal and State*- Understand educational politics at the building, district, state and national level; understand the connection between educational practice and policy; understand how networking and information exchange works; understand how to promote dialogue; understand how people in the field of education work and how to provide them with useful information.
- *Organizational Development*- Understand organizational development and leadership development; understand cultural transformation within organizations; understand how to create breakthrough and how organizations have achieved it; understand how to create and sustain a learning community.
- *Labor-Management and Relations*-The term “labor-management relations” refers to interactions between employees, as represented by labor unions, and their employers. I served as a teacher’s union President for 10 years before becoming an administrator.

Professional Work Experience

 Albert Einstein Academy of Letters Arts and Sciences of Ohio, Inc.

Superintendent of Schools

August 2013-current

Albert Einstein Academy is composed of three (3) community schools, which are often called charter schools nationally and in other states, and are public schools created in Ohio law; are independent of any school district; and are part of the state’s education program. These schools (AEA) are focused on fine and performing arts, special education, and LGBTQ affirmation. Community schools are public schools of choice and are state and federally funded. Community schools established under Chapter 3314 of the Revised Code are considered a school district and as such must comply with all state and federal laws including special education statutes and rules.

- Created-opened the initial school as well as the two (2) additional campus’ each with both a joint and individual mission to serve students and families.
- Created a central office structure to provide support and direction for the district.
- Created a faculty led and district wide Center of Information Technology to implement and expand our research and to develop a district focus on emerging educational trends.
- Created an Office of Early Learning and School Readiness for families, preschool staff, and the community(s) to work together to meet the needs of young children including those with disabilities.
- Created partnerships with Cleveland State University, Lorain County Community College and, Cuyahoga Community College to facilitate implementation of the College Credit Plus Program
- Elevated resources dedicated to on-campus and off-campus internships, externships and leadership opportunities.
- Initiated programming with The Cleveland Clinic Foundation to receive services for our students and families.
- Directed the hiring of 5 school building administrators, legal counsel, chief financial officer, director of operations, director of special education, director of autism services, director of institutional advancement, director of admissions and marketing, and an executive director of teaching and learning.

- Increased the diversity of the school's leadership team by increasing the number of African Americans, Hispanics, and women in leadership positions.
- Developed, proposed and implemented a diversity strategic action plan to improve minority by hiring "success coaches" to work with students who are not meeting established academic goals.
- Established a district wide inter-faith advisory council.
- Hosted a monthly board activity to foster a common understanding of school issues and opportunities.

 **Warren City Schools, Warren Ohio**

Superintendent of Schools

August 2010-2011 (retired)

Warren City School District is a public-school district located in Warren, OH. It has 5,846 students in grades PK, K-12 with a student-teacher ratio of 17 to 1. According to state test scores, 37% of students are at least proficient in math and 33% in reading.

As Superintendent I was the Chief Executive Officer (CEO) of the District. I was responsible for the effective operation of the District; general administration of all instructional, business or other operations of the District; and for advising and making recommendations to the Board of Education with respect to such activities. I was responsible to perform all the duties and accept all the responsibilities required of a Superintendent as prescribed by the Laws of the State of Ohio.

 **Marietta City School District, Marietta, Ohio**

Superintendent of Schools

July 2009-August 2010

The Marietta City School District is in Marietta, Ohio at the mouth of the Muskingum River at its confluence with the Ohio River in southeastern Ohio. Marietta was established in 1788 as the first permanent settlement of the new United States in the Territory Northwest of the River Ohio. The district serves about 3000 students and families with four elementary schools, one middle school and one high school.

As Superintendent I was the Chief Executive Officer (CEO) of the District. I was responsible for the effective operation of the District; general administration of all instructional, business or other operations of the District; and for advising and making recommendations to the Board of Education with respect to such activities. I was responsible to perform all the duties and accept all the responsibilities required of a Superintendent as prescribed by the Laws of the State of Ohio.

 **Cleveland Metropolitan School District, Cleveland, Ohio**

Regional Superintendent of Schools July 2009-August 2010

Cleveland Metropolitan School District, formerly the Cleveland Municipal School District, is a public school district in the state of Ohio that serves almost all of the city of Cleveland.

CMSD is the only district in Ohio that is under direct control of the mayor, who appoints a school board. The Cleveland district is the second largest PreK-12 district in the state, with a 2017-2018 enrollment of about 48,700 students. The mayor was given control of the city schools after a series of elected school boards were deemed ineffective by city voters. The school board appoints a chief executive officer, the equivalent of a district superintendent, who is responsible for district management.

The Regional Superintendent was a member of the senior leadership team of the School District. I was responsible for the effective operation of my assigned region of the school district which included 22 schools; general administration of all instructional, business or other operations of the District; and for advising and making recommendations to the Chief

Executive Officer and Board of Education with respect to such activities. I performed all the duties and accepted all the responsibilities required of a Superintendent as prescribed by the Laws of the State of Ohio.

↓ Summit County ESC and the Ohio Department of Education School Improvement Consultant	2008-2009
↓ South Euclid-Lyndhurst City Schools, Lyndhurst, Ohio Coordinator of Alternative Education	1989-2008
↓ Maple Heights City Schools, Maple Heights, Ohio Coordinator of School Counseling	1986-1989
↓ Southern Arizona Behavioral Health Clinic, Tucson, Arizona Child and Adolescent Therapist	1983-1986
↓ Diocesan Schools of Tucson Arizona School Principal	1982-1983
↓ Diocesan Schools of Toledo Ohio School Principal	1980-1982
↓ Lucas County Board of MRDD Special Education Teacher	1979-1980

Professional Positions in Higher Education

↓ The University of Akron, Akron, OH	Senior Lecturer	2008-2013
↓ Cleveland State University, Cleveland, OH	Visiting Professor/Lecturer	2004-2008
↓ Chapman University, Orange, CA	Lecturer	2000-2002
↓ Walsh University, North Canton, OH	Visiting Professor/Lecturer	1997-2000
↓ John Carroll University, University Heights, OH	Visiting Lecturer	1992-1993

External Grants

August 2019-2023 Project Director. Quality School Improvement Grant. Ohio Department of Education. Awarded April 2019. Funds awarded-\$450,000.

August 2018-2019 Project Co-Director. Community School Expansion Grant. Ohio Department of Education. Funds awarded-\$130,000.

August 2019-2020 Project Co-Director. Innovative Strategies for Developing the College and Career Readiness of Students with Disabilities. Ohio Department of Education. Funds awarded -\$74,500. Grant was re-funded for another year.

August 2018-2019 Project Co-Director. Innovative Strategies for Developing the College and Career Readiness of Students with Disabilities. Ohio Department of Education. Funds awarded -\$74,500.

August 2018-2019 Member. Understanding the Health Information Access for Gender Minority Adolescents with Qualitative Focus Groups. Cleveland State University. Funds awarded-\$100,000.

August 2011-2012 Director. Ohio Race to the Top. State Department of Education. Design and implementation of a school improvement plan in grades k-12 Funds awarded-\$500,000.

August 2000-2008 Project Co-Director. Ohio Challenge Grant. State Department of Education. Total funds disbursed for design, implementation, and support of an alternative education program for students in grades 9-12 was \$600,000.

Scholarship

Thomas, B. (2018) Sexual Rights and Wrongs. Transgender Student's Views on Public Education and it's Lack of Sensitivity Toward the Academic Needs of Lesbian, Gay, Bi-Sexual, Transgender and Queer Students. The Journal of Education and Culture. Submitted for review.

Thomas, B. (2017) Effecting Change at the District, School, and Classroom Levels for Students who Self-Identify as members of the LGBTQ Community Through Individual Assessment Measures. The Journal of Educational and Behavioral Statistics. Submitted for review.

Thomas, B. (2016) The Impact of School Choice on the Educational Success of Early Learners as Measured through Standardized State Testing. The American Journal of School Counseling. Submitted for review.

Thomas B. (2012). Funding Inequities and The Impact on Programming Related to Character Development in Grades 7-9 in Selected Ohio Charter Schools. The American Journal of Education. Submitted for review.

Thomas, B., Boyle R. (2009) The Success of Low Achieving Students Participating in an Alternative Education Program. The American Journal of School Counseling. Submitted for review.

Thomas, B. (1993). Increasing AIDS Awareness of Students in Grades 7-12 through the Design and Implementation of an AIDS Educational Program. Dissertation. Nova Southeastern University. Fort Lauderdale, Florida.

Professional and Scholarly Presentations

Thomas, B., Safe is Not Enough: Better Schools for Students. Presentation at the All Ohio Counselors Conference. Columbus, Ohio Fall 2019

Thomas, B., Accessing and Evaluating Special Education Programming. Symposium presented at the Ohio School Improvement Conference. Columbus, Ohio. November 2019.

Thomas, B., LGBT@ 101-Life at School. Symposium presented at the 2019 Innovative Schools Summit. Annual Conference. Las Vegas, Nevada. Summer 2019.

Thomas, B., LGBTQ Youth and Education. Abstract presented at the Association for Middle Level Education Annual Conference. Nashville, Tennessee. Fall 2019.

Thomas, B., Mentoring LGBTQ Youth. Abstract submitted to the University of New Mexico Mentoring Institute Annual Conference. Albuquerque, New Mexico. Fall 2019.

Thomas, B., Minorities Among Majorities. Symposium presented at the Florida Parent Network's Annual Conference. Orlando, Florida. Spring 2019.

Thomas, B., Keeping Alternative Learners in School. Symposium presented at the National Alternative to Expulsion, Suspension and Dropping out of School Conference. San Antonio, Texas.

Thomas, B., Interviewing Young Children in Crisis. Symposium presented at the annual conference of the National Association for the Education of Young Children (NAEYC), Columbus, Ohio

Thomas, B., Inclusion, Who and Why. Symposium presented at the annual conference of the National Association for the Education of Young Children. Columbus, Ohio. 2007

Thomas, B., Black LGBTQ Youth Are at Heightened Risk for Discrimination. Black Male Summit at the University of Akron, Akron, Ohio. Spring 2019.

Thomas, B., Managing Alternative Learners in an Urban High School. Symposium presented at the QUE Conference at Cleveland State University, Cleveland, Ohio. Fall 2013

Thomas, B., Early Childhood Counseling Services. Symposium presented at the annual conference of the Northeast Ohio Education Association (NEOEA), Cleveland, Ohio Spring 2012

Thomas, B., Llewellyn, James., Technology in Your Special Education Classroom. A symposium presented at the Northeast Ohio Assistive Technology Conference. Akron, Ohio Fall 2008.

Specialized Credentials

Superintendent License, Ohio Department of Education K-12, (active)

School Principal, Ohio Department of Education 4-9 and 7-12, (active)

Administrative License, Ohio Department of Education 4-9 and 7-12, (active)

School Counselor License, Ohio Department of Education K-12, Permanent

Addiction Counselor, NAADAC, the Association for Addiction Professionals, Permanent

References

Mrs. Suzanne Varney, President
Albert Einstein Academy Board of Education
suzanne.varney@acaomo.org

John Hertzner, M.D., Chief of Child Psychiatry
University Hospitals of Cleveland, Ohio
john.hertzner@unnospitals.org

Mr. Robert Connors, Past President
Albert Einstein Academy Board of Education
Robert.commors@aeaohio.org

Mr. Jeff Foster, CPA
Partner-Skoda Minotti, AEA School Treasurer
jfoster@skodaminotti.com

Mrs. Lynn Tinnirello, Past President
Albert Einstein Academy Board of Education
Lynn.tinnirello@aeaohio.org

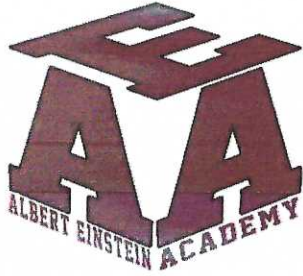
Sarah Moore, Esq.
Fischer and Phillips LPA, AEA Legal Counsel
smoore@fischerphillips.com

James Lahoski, Ph.D., Superintendent
NCOESC, AEA's sponsor
jlahoski@ncoesc.org

Mrs. Krista Gerhart, Coordinator of Community Schools
NCOESC, AEA's sponsor
kgerhart@ncoesc.org

Rebecca Boyle, Ph.D.
AEA's Director of Institutional Advancement
Rebecca.boyle@aeaohio.org

Mr. George Purgert, MSSA-LISW-S, CEO
Safely Home Residential Treatment Center, Bedford Ohio
gpurgert@safelyhome.org



Albert Einstein Academy of Ohio

Tuition Free, Public Community Schools K-12
Lakewood, North Olmsted, and Strongsville
440-471-4982 / 440-617-6809 fax
www.aeao.org

*Bruce W. Thomas, Ed.D.
Superintendent of Schools*

January 13, 2020

To Whom It May Concern,

It is my great pleasure to offer a letter of recommendation for Dr. Bruce Thomas, Superintendent of Albert Einstein Academy (AEA). I have served on the AEA Board of Education for 6 years, working closely with Dr. Thomas, and I can assure you that he is an outstanding leader and educator.

When Dr. Thomas took over the Superintendent role of AEA, it consisted of one school. Under Bruce's leadership, AEA currently has three campuses serving over 650 students (and growing) in grades K-12. This growth would not have been possible without Bruce's vision and leadership. Additionally, he has been very fiscally responsible and despite limited resource has kept the schools in a very strong financial position.

Dr. Thomas's primary focus is always on what is best for the students and ensuring that their needs are being met. One of Bruce's greatest attributes is his pleasant and lighthearted demeanor, which makes him extremely approachable by students, parents and faculty.

I have no reservations in giving Dr. Thomas my highest recommendation. Please feel free to contact me if you have any questions regarding his character or abilities.

Sincerely,

Robert Connors

Robert F Connors
Corporate Controller | Mazzella Companies
21000 Aerospace Parkway, Cleveland, OH 44142
Direct: 440.544.3716 | **Office:** 440.239.7000 ext. 2281
bconnors@mazzellacompanies.com
Albert Einstein Academy – School Board Member

Administrative Offices located at 25000 Country Club, Suite 135, North Olmsted, Ohio 44070

Our Schools continue to grow by referrals from our current families and students. Thank you for recommending AEA.

This message and any response to it is being archived and may constitute a public record, and therefore may be available upon request (ORC 149.43)

January 20, 2020

To Whom It May Concern:

It is my great pleasure and honor to write this letter of recommendation and support for Bruce Thomas, Ed.D. the Superintendent of Schools for Albert Einstein Academy. I have known Bruce for 7 years and worked closely with him for 5 of those years as a parent, school board member, and board president. During that time, I watched Bruce perform into an outstanding individual who excels in both his academic and personal pursuits.

When the Albert Einstein Academy first opened its doors, it was immediately apparent that the leadership, professionalism and personal qualities that Bruce displayed were evident. His superb communication skills began the growth of forming a solid school that exceeded the needs for the students, parents, team of exceptional teachers and staff he had hired, as well as for the community in the city the school first served. During our time together, Bruce demonstrated his passion to meet the needs of every type of individual he served. His leadership helped to not only open one door but now four doors (3 schools) by the dedicated goals that he carried out.

As a parent I valued that he believed that parents play an integral part in a student success and worked closely with his students and parents to be sure that was possible.

As a school board member, I respected that he led the team of teachers to be the very best they could be and offered them opportunities to show energy and enthusiasm, team leadership skills, and demonstrated the belief that every child can and will make a belief a reality.

As school board president I trusted, respected and saw that it was because of the knowledge, expertise, the way Bruce communicated with school board members, families and the community that every school he associated with would have students, staff, and families excel not only during their days at Albert Einstein but in their future lives as well. I have the upmost respect, trust and support for Dr. Bruce Thomas and the Albert Einstein Academy.

Sincerely,

Lynn A. Tinnirello
Health Education Instructor/Child Care
UH Parma Medical Center
7300 State Road
Parma, OH 44129

Suzanne Varney

President, Albert Einstein Academy Board of Education
440-506-9176 | Suzanne.varney@aeaohio.org
127 Wellington Street, Berea, Ohio 44017

Dr. Bruce Thomas

Superintendent, Albert Einstein Academy
25000 Country Club Blvd., Ste. 135
North Olmsted, Ohio 44070

January 13, 2020

Dear Bruce,

As current President of the Albert Einstein Academy Board of Education, I am pleased to write this letter of recommendation.

Since the inception of the Albert Einstein Academy in Ohio, you have continued to work hard on AEA's growth and expansion. What started as one campus offering grades 4-12 has blossomed, just a little over 5 years later, into 3 campuses offering K-12. You have built an environment where the staff teaches "outside the box" to facilitate a deeper level of learning for all students across all disciplines. Students complete their studies with a more thorough understanding of how all these disciplines interconnect and apply to their world outside of school.

The school district is fiscally sound, continuing to receive confirmation of that from not only our Treasurer, but our school sponsor through their monthly review. You have been proactive with the AEA curriculum by seeking and implementing new and innovative teaching strategies such as the current expansion and enrichment program at the Strongsville campus.

There are many more things I could say to support how much of a positive impact you are in our school district! If you need any additional information, feel free to contact me at 440-506-9176 or by email at Suzanne.varney@aeaohio.org.

Sincerely,



Suzanne Varney

President, Albert Einstein Academy Board of Education



IE Thomas, Bruce W. BIRTH 09/30/56

COURSE NUMBER	COURSE TITLE	GRADE	CREDIT HOURS	QUALITY POINTS	NOTES	COURSE NUMBER	COURSE TITLE	GRADE	CREDIT HOURS	QUALITY POINTS
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GRADUATE Academic Record

DEMIG REQUIREMENTS COMPLETED: 11/15/93

D. DEGREE CONFERRED: 11/30/93

Degrees Awarded:
DOCTOR OF EDUCATION
NOVA UNIVERSITY

Major: EARLY & MIDDLE CHILDHOOD

Program: ADVANCEMENT OF EDUCATION
DOCTOR OF EDUCATION

Major: EARLY & MIDDLE CHILDHOOD

1991 WINTER

Admitted Program:
CTR - ADVANCEMENT OF EDUCATION
DOCTOR OF EDUCATION

Major: EARLY & MIDDLE CHILDHOOD

-0606	THE CHILD & THE FAMILY	P	3.00	0.00	
-0625	SOCIAL & EMOT DEV IN CHI	P	3.00	0.00	
-0700	PRACT ORIENT WKSHP	P	3.00	0.00	
-0630	OBSERV & ASSESSG VG CHIL	P	3.00	0.00	
-0635	TRDS & ISS IN EXC CHI ED	P	3.00	0.00	

Current	AHRS	15.00	EHRS	15.00	GPCR	0.00	QPTS	0.00	GPA	0.00
Cumulative	AHRS	15.00	EHRS	15.00	GPCR	0.00	QPTS	0.00	GPA	0.00

1991 SUMMER 2

-0752	PROF AS CHILD ADVOCATE	P	(0.00)	0.00	
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Current	AHRS	0.00	EHRS	0.00	GPCR	0.00	QPTS	0.00	GPA	0.00
Cumulative	AHRS	15.00	EHRS	15.00	GPCR	0.00	QPTS	0.00	GPA	0.00

**** No Further Entries This Column ****

- 1) RELEASED COURSE
- 2) COURSE NOT APPLIED TO CURRENT PROGRAM
- 3) SPECIAL STATISTICS INCLUDED IN
- 4) COURSE CANCELED
- 5) COURSE HAS BEEN ABANDONED

OFFICIAL SIGNATURE

1991 FALL

AS	-0505	EVAL FOR ADM	P	3.00	0.00
RS	-0712	RESEARCH DESIGN	P	3.00	0.00
RS	-0610	DESCRIPTV&INFERNIAL STAT	P	3.00	0.00

Current	AHRS	9.00	EHRS	9.00	GPCR	0.00	QPTS	0.00	GPA	0.00
Cumulative	AHRS	24.00	EHRS	24.00	GPCR	0.00	QPTS	0.00	GPA	0.00

1992 WINTER

PRA	-0702	PRACTICUM INITIATION	P	12.00	0.00
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Practicum II: Increasing AIDS Awareness Of Students In Grades 7 - 9 Through The Design and Implementation Of An AIDS Educational Program

Practicum Requirements Completed: 11/15/93

Current	AHRS	12.00	EHRS	12.00	GPCR	0.00	QPTS	0.00	GPA	0.00
Cumulative	AHRS	36.00	EHRS	36.00	GPCR	0.00	QPTS	0.00	GPA	0.00

1992 SPRING

PRA	-0701	PRACTICUM INITIATION	P	(6.00)	0.00
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Enhancing Career Awareness of Ninth Grade Students Through the Development of a Career Day

Current	AHRS	12.00	EHRS	6.00	GPCR	0.00	QPTS	0.00	GPA	0.00
Cumulative	AHRS	48.00	EHRS	42.00	GPCR	0.00	QPTS	0.00	GPA	0.00

**** No Further Entries This Page ****

DR Bruce W. Thomas
37170 Windy Hill Lane
Solon OH 44139

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12/30/93
Academic
Transcript

MR Thomas, Bruce M.

ADVISOR 09/30/56

04

04



COURSE NUMBER	COURSE TITLE	GRADE	CREDIT HOURS	QUALITY POINTS	NOTES	COURSE NUMBER	COURSE TITLE	GRADE	CREDIT HOURS	QUALITY POINTS
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1992 SUMMER 1

-0605	MOD CUR DES:EARLY/MID CH P		3.00	0.00		-0651	POL & POL PROC:AMER SYSG P		3.00	0.00
-0665	THEO OF LRNG EFFECT TCHG P		3.00	0.00		-0567	POL ANALYSIS/FAR&MID CHD P		3.00	0.00
-0666	CURR: THEO & PRACTICE P		1.00	0.00		-0612	SOC-POL SETTING/ERLY&MDL P		3.00	0.00
U	-0644 GRANTSMANSHIP			0.00						

1992 SUMMER 2

-0751	S-INST:LORSEMGT CHD PRG P	(C0.00)		0.00						
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1993 WINTER

-0525	MANAGEMENT & LEADERSHIP P		3.00	0.00						
-0551	MANAGEMENT & LEADERSHIP P		3.00	0.00						
-0605	SUPV IN EDUC SETTINGS P		3.00	0.00						
-0516	BUDGET AS A MGMT TOOL P		2.00	0.00						

Current	AHRS	EHRS	GPCR	QPTS	GPA	Current	AHRS	EHRS	GPCR	QPTS	GPA
Cumulative	10.00	10.00	0.00	0.00	0.000	Cumulative	78.00	72.00	0.00	0.00	0.00

*** No Further Entries This Column ***

1993 SUMMER 1

Current	AHRS	EHRS	GPCR	QPTS	GPA	Current	AHRS	EHRS	GPCR	QPTS	GPA
Cumulative	10.00	10.00	0.00	0.00	0.000	Cumulative	78.00	72.00	0.00	0.00	0.00

Degree Requirements Completed for DOCTOR OF EDUCATION

** End of GRADUATE Record **

ISSUED DIRECTLY TO STUDENT

OFFICIAL SIGNATURE

DR Bruce M. Thomas
37170 Windy Hill Lane
Solon OH

PAGE 2 OF 2
12/30/93
Academic
Transcript

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT

STATE OF OHIO DEPARTMENT OF EDUCATION
5 Year Professional Superintendent License

BRUCE W THOMAS

THIS LICENSE AWARDED TO

BG1022183

EDUCATOR STATE ID

12/02/2015

ISSUE DATE

07/01/2016 to 06/30/2021

EFFECTIVE DATES

The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.

This official document was created by the Ohio Department of Education and represents a true copy of a legal educator license as referenced in Ohio Revised Code Section 3319.36.

Employers may verify this credential by going to Educator Profile on education.ohio.gov and ensuring that the unique credential number appearing on this credential matches the person's records in Educator Profile, which is the official record of educator credential history.

Credential # 21219508



Superintendent of Public Instruction

STATE OF OHIO DEPARTMENT OF EDUCATION
5 Year Professional Administrative Specialist License

BRUCE W THOMAS

THIS LICENSE AWARDED TO

BG1022183

12/02/2015

EDUCATOR STATE ID

ISSUE DATE

07/01/2016 to 06/30/2021

EFFECTIVE DATES

The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.

Teaching Fields: Educational Staff Personnel Administration (281200)

This official document was created by the Ohio Department of Education and represents a true copy of a legal educator license as referenced in Ohio Revised Code Section 3319.36.

Credential # 21219503

Employers may verify this credential by going to Educator Profile on education.ohio.gov and ensuring that the unique credential number appearing on this credential matches the person's records in Educator Profile, which is the official record of educator credential history.



Superintendent of Public Instruction

STATE OF OHIO DEPARTMENT OF EDUCATION
5 Year Professional Principal License

BRUCE W THOMAS

THIS LICENSE AWARDED TO

BG1022183

12/02/2015

EDUCATOR STATE ID

ISSUE DATE

07/01/2016 to 06/30/2021

EFFECTIVE DATES

The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.

Teaching Fields: Principal Grades 4-9 (280200), Principal Grades 5-12 (280300)

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Credential # 21219504



Superintendent of Public Instruction

STATE OF OHIO DEPARTMENT OF EDUCATION
Permanent School Counselor Certificate

BRUCE W THOMAS

THIS LICENSE AWARDED TO

BG1022183

03/31/1994

EDUCATOR STATE ID

ISSUE DATE

07/01/1994 to No Expiration

EFFECTIVE DATES

*The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified.
The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.*

This official document was created by the Ohio Department of Education and represents a true copy of a legal educator license as referenced in Ohio Revised Code Section 3319.36.

Credential # 3138358

Employers may verify this credential by going to Educator Profile on education.ohio.gov and ensuring that the unique credential number appearing on this credential matches the person's records in Educator Profile, which is the official record of educator credential history.



Superintendent of Public Instruction

STATE OF OHIO DEPARTMENT OF EDUCATION

Permanent Non-Tax Certificate

BRUCE W THOMAS

THIS LICENSE AWARDED TO

<u>BG1022183</u>	<u>10/02/1980</u>	<u>07/01/1980 to No Expiration</u>
EDUCATOR STATE ID	ISSUE DATE	EFFECTIVE DATES

The holder of this credential, having satisfactorily completed the requirements prescribed by The State Board of Education and the laws of Ohio, is authorized to teach the subject(s) or serve in the area(s) listed on this document for the period specified. The holder of this credential is responsible for being knowledgeable about current requirements for maintaining the credential.

Limitations: teaching, supervision, and administration in an Ohio nonpublic school (880191)

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Credential # 3138357



Superintendent of Public Instruction