# Kenneth Green

## Superintendent of Schools (Superintendent 021317)

ken.green6988@gmail.com
(615) 625-2279

## PERSONAL INFORMATION

### Contact Information

| | | | |
|---|---|---|---|
| *First Name* | **Kenneth** | *Last Name* | **Green** |
| *Middle Name* | **Edward** | *Email* | **ken.green6988@gmail.com** |
| *Primary Phone* | **6156252279** | *Alternate Phone* | **6156252279** |
| *Preferred Contact Method* | **Email** | | |

### Address

| | | | |
|---|---|---|---|
| *Street* | **5685 Deer Valley Trail** | *City* | **Antioch** |
| *State* | **Tennessee** | *Zip Code/Postal Code* | **37013** |

### 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.'

| | | | |
|---|---|---|---|
| *Ethnicity* | **Not Hispanic/Latino** | *American Indian or Alaska Native* | **No** |
| *Asian* | **No** | *Black or African American* | **Yes** |
| *Native Hawaiian or Other Pacific Islander* | **No** | *White* | **No** |

## CERTIFICATION

### Certification Information #1

| | | | |
|---|---|---|---|
| *Certification Area* | **English 6-12** | *Certification Area Type* | **Professional Certification** |
| *Grade Level* | **7-12** | *Certification State* | **Tennessee** |

### Certification Information #2

| | | | |
|---|---|---|---|
| *Certification Area* | **Ed Leadership** | *Certification Area Type* | **Professional Certification** |
| *Grade Level* | **Prek-12** | *Certification State* | **Tennessee** |

### Certification Information #3

| | | | |
|---|---|---|---|
| *Certification Area* | | *Certification Area Type* | |
| *Grade Level* | | *Certification State* | |

### Certification Information #4

| | | | |
|---|---|---|---|
| *Certification Area* | | *Certification Area Type* | |
| *Grade Level* | | *Certification State* | |

### Certification Information #5

| | | | |
|---|---|---|---|
| *Certification Area* | | *Certification Area Type* | |
| *Grade Level* | | *Certification State* | |

### ADDITIONAL CERTIFICATION AREAS

*Certification Area*

*Details*

*Certification State*

### Computer Skills

| | | | |
|---|---|---|---|
| *Years of Experience* | **20** | *Keyboarding Words Per Minute* | **50** |
| *Word Processing* | **Yes** | *Spreadsheets* | **Yes** |
| *Database* | **Yes** | *Web / Internet Browser* | **Yes** |
| *E-mail* | **Yes** | *Graphics* | **Yes** |
| *Microsoft Windows* | **Yes** | *Apple Macintosh* | **Yes** |

## EMPLOYMENT HISTORY

### Present Position

| | | | |
|---|---|---|---|
| *Present Title* | **Consultant** | *Name of Employer* | **Self** |
| *Start Date* | | *Supervisor Name* | |
| *Supervisor Phone Number* | | | |
| *Duties and Responsibilities* | | | |
| *Reasons for Leaving* | | | |
| *May we Contact this Employer* | | | |

### Experience in Education #1

| | | | |
|---|---|---|---|
| *From (mm/yyyy)* | **05/2012** | *To (mm/yyyy)* | **09/2015** |
| *Employer Name* | **Tennessee Department of Education** | *Assignment* | **Assistant Commissioner** |
| *Reason For Leaving* | **End of federal funding** | *Supervisor Name* | **Kevin Huffman** |
| *Supervisor Phone Number* | **303-854-7941** | | |

*Duties and Responsibilities*

**Transform the nine Field Service Centers into Centers of Regional Excellence (CORE) located around the state to achieve district goals for student achievement**
**• Managing delivery of department initiatives and resources to district**
**• Identifying and communicating best practices among districts and schools**
**• Ensuring districts have the data to know where they stand relative to their goals and access to resources and connections to others to grow in areas of need**
**• Supporting district innovation through a culture of productive change for students and initiatives that support innovative work that advances student achievement**
**• Coordinating communication on all department activities to districts appropriately**
**• Managing the division of school innovation, which oversees charter schools, STEM schools, non-public homeschooling, as well as school improvement and any state-to-school interventions outside the Achievement School District**
**• Managing the Superintendent Study Council, a group of superintendents that represent each of the 9 regions**

*May we Contact this Employer* **Yes**

## Experience in Education #2

*From (mm/yyyy)* **07/2006** *To (mm/yyyy)* **05/2012**

*Employer Name* **Oak Ridge City Schools** *Assignment* **Assistant Superintendent- Curriculum and Instruction**

*Reason For Leaving* **Accepted new position** *Supervisor Name* **Dr. Thomas Bailey**

*Supervisor Phone Number* **860-576-0247**

*Duties and Responsibilities*

**Responsible for all matters curriculum and instruction, including budgeting, staffing, evaluation, professional development, supervision, instructional equipment, materials, and technology**
**• Initiated transition from basal reading program to a balanced literacy model**
**• Developed a Leadership Framework incorporating High Quality Curriculum, an Instructional Framework, A Balanced Assessment System, and Targeted Response to Learning**
**• Oversaw the development and implementation of the district's Federal Race to the Top Grant**
**• Recognized by State for work in closing the achievement gap**
**2**

*May we Contact this Employer* **Yes**

## Experience in Education #3

*From (mm/yyyy)* **07/2000** *To (mm/yyyy)* **05/2005**

*Employer Name* **Oak Ridge City Schools** *Assignment* **Principal- Oak Ridge High School**

*Reason For Leaving* **Accepted new position** *Supervisor Name* **Dr. Thomas Bailey**

*Supervisor Phone Number* **860-576-0247**

*Duties and Responsibilities*

**• Responsible for total school program of 1500 students, 100+ certified staff**
**• Initiated reform in core program to accelerate the remediation process for low achieving students**
**• Increased access to Advanced Placement courses for underrepresented students**
**• Created high school outreach program designed to prepare at-risk elementary students for high school success**
**• Initiated 50 million dollar renovation**

*May we Contact this Employer* **Yes**

## 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* | **3** | *Years of student teaching experience* | **1** |
| *Years of administrative experience* | **20** | | |

## EDUCATION

### Secondary/High School Information

| | | | |
|---|---|---|---|
| *School Attended* | **Barrie School** | *City/State* | **Silver Spring, MD** |
| *Activities/Honors* | **All-State Track and Field** | | |
| *Degree* | **High School Diploma or GED** | | |

### College/University/Vocational Institution #1

| | | | |
|---|---|---|---|
| *Name of School* | **Other: University Tennessee** | *Attended From (mm/yyyy)* | **08/1986** |
| *Attended To (mm/yyyy)* | **05/1991** | *Degree* | **Bachelor of Science** |
| *Subject* | **English** | | |

### College/University/Vocational Institution #2

| | | | |
|---|---|---|---|
| *Name of School* | **Other: University of Tennessee** | *Attended From (mm/yyyy)* | **08/1994** |
| *Attended To (mm/yyyy)* | **05/1995** | *Degree* | **Master of Science** |
| *Subject* | **Educational Leadership** | | |

### College/University/Vocational Institution #3

| | | | |
|---|---|---|---|
| *Name of School* | | *Attended From (mm/yyyy)* | |
| *Attended To (mm/yyyy)* | | *Degree* | |
| *Subject* | | | |

### Student Teaching #1

| | | | |
|---|---|---|---|
| *Name of School* | **Austin East High School** | *Subject* | **English** |
| *Grade* | **9-12** | *Semester* | **Spring** |

| | |
|---|---|
| *Year* | **1991** |

## 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.

### Thomas Bailey

| | | | |
|---|---|---|---|
| *Title* | **Superintendent** | *Relationship* | **Supervisor** |
| *Address* | [redacted] | *City* | **Oak Ridge** |
| *State* | **Tennessee** | *Zip* | **37830** |
| *Country* | **United States** | | |
| *Email* | [redacted] | *Phone* | [redacted] |
| *From* | **07/2003** | *To* | **Present** |
| *Reference Letter* | [redacted] | | |

### Kevin Huffman

| | | | |
|---|---|---|---|
| *Title* | **Commissioner** | *Relationship* | **Supervisor** |
| *Address* | [redacted] | *City* | **Nashville** |
| *State* | **Tennessee** | *Zip* | **37243** |
| *Country* | **United States** | | |
| *Email* | [redacted] | *Phone* | [redacted] |
| *From* | **05/2011** | *To* | **Present** |
| *Reference Letter* | [redacted] | | |

### Hanseul Kang

| | | | |
|---|---|---|---|
| *Title* | **Superintendent** | *Relationship* | **Colleague** |
| *Address* | [redacted] | *City* | **Nashville** |
| *State* | **Tennessee** | *Zip* | **37243** |
| *Country* | **United States** | | |
| *Email* | [redacted] | *Phone* | [redacted] |
| *From* | **05/2011** | *To* | **Present** |
| *Reference Letter* | [redacted] | | |

## 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?* **Yes**

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

**Reckless driving while riding a motorcycle. February 25, 2015. Rutherford County Court, Rutherford, TN**

*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.*

**Yes**

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

**Reckless driving while riding a motorcycle. February 25, 2015. Rutherford County Court, Rutherford, TN**

*Are you a veteran as defined by s. 295.07, Florida Statutes?* **No**

*Are you claiming Veteran's Preference? If yes, a DD214 must is required 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* | [redacted] |
| *Cover Letter* | [redacted] |
| *Transcript* | [redacted] |
| *Other* | [redacted] |
| *Other* | [redacted] |

## 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* | **KG** |
| *Affirmation Date* | **03/10/2017** |

# Kenneth E. Green

7017 Wyndham Pointe Ln. Knoxville, TN 37931 (P) 865-560-6988

## Chief District Support Officer, TN Dept. of Education

### At a Glance

2012
Chief District Support Officer
Tennessee DOE
2007
Assistant Superintendent
Curriculum and Instruction
Oak Ridge Schools
2006
Sr. Educational Manager
The College Board
2000
Principal
Oak Ridge High School
1998
Principal
West High School
1996
Assistant Principal
Jefferson Middle School
1991
English Teacher
Bearden High School

Outstanding Master's Student

Black Graduate Fellow

Ermma Graff Scholar

Phi Delta Kappa Principal of the Year

Postma Young Professional Award

Numerous
State and National Presentations
in the area of Access and Equity

### Experience

**2006-2012**
Assistant Superintendent, Oak Ridge Schools
Oak Ridge, TN

- Responsible for all matters curriculum and instruction, including budgeting, staffing, evaluation, professional development, supervision, instructional equipment, materials, and technology
- Initiated transition from basal reading program to a balanced literacy model
- Developed a Leadership Framework incorporating High Quality Curriculum, an Instructional Framework, A Balanced Assessment System, and Targeted Response to Learning
- Oversaw the development and implementation of the district's Federal Race to the Top Grant
- Recognized by State for work in closing the achievement gap

**2005-2006**
Sr. Educational Manager for K-12 Services
The College Board
Duluth, GA

- Established new partnerships, coordinated and delivered trainings in College Board products (AP, PSAT, SAT, SpringBoard)
- Assisted districts with access and equity reform
- Delivered customized workshops in Data Analysis

**2000-2005**
Principal, Oak Ridge High School
Oak Ridge, TN

- Responsible for total school program of 1500 students, 100+ certified staff
- Initiated reform in core program to accelerate the remediation process for low achieving students
- Increased access to Advanced Placement courses for underrepresented students
- Created high school outreach program designed to prepare at-risk elementary students for high school success
- Initiated 50 million dollar renovation

**1998-2000**
Principal, West High School
Knoxville, TN

- Responsible for total school program of 1360 students and 90+ certified staff
- Developed freshmen cohort program designed to reduce freshman failure rate
- Revised school policy handbook handbook to improve efficiency and consistency in the areas of discipline, attendance, and daily scheduling
- Developed school-wide technology initiative
- Raised over $50,000 through the WHS Foundation

**1996-1998**
Assistant Principal, Jefferson Middle School
Oak Ridge, TN

- Administration of attendance and discipline programs
- implemented discipline procedures that resulted in 25% reduction in school-wide discipline
- Other duties included maintenance and facilities, budget preparation, and teacher evaluation

### Education

30+ Hours at the Doctoral Level from the University of Tennessee

Masters of Science
Education Administration and Supervision
University of Tennessee

Bachelor's Degree
English Education
University of Tennessee

### Activities

TNDOE Administrative Consultant
Governor Phil Bredesen Transition Team
Board Member
East Tennessee Economic Council

### Organizations/ Presentations

Chair
Y12 Community Relations Council

Chair
TN ACT Council

Member
Nine Counties One Vision
Education Task Force

AP Administrative Consultant
4 Years with the College Board

Access and Equity Committee
Developed College Board Equity Statement

Presenter
National Access and Equity Colloquium

Online Training Event
Developed for College Board

Keynote
Major Schools Conference

One-day Training
AP National Conference

Author
"Promoting Equity and Excellence"
One-day training and manual for teachers and administrators

Consultant
Rush-Henrietta Schools, NY
Shawnee Mission Schools, KS
Lincoln Nebraska Schools, NB

Online Training Event
Tennessee Electronic Learning Center
"Building a Leadership Framework"

Presenter
ASCD National Conference

Dear Selection Committee,

For your consideration, I am interested in the aforementioned position. I am currently completing my 24th year in k12 education -- the majority of which has been spent in building level, district level, and state level administration. I have a track record of building high performing teams, closing achievement gaps, raising overall student achievement and have been recognized at both state and national levels for this work. Additionally, I have trained teachers and administrators in a majority of states in the southeast, both as a consultant and keynote speaker.

My last official role was as Chief District Support Officer for the Tennessee Department of Education (TDOE) under Kevin Huffman (2015), where I was charged with building a statewide system of academic support for all districts in the state to ensure that TN became the fastest improving state in the nation. I am seeking strategic leadership roles in an organization with a strong mission to improve educational outcomes for all students, especially those who have traditionally underperformed. I have worked remotely for the last three years am very comfortable setting and meeting organizational goals with minimal supervision. I have experience in all aspects of district leadership including budgeting, supervision, curriculum design, board and public communication, crisis management, teacher and administrator evaluation, and district-wide reform.

I look forward to your review of my credentials/references and the opportunity to interview with your committee. I am currently doing private education consulting while I seek leadership and/or teaching roles with an organization committed to increasing achievement for ALL students and building appropriate support and training for its professional staff. I thank you in advance for your consideration.

Sincerely yours,

Ken Green

# EDUCATOR OVERVIEW: KENNETH E GREEN

Records on this site represent official state documentation.

## Personal Information

| | |
|---|---|
| Name | KENNETH E GREEN request name change |
| License Number | 000288499 |
| Social Security Number | [redacted] |
| | view all my information |
| Date of Birth | 11/30/1967 |
| Gender | Male |
| Race | Black or African American |
| Ethnicity | |
| Address | 23 RAINTREE CROSSING<br>Oak Ridge, TN 37830 |
| County | Anderson |
| Phone Number | (865) 483-8906 |
| E-mail Address | kgreen@ortn.edu |
| Fax Number | |
| Cell Phone Number | |

## Licenses & Endorsements

| | |
|---|---|
| License Type | **Professional** |
| Status | Active |
| Endorsements | 007 English 7-12<br>Add Endorsement |
| Issue Date | 07/01/1997 |
| Date of Expiration | 08/31/2017 |
| License Type | **Professional Administrator** |
| Status | Active |

| | |
|---|---|
| Endorsements | 483 Prof Admin PreK-12<br>Add Endorsement |
| Issue Date | 07/01/1998 |
| Date of Expiration | 08/31/2018 |
| License Type | **Beginning Administrator**<br>more info |
| License Type | **Apprentice Teacher**<br>more info |
| License Type | **Interim Type B**<br>more info |
| License Type | **Probationary Teacher**<br>more info |

## Certificates

| | |
|---|---|
| Career Ladder | Career Level I Teacher |
| Career Ladder | Career Level I Teacher |
| Career Ladder | Career Level I Teacher |
| Career Ladder | Career Level I Teacher |
| Career Ladder | Career Level I Teacher |
| Career Ladder | Career Level I Teacher |

As reported to the Office of Educator Licensing

## Education

| | |
|---|---|
| Institution Name | **University Of Tennessee - Knoxville** |
| Degree | Masters Degree<br>more info |
| Institution Name | **University Of Tennessee - Knoxville** |
| Degree | Bachelor Degree<br>more info |

As reported to the Office of Educator Licensing

## Exam

| | |
|---|---|
| Exam Name | 520 Professional Knowledge |
| Exam Score | 665 |
| Exam Date | 06/13/1992 |

| | |
|---|---|
| Exam Name | 500 NTE Core Battery: Comm Skills |
| Exam Score | 669 |
| Exam Date | 06/13/1992 |

| | |
|---|---|
| Exam Name | 410 Educational Leadership: Adm & Sup. |
| Exam Score | 720 |
| Exam Date | 07/13/1996 |

| | |
|---|---|
| Exam Name | 510 NTE Core Battery: Gen Knowledge |
| Exam Score | 654 |
| Exam Date | 06/13/1992 |

| | |
|---|---|
| Exam Name | 004 English Language And Literature |
| Exam Score | 500 |
| Exam Date | 07/11/1992 |

As reported to the Office of Educator Licensing

## Employment

| | |
|---|---|
| School System | **Oak Ridge** |
| Position Name | Asst Supt |
| Start Date | 07/01/2011 |
| | more info |

| | |
|---|---|
| School System | **Oak Ridge** |
| Position Name | Asst Supt |
| Start Date | 07/01/2010 |
| | more info |

| | |
|---|---|
| School System | **Oak Ridge** |
| Position Name | Asst Supt |
| Start Date | 07/01/2009 |
| | more info |

School System **Oak Ridge**

Position Name Asst Supt

Start Date 07/01/2008

more info

School System **Oak Ridge**

Position Name Asst Supt

Start Date 07/01/2007

more info

view older

As reported to the Office of Educator Licensing

## Federal Reported Highly Qualified Status

No records

As reported to the Office of Educator Licensing

## Correspondence Received

Disclaimer: This information is based upon documentation received by the Office of Educator Licensing. This information is used for licensing purposes and is subject to change upon further evaluation of the documentation and in no way will guarantee the issuance of a Tennessee Teaching License. Correspondence Received information may be purged after a designated period of time as determined by the Office of Educator Licensing.

Document Type Professional Renewal

Date Received 02/21/2008

Document Type Duplicate Request

Date Received 09/24/2008

As reported to the Office of Educator Licensing

# THE UNIVERSITY OF TENNESSEE KNOXVILLE

ACADEMIC TRANSCRIPT

Green, Kenneth Edward
Student Name
Date Printed: 05/18/2015

[redacted]
Student ID



| Course | | Course Name | Course Type | Credit Hours | Credit Level | Grade |
|---|---|---|---|---|---|---|
| | | FALL QUARTER 1986 | University | | | |
| CUIN | 1410 | Eff Read & Stud Skill | | 1.33 | U | S |
| ENGL | 1010 | English Composition | | 2.00 | U | C+ |
| GEOG | 1610 | Introduction to Geog | | 2.66 | U | D * |
| SOCI | 1510 | General Sociology | | 2.66 | U | C |
| | | WINTER QUARTER 1987 | University | | | |
| BIOL | 1210 | General Biology | | 0.00 | | W |
| ENGL | 1020 | English Composition | | 2.00 | U | B |
| GEOG | 1610 | Introduction to Geog | | 2.66 | U | B |
| PE | 2715 | Bowling Elementary | | 1.33 | U | A |
| | | SPRING QUARTER 1987 | University | | | |
| ENGL | 1033 | English Composition | | 2.00 | U | A |
| PE | 1062 | Pe Major: Track & Fld | | 1.33 | U | B+ |
| PHIL | 1510 | Intr Phil:Hum Nat Val | | 2.66 | U | C |
| PSYC | 2500 | General Psychology | | 2.66 | U | C+ |
| | | SUMMER QUARTER 1987 | Unclassified | | | |
| | | MINI-TERM | | | | |
| HUSR | 2690 | Introd to Human Serv | | 2.66 | U | B |
| | | FALL QUARTER 1987 | University | | | |
| CHEM | 1110 | Gen Chem | | 0.00 | | W |
| PE | 2062 | Pe Major: Football | | 1.33 | U | A |
| PE | 2600 | Human Motor Behavior | | 2.00 | U | B+ |
| PSYC | 2520 | Biolog Foundat of Beh | | 2.00 | U | A |
| | | MINI-TERM | | | | |
| SPCO | 2361 | Busin & Profes Spking | | 2.66 | U | A |
| | | WINTER QUARTER 1988 | University | | | |
| ENGL | 2533 | American Masterpieces | | 2.66 | U | B |
| HLTH | 3510 | Sch Community Health | | 2.00 | U | B |
| MUSC | 1210 | Orien in Music-Apprec | | 2.00 | U | B+ |
| SPCO | 2311 | Public Speaking | | 2.66 | U | A |
| | | SPRING QUARTER 1988 | University | | | |
| ENGL | 2580 | Lit of Western World | | 2.66 | U | B |
| REST | 3560 | Af-Am Relgn in U.S. | | 2.66 | U | B |
| SPER | 3333 | Ed of the Excep Child | | 2.00 | U | B |
| SPTH | 2021 | Voice and Diction | | 2.66 | U | B |
| | | SUMMER QUARTER 1988 | University | | | |
| MATH | 1140 | Algebraic Reasoning | | 2.66 | U | B+ |

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| Course | | Course Name | Course Type | Credit Hours | Credit Level | Grade |
|---|---|---|---|---|---|---|
| | | FALL SEMESTER 1988 | University | | | |
| ASTR | 151 | Intro Astronomy | | 4.00 | U | C |
| ENGL | 371 | Foundations Engl Lang | | 3.00 | U | B |
| ENGL | 432 | Am Romant/Transcenden | | 3.00 | U | B |
| SPCO | 310 | Persuasion | | 3.00 | U | D |
| SPCO | 400 | Topics Speech Commun | | 3.00 | U | B |
| | | SPRING SEMESTER 1989 | Education | | | |
| EDCP | 210 | Psy of Humn Dev/Teach | | 3.00 | U | C |
| ENGL | 355 | Adv Expository Wrtng | | 3.00 | U | B+ |
| ENGL | 421 | Modern British Novel | | 3.00 | U | C |
| ENGL | 452 | Mod Brit/Am Drama | | 3.00 | U | B |
| SPCO | 420 | Communicat/Conflict | | 3.00 | U | C |
| | | FALL SEMESTER 1989 | Education | | | |
| ARED | 301 | Foundation of Art Ed | | 3.00 | U | B |
| BOTY | 110 | General Botany | | 4.00 | U | C |
| ECOL | 370 | Environment/Conservat | | 2.00 | U | B |
| ENGL | 376 | Colloquium in Liter | | 3.00 | U | C |
| | | SPRING SEMESTER 1990 | Education | | | |
| BOTY | 120 | General Botany | | 4.00 | U | C |
| CUIN | 352 | Field Exp/Sec Schl I | | 1.00 | U | S |
| CUIN | 353 | Field Exp/Sec Schl II | | 1.00 | U | S |
| CUIN | 355 | Intro to Secon School | | 3.00 | U | C |
| CUIN | 460 | Teach Read/Lit/Secon | | 3.00 | U | B |
| SPER | 370 | Surv of Except People | | 0.00 | | W |
| | | SUMMER SEMESTER 1990 | Education | | | |
| TEAE | 413 | Statistical Reasoning | | 3.00 | U | A |
| TEAE | 413 | Research Met and Des | | 3.00 | U | A |
| | | FALL SEMESTER 1990 | Education | | | |
| CUIN | 302 | School & Amer Society | | 3.00 | U | A |
| CUIN | 410 | Pre-Internship Sem | | 1.00 | U | S |
| CUIN | 459 | Teach Engl/Secon Schl | | 3.00 | U | B |
| CUIN | 461 | Dev Read Skls in Cont | | 3.00 | U | C |
| EDUC | 304 | Microcom & Instr Des | | 1.00 | U | A |
| EDUC | 315 | Psy/Learn & Clrm Mgmt | | 3.00 | U | A |

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ISSUED TO STUDENT

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M W Anderson
Registrar

# Reference Ltrs (Include All)

No result available.

# Chief District Support Officer

## Tennessee Department of Education

### Highlights:

Created (8) Centers of Regional Excellence (CORE)

Recognized for contributing to TN's continued achievement growth

Recognized as best statewide initiative by superintendents

## Mission:

To see that Tennessee becomes the fastest improving state in the nation on NAEP and ACT by providing targeted, differentiated support to help districts meet ambitious student achievement goals.

## Key Job Responsibilities:

- Transform the nine Field Service Centers into Centers of Regional Excellence (CORE) located around the state to achieve district goals for student achievement
- Managing delivery of department initiatives and resources to district
- Identifying and communicating best practices among districts and schools
- Ensuring districts have the data to know where they stand relative to their goals and access to resources and connections to others to grow in areas of need
- Supporting district innovation through a culture of productive change for students and initiatives that support innovative work that advances student achievement
- Coordinating communication on all department activities to districts appropriately
- Managing the division of school innovation, which oversees charter schools, STEM schools, non-public homeschooling, as well as school improvement and any state-to-school interventions outside the Achievement School District
- Managing the Superintendent Study Council, a group of superintendents that represent each of the 9 regions

## Synopsis

- Overhaul the structure and personnel of eight regional support teams located around the state. Eliminate a number of obsolete roles, exiting low-performing staff, recruiting high performing directors for each of the regional teams, and recruiting and hiring academic and data specialists for each team to support districts.
- Build a small central support team to manage the regional teams, and create management systems and protocols to ensure that the regional teams deliver consistent messages and deliver high quality support to school districts.
- Set up goals and tracking systems, ensuring that each regional team is measured based on the academic growth of students in the districts that they support.
- Lead focused projects that take reforms to the ground level. These include: an initiative to ensure that struggling teachers were observed and given feedback early in the school year; an effort to visit each district to deliver a comprehensive analysis of results from the previous year.

# THE UNIVERSITY OF TENNESSEE KNOXVILLE

ACADEMIC TRANSCRIPT

Green, Kenneth Edward
Student Name

Date Printed: 05/18/2015

[redacted]
Student ID



| Course | | Course Name | Course Type | Credit Hours | Credit Level | Grade |
|---|---|---|---|---|---|---|
| | | SPRING SEMESTER 1991 | Education | | | |
| CUIN | 303 | Teach Effect/Curr Des | | 1.00 | U | B+ |
| CUIN | 402 | Social Theo/Ed Pract | | 1.00 | U | B+ |
| CUIN | 474 | Stud Teach 7-12 | | 10.00 | U | S |
| Degree: | | BS in Education | | | | |
| Date: | | 05/10/1991 | | | | |
| Major: | | English Education | | | | |
| Comments: | | Cognate: Speech | | | | |
| Cumulative: | | | | | | |
| U Att: 125.97 Earned: 125.97 S/P: 14.33 Qpts: 365.81 GPA: 2.90 | | | | | | |
| | | FALL SEMESTER 1994 | Graduate | | | |
| EADS | 513 | Admin/Organ Theory | | 3.00 | G | A |
| EADS | 529 | Politics/Ed Environs | | 3.00 | G | A |
| EADS | 544 | School Fin/Bus Mgmt | | 3.00 | G | A |
| EADS | 592 | Fld Probs/Educ a & S | | 3.00 | G | A |
| | | SPRING SEMESTER 1995 | Graduate | | | |
| EADS | 515 | Hum Rel/Comm Adm | | 3.00 | G | A |
| EADS | 548 | Intro Super/Personnel | | 3.00 | G | A |
| EADS | 580 | Intern Educ Admin | | 3.00 | G | A |
| SMRT | 558 | Curric Plan & Develop | | 3.00 | G | A |
| SMRT | 595 | Special Topics | | 0.00 | | W |
| | | Adm MS Cand Spring 1995 | | | | |
| | | SUMMER SEMESTER 1995 | Graduate | | | |
| EADS | 516 | Research/Schl Admins | | 3.00 | G | B+ |
| EADS | 547 | Educ Facility Plan | | 3.00 | G | A |
| EADS | 554 | School Law | | 3.00 | G | A |
| SMRT | 595 | Special Topics | | 3.00 | G | A |
| Degree: | | Master of Science | | | | |
| Date: | | 08/11/1995 | | | | |
| Major: | | Leadership Studies/Education | | | | |
| | | Non-Thesis | | | | |
| Cumulative: | | | | | | |
| U Att: 125.97 Earned: 125.97 S/P: 14.33 Qpts: 365.81 GPA: 2.90 | | | | | | |
| G Att: 36.00 Earned: 36.00 S/P: 0.00 Qpts: 142.50 GPA: 3.96 | | | | | | |

----------CONTINUED ON NEXT COLUMN----------

ISSUED TO STUDENT

| Course | | Course Name | Course Type | Credit Hours | Credit Level | Grade |
|---|---|---|---|---|---|---|
| | | FALL SEMESTER 1995 | Graduate | | | |
| CECP | 662 | Applied Resrch Design | | 3.00 | G | A |
| EADS | 610 | Intern Educ Admin | | 3.00 | G | S |
| EDUC | 601 | Trans-College Seminar | | 1.00 | G | S |
| SMRT | 588 | Instr Theory & Design | | 3.00 | G | A |
| | | SPRING SEMESTER 1996 | Graduate | | | |
| EADS | 593 | Ind Sty Educ Admin | | 3.00 | G | F |
| EADS | 690 | Special Topics | | 3.00 | G | A |
| EDUC | 601 | Trans-College Seminar | | 1.00 | G | S |
| SMRT | 541 | High School Curric | | 3.00 | G | A |
| STAT | 531 | Survey Stat Methods I | | 3.00 | G | A |
| | | SUMMER SEMESTER 1996 | Graduate | | | |
| EADS | 646 | Schl Personnel Admin | | 3.00 | G | A |
| EADS | 670 | Val/Eth Ed Leadership | | 3.00 | G | A |
| | | SPRING SEMESTER 2001 | Graduate | | | |
| EADS | 690 | Special Topics | | 3.00 | G | B |
| ITCE | 560 | Student Asssessment | | 3.00 | G | B |
| Cumulative: | | | | | | |
| U Att: 126.00 Earned: 126.00 S/P: 14.33 Qpts: 365.84 GPA: 2.90 | | | | | | |
| G Att: 66.00 Earned: 63.00 S/P: 5.00 Qpts: 244.50 GPA: 3.70 | | | | | | |
| END OF TRANSCRIPT | | | | | | |

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M W Anderson

Registrar

May 8, 2015

To Whom it May Concern:

I am writing to express my strong support for Ken Green. I served as Tennessee Commissioner of Education from 2011 to 2015. In that role, I focused on reconstructing the state department of education to focus on driving academic outcomes for students. Ken was a driving force in the work that led Tennessee to the largest gains in the history of the NAEP assessment, including the largest gains in the country for African American students.

When I began my work in Tennessee, the state department of education struggled to attract talent. The department did not have clearly articulated goals around student achievement, and our work with districts focused on compliance activities rather than instruction and learning. As we created a new vision and restructured the department to provide more support for school districts, it was clear that we needed a strong and visionary leader to build a team and help improve student learning for Tennessee's one million public school students.

I worked hard to recruit Ken and convince him to join the department as Chief District Support Officer. I knew Ken's work well from his tenure in Oak Ridge, and knew that he would bring the right mix of academic knowledge, visionary leadership and management acumen to the role. In Oak Ridge, Ken managed the academic vision for one of the top-performing school districts in the state. Oak Ridge is known for the Oak Ridge National Laboratory - the largest US Department of Energy lab in the country and home to the world's fastest supercomputer. As such, it has a particularly well-educated and engaged parent community. The community has high academic expectations, and Ken's leadership in that context was impressive. More impressive, though, was that Ken had focused the district on closing achievement gaps for its growing African American student population, and the district was leading Tennessee in closing gaps while also maintaining very high overall results.

When Ken came to the state department of education, he was tasked with building teams to ensure that our school districts achieved better results. This was, needless to say, an incredibly complicated undertaking. Ken led a number of key initiatives.

- Ken overhauled the structure and personnel of eight regional support teams located around the state. This was challenging work that included eliminating a number of obsolete roles, exiting low-performing staff, recruiting high performing directors for each of the regional teams, and recruiting and hiring academic and data specialists for each team to support districts.

- He built a small central support team to manage the regional teams, and created management systems and protocols to ensure that the regional teams delivered consistent messages and delivered high quality support to school districts.

- Ken set up goals and tracking systems, ensuring that each regional team was measured based on the academic growth of students in the districts that they supported. This was a new construct that ensured that teams were no longer focused on keeping people happy and quiet in districts, but instead were focused on ensuring that students learned more.

- Ken led focused projects that took reforms to the ground level. These included: an initiative to ensure that struggling teachers were observed and given feedback early in the school year; an effort to visit each district to deliver a comprehensive analysis of results from the previous year; a program to ensure that districts were making smarter decisions about formative assessments and were using free tools available from the state; launching an intensive reading and reading intervention course for thousands of teachers delivered out of regional offices; and overhauling the regional superintendent study council meetings to focus on academic progress.

Over the course of his time in the department, Ken probably had more challenging performance conversations with staff than any other senior leader, and had to recruit and hire more talented staff across the state than anyone else. Beyond this complex management work, Ken's team was responsible for academic growth of all students in the state.

The most important thing to note about Ken's tenure is that students in Tennessee made tremendous progress. On the state assessments, student progress has gone up across all grade levels and subject areas over the past four years. Graduation rates have grown to the highest levels in state history. ACT scores increased significantly last year for the first time ever. And on the National Assessment of Educational Progress in 2013, Tennessee's growth was higher than any other state in the country.

I am confident that Ken will have many opportunities to use his accomplishments and experiences. I am glad that he continues to have the energy and drive to focus on helping children - particularly children from low-income and minority communities that historically have performed at lower levels.

I recommend Ken without reservation, and am available to provide further comments as needed. My email address is huffman.kevin@gmail.com.

Sincerely,

Kevin Huffman

FROM THE DESK OF

# THOMAS E. BAILEY

Thomas E. Bailey

[redacted]

Glastonbury, Connecticut 06033

[redacted]

May 2, 2015

To Whom It May Concern:

On behalf of Mr. Kenneth E. Green, I am pleased to offer a personal and professional reference in support of his pursuit in positions of educational leadership at the highest levels. As Superintendent of Oak Ridge Schools for ten and a half years, it was one of my pleasures to have worked with Mr. Green as the principal of Oak Ridge High School and as my Assistant Superintendent of Instruction.

I will not focus my comments on the areas of credentials as you can assess this information through his resume. Instead, I will speak to his work and what he demonstrated as a building level and central office leader.

In both positions, Ken demonstrated that he is a proactive leader. Ken led the charge of bringing together the necessary entities to address the need for a new high school. From the Board of Education, the Oak Ridge National Laboratory, the City Council, the teachers, parents, students, business leaders and our Central Office, he set the stage for the first Public Forum to discuss what was referred to as "Preserving Our Communities Greatest Asset" and the need to Renovate and Build a new high school. Through a series of public speaking engagements and

**the development of a strong community steering committee, the Oak Ridge High School Project raised four million dollars from citizen donations, four million from major businesses, and nine million from QZAB federal funds. The final sixty-one million dollar new high school won a National Citation awards for design from the Association of School Administrators at the National conference in 2008 in additional to several other awards. Ken speared headed this effort.**

**As Ken moved from the principalship to the Assistant Superintendent of Instruction, he continued to set high standards for all students. As a strong and effective motivator with a consistent history of improving existing conditions for all students, teachers and the overall school division, he demonstrated what I consider his greatest strength. That strength is instructional leadership. With our demographics moving from 8% of our students on free and reduced lunch in 2002 to 44% in 2010, Ken lead our instructional team to new heights.**

**From instituting, Professional Learning Communities, System Formative Assessment Tests, Technology Initiatives, and the Training of all Teachers as Assessors, Ken developed the most comprehensive instructional plan I have ever observed. While some people can talk and create great models, Ken can take those models and produce results. "Teach What Matters, In a Way That Matters and Assess What Matters" became our mission and vision under Ken's leadership. and led to the success of All Oak Ridge Students.**

**It was his design and development of an Instructional Framework with building and district level leadership that led to successful teaching with a focus on balanced assessment and a responding intervention for our students. His efforts led to the highest English scores in the State of Tennessee and a significant increase in the minority sub-group academic performance area. Ken accomplished this through consensus building and bringing a strong instructional team of leaders to our district.**

**He believes in shared leadership and that all educators should be leaders. To that end, he gives them the freedom to make decisions based on best practices and research and holds them ac-**

**countable for results. He is not willing to accept mediocrity in himself or others and therefore is in a constant state of self improvement and study.**

**Lastly, it is most important to work with people in leadership positions who have a high level of personal integrity. Ken has a very strong belief that educators are professionals and that they should comport themselves as such. He dealt with some difficult tenured staff issues in both positions and his efforts led to improved performance for most and termination for others.**

**Ken is in my opinion in the top 2% of educational leaders I have worked with and known throughout the USA. He will be an asset to any organization that acquires his talents. He has the vision and ability to lead effectively in any position in any district. He is a skilled educator, and I highly recommend him. I have no doubt that he will continue to make a positive difference in the lives of all students.**

**Sincerely,**

**Thomas. E. Bailey, Ed.D.**

May 8, 2015

To Whom It May Concern:

My name is Hanseul Kang and I currently serve as the acting state superintendent of education for the District of Columbia. Prior to being named the acting state superintendent, I was the chief of staff at the Tennessee Department of Education. In my role as chief of staff, I had the opportunity to work with Ken Green, chief district support officer, for nearly three years. Through our work together, I saw Ken's strong skill set in setting vision and direction and leading a talent strategy for his team.

The chief district support officer role was newly created in 2012 when Ken was hired. Tennessee had set the goal of becoming the fastest improving state in the nation, and Ken was tasked with the critical function of leading the department's academic support arm through its regional offices. Ken developed the idea of rebranding the former Field Service Centers as Centers of Regional Excellence or CORE offices, focused on leading and supporting the academic achievement of the districts in their respective regions. He was able to quickly hire new executive directors for each office, and set the vision and direction for the kinds of support the CORE offices would provide. Under his leadership, the CORE offices have developed strong relationships with district leaders, based on working in partnership toward academic goals.

Ken also believes deeply in the importance of talent recruitment, identification and retention. He carefully identified strong candidates for any openings, with a keen eye toward the competencies and strengths needed for particular roles. He also set a tone for the importance of talent throughout his large division and helped develop a talent mindset among the CORE directors as well in order to build out their teams in each regional office.

I believe these important leadership qualities will serve Ken well in any upcoming opportunity. If I can share any additional information, please feel free to contact me at [redacted]

Sincerely,

Hanseul Kang

# ReferenceChecks

No result available.