

Thomas Gay

Superintendent of Schools (Superintendent 021317)

drtgphd@gmail.com
(734) 718-1909

PERSONAL INFORMATION

Contact Information

First Name	Thomas	Last Name	Gay
Middle Name	Dean	Email	drtgphd@gmail.com
Primary Phone	734-718-1909	Alternate Phone	+966-5-3322-9490
Preferred Contact Method	Email		

Address

Street	2093 SW Marblehead Way	City	Port St. Lucie
State	Florida	Zip Code/Postal Code	34953

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	No
Native Hawaiian or Other Pacific Islander	No	White	Yes

CERTIFICATION

Certification Information #1

Certification Area	Ed Leadership	Certification Area Type	Professional Certification
Grade Level	All Levels	Certification State	Florida

Certification Information #2

Certification Area	Other: Superintendent of Schools	Certification Area Type	Professional Certification
Grade Level	All Levels K-12	Certification State	Ohio

Certification Information #3

Certification Area	Other: Local Superintendent	Certification Area Type	Professional Certification
Grade Level	All Levels K-12	Certification State	Ohio

Certification Information #4

Certification Area	Other: Supervisor	Certification Area Type	Professional Certification
Grade Level	All Levels	Certification State	Ohio

Certification Information #5

Certification Area	Ed Leadership	Certification Area Type	Professional Certification
Grade Level	All Levels and Central Officer Endorsement	Certification State	Michigan

ADDITIONAL CERTIFICATION AREAS

Certification Area **Florida, Ohio and Michigan Certification with Reciprocity**

*Details***FLORIDA CERTIFICATION:**

- * Educational Leadership / (All Levels), Professional Educator's Certificate, Florida Department of Education
- *Florida Child Care and Education Program, Advanced Director Credential, Florida Department of Children and Families Child Care Services
- *Florida Staff Credential Verification, Florida Department of Children and Families

OHIO CERTIFICATION (Ohio Department of Education)

- *Superintendent of Schools
- *Local Superintendent of Schools
- *Supervisor
- *Elementary Principal
- *Elementary Teaching (Grades 1-8)
- *School Treasurer (Pending Renewal)
- *Business Manager (Pending Renewal)

MICHIGAN CERTIFICATION (Michigan Department of Education)

- *School Administrator Certificate (Pending Renewal)
- *Elementary and Secondary Administration (K-12)
- *Central Office Certification

*Certification State***Computer Skills**

<i>Years of Experience</i>	30	<i>Keyboarding Words Per Minute</i>	
<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>	Yes

EMPLOYMENT HISTORY**Present Position**

<i>Present Title</i>	Senior Education Manager	<i>Name of Employer</i>	GEMS Education
<i>Start Date</i>	05/30/2016	<i>Supervisor Name</i>	Michael Gibbs
<i>Supervisor Phone Number</i>	+971 (0) 4 347 7770		

Duties and Responsibilities

The role of Senior Education Manager for GEMS Education is a position that has the same types of responsibilities of a Florida Superintendent of Schools, including but not limited to:

Senior Education Manager, GEMS Education, a Global Education Operator and Management Organization serving over 250 schools in 13 countries, implementing six world-class curriculums

- Served as liaison with owners and established clear lines of responsibility between owners and management
- Directed, advised and supported school leadership teams and staff. Identified institutional problems and developed comprehensive resolution strategies
- Designed community-wide communications protocol between owners, parents, staff and GEMS Education
- Facilitated implementation of Curriculum Standards of Learning to promote higher levels of instruction and academic achievement resulting in significant gap closure as measured by standardized test results
- Developed and conducted professional development presentations regarding Professional Learning Communities (PLC),

data disaggregation, curriculum standards, instructional pedagogy, lesson planning, objective development, Measures of Academic Progress and other academic assessments, School Improvement and Development Processes (SIDP), and differentiated instruction, among other timely topics

- Facilitated GEMS internal academic and organizational reviews and surveys
- Provided leadership support and planning for development of the Saudi Arabia National Program for School Development and Implementation Plan in support of Vision 2030 and National Transformation Program
- Provided management support and documentation for school owners and stakeholder groups
- Developed leadership team structures to promote higher levels of academic achievement and fiscal accountability including the development of Strategic Plans and Key Performance Indicators (KPIs)
- Provided comprehensive management support for The World Academy and Kingdom Schools, Saudi Arabia

Reasons for Leaving

As a result of organizational financial restructuring and cost management exercises across the entire GEMS Education organization, my responsibilities as Senior Education Manager have been absorbed into other senior management roles within the organization. Also, my job responsibilities and the mission I was assigned when hired have come to a successful conclusion.

May we Contact this **Yes**
Employer

Experience in Education #1

<i>From (mm/yyyy)</i>	12/2014	<i>To (mm/yyyy)</i>	05/2016
<i>Employer Name</i>	The Ministry of Education and Higher Education	<i>Assignment</i>	Senior Education Expert and Advisor to His Excellency, The Minister of Education and Higher Education
<i>Reason For Leaving</i>	Responsibilities for which I was hired to advise the Minister, were successfully concluded	<i>Supervisor Name</i>	His Excellency Dr. Mohammed Abdul Wahed Ali Al Hammadi
<i>Supervisor Phone Number</i>	+974-4404-4444		

Duties and Responsibilities

Education Expert and Advisor to His Excellency, Minister of Education and Higher Education, Doha, Qatar. The Ministry is responsible for national education strategy and is the competent authority responsible for the development and advancement of the education sector to meet the needs of the State of Qatar

- Provided advice and support to the Education, Evaluation and Higher Education Institutes and affiliated organizational divisions and departments
- Established strong working relationships with UNESCO, USA and British Embassies, and several education consulting entities; forming strong strategic stakeholder alliances which promoted higher levels of educational advancement; Minister's representative to the World Innovation Summit for Education (WISE)
- School Inspection Responsibilities: United Arab Emirates and State of Qatar
- Organizational advisor regarding Professional Development, National licensing standards and leadership/staff programming, strategic and operational planning, organizational restructuring efforts, National curriculum, and other transformation initiatives
- Senior editor/contributor for numerous Qatar National Education Strategies, including:
 - ? *Qatar National Curriculum Framework (including written and taught curriculum and curriculum architecture)
 - ? *Supreme Education Council Strategy (2015-2022)
 - ? *Strategy Implementation Project Roadmap
 - ? *Organizational Transformation Change Program and Implementation Roadmap

May we Contact this **Yes**
Employer

Experience in Education #2

<i>From (mm/yyyy)</i>	08/2010	<i>To (mm/yyyy)</i>	03/2017
<i>Employer Name</i>	Faircloth and Forsythe	<i>Assignment</i>	Education Expert/Advisor/ Consultant
<i>Reason For Leaving</i>	Currently still available in the role of education expert and advisor/ consultant	<i>Supervisor Name</i>	Charles Forsythe

Supervisor Phone Number **302-723-1453**

Duties and Responsibilities

Quality Schools Group and Education Consultant to Faircloth and Forsythe: national and international consulting firms with the mission to provide quality services to public schools, charter schools, school conversions, university and private schools, assisting them to become more effective, accountable, efficient and self-sufficient

·Provided consulting services to school organizations in areas of curriculum, instruction, fiscal accountability, needs assessment, professional development training for school leadership and staff, construction management, strategic planning and educational effectiveness, among other areas

·Education expert/advisor to the President of Qatar University, Doha, Qatar, the country's national institution of higher education; responsible for reviewing the University's Educational and Operational Programs, conducting detailed reviews and providing comprehensive conclusions and recommendations with respect to Qatar Vision 2030 and University reform efforts, including:

? *Governance: including national context with which to make plans to exercise its governance structure effectively

? *Improvement and Evaluation: including strategic, operational and continuous planning processes, assessment of outcomes, administrative standards and evaluation of operational and programmatic effectiveness

? *Academic Organization: comprehensive reviews including quality assurance, development of strategic goals, core curriculum and assessing the need to create new courses and discontinue existing academic programs; recommended professional leadership opportunities for university personnel/academic units

? *External Focus: examination of the University's collaboration with key stakeholders and public relation efforts including alignment of strategic goals, research for the knowledge economy, transitional programs, and creating strategies for developing proactive organizational capacity to assess stakeholder management functions

? *Research: creation of a new national focus on developing Qatar's research capacity, including the organization and management of research activities

? *Implementation: including review of executive team, developing the implementation plan, identification of timetables and resources, and identifying institutional problems and developing resolution strategies

May we Contact this Employer **Yes**

Experience in Education #3

From (mm/yyyy)	07/2011	To (mm/yyyy)	08/2012
Employer Name	Beacon Hill School	Assignment	Principal Administrator
Reason For Leaving	One year contractual agreement was fulfilled. Continued service at Faircloth and Forsythe	Supervisor Name	Andy Liss
Supervisor Phone Number	954-963-2600		

Duties and Responsibilities

Principal Administrator, Beacon Hill School, a highly accredited private school in Broward County, Florida

·Responsible for all academic, instructional, professional development and operational programs

·Developed a school improvement process which created a more collaborative educational environment, raising academic achievement at all levels of educational programming

·Implemented school-wide student assessment programs

·Created and provided teacher professional development programming resulting in higher levels of student achievement at all grade levels

·Organized multiple efforts to engage stakeholders in the school's educational programming and worked closely with members of the state legislature and district to address timely educational issues and concerns

·Lead school inspection efforts which resulted in accreditation by the following educational organizations:

? *Southern Association of Colleges and Schools

? *Association of Independent Schools of Florida

? *Commission on International and Trans-Regional Accreditation with membership in the National Council for Private School Accreditation and the Broward County Non Public School Association

May we Contact this Employer **Yes**

Work Experience #1

<i>Employed from (mm/yyyy)</i>	07/2007	<i>Employed to (mm/yyyy)</i>	06/2010
<i>Employer</i>	The Leona Group	<i>Title</i>	Corporate Vice President, Education Advisor for Florida Education/Operations
<i>Reason For Leaving</i>	Accepted leadership responsibilities with Faircloth and Forsythe	<i>Supervisor Name</i>	Dr. William Coats
<i>Supervisor Phone Number</i>	517-333-3525	<i>Supervisor Email</i>	bill.coats@leonagroup.com

Duties and Responsibilities

Corporate Vice President, The Leona Group; Education Advisor for Florida Education/Operations and Quality Schools Initiative - Professional Development (2007-2010)

- Responsible for all education programs for company schools in suburban and urban environments; worked collaboratively with numerous state and governmental education agencies
- Corporate consultant having supervisory responsibilities for all Florida Educational Operations; reviewing all facets of the organizational structure; providing recommendations and decisions which enhanced the viability of all Florida education operations
- School Inspection and Accreditation
 - ? *Selected by AdvancED--North Central Association Commission on Accreditation and School Improvement (NCA SACS/CASI) to serve as a Quality Assurance Review Member, examining evidence to determine if schools are meeting quality standards and achieving goals for improving student learning and school effectiveness
 - ? *Team Leader in inspection and ultimate accreditation of first K-12 charter school in the state of Michigan
- Authored and awarded a \$450,000 Federal 1003(g) start-up grant by U.S. Department of Education
- Developed, supervised and provided leadership within the Quality Schools Initiative, which is a major enterprise division having corporate responsibility for all academic programming, including:
 - ? *Responsible for successfully developing, leading, and providing direct hands on support for comprehensive professional programming including executive principal and teacher leadership training programs, resulting in narrowing achievement gaps and higher levels of student academic performance
 - ? *state and federal compliance matters
 - ? *academic achievement and success
 - ? *educational reform initiatives
 - ? *instructional programming and best pedagogical practices
 - ? *curricular design
 - ? *student assessment programs
 - ? *data systems and all other academic responsibilities

May we Contact this Employer **Yes**

Work Experience #2

<i>Employed from (mm/yyyy)</i>	07/2002	<i>Employed to (mm/yyyy)</i>	08/2007
<i>Employer</i>	Mosaica Education	<i>Title</i>	Regional Vice-President of Operations, Curriculum and Instruction
<i>Reason For Leaving</i>	Accepted educational leadership responsibilities with The Leona Group	<i>Supervisor Name</i>	Dr. Robert Rodriguez, Former Board of Education Member
<i>Supervisor Phone Number</i>	916-759-6425	<i>Supervisor Email</i>	onebroker@cgate.net

Duties and Responsibilities

Regional Vice-President of Operations, Curriculum and Instruction, Mosaica Education (2005-2007)

- Managed academic, fiscal and operational restructuring efforts, assuming responsibility for Operations and Academic Achievement for students attending urban public schools in several states

- Established strategic partnerships with various community stakeholders, school districts, and local businesses, enlisting their insight and commitment to provide world-class education for all children
- Narrowed the achievement gap for student groups by initiating and executing quality, effective professional development opportunities for school leaders and teaching staff, (including conceptual/visionary, human, and technical skills) which are essential to the success of effective administrators of educational organizations
- Certified as a District Value Added Specialist by Battelle for Kids and the Ohio Department of Education
- Created and employed multiple measures that gauged Mosaica's and The Leona Group's success, including higher student standardized test scores and marked progress in the quality of performance based assessments

Experience Summary

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

<i>Years of teaching experience</i>	30	<i>Years of student teaching experience</i>	
<i>Years of administrative experience</i>	30		

EDUCATION

Secondary/High School Information

<i>School Attended</i>	Lorain Senior High School	<i>City/State</i>	Lorain, Ohio
<i>Activities/Honors</i>	College Preparatory Program Graduate with High School Diploma		
<i>Degree</i>	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	Other: University of Dayton	<i>Attended From (mm/yyyy)</i>	01/1990
<i>Attended To (mm/yyyy)</i>	05/1999	<i>Degree</i>	Doctorate - PhD
<i>Subject</i>	Educational Leadership		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: University of Dayton	<i>Attended From (mm/yyyy)</i>	09/1976
<i>Attended To (mm/yyyy)</i>	04/1978	<i>Degree</i>	Master of Science
<i>Subject</i>	Educational Leadership		

College/University/Vocational Institution #3

<i>Name of School</i>	Other: University of Findlay	<i>Attended From (mm/yyyy)</i>	09/1972
<i>Attended To (mm/yyyy)</i>	06/1976	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Elementary Ed		

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.

Charles Forsythe

<i>Title</i>	Chief Executive Officer	<i>Relationship</i>	Supervisor
<i>Address</i>		<i>City</i>	Perkiomenville

State	Pennsylvania	Zip	18074
Country	United States of America		
Email	[REDACTED]	Phone	[REDACTED]
From	06/2005	To	Present
Reference Letter	[REDACTED]		

Rick Hauge

Title	President	Relationship	Supervisor
Address	[REDACTED]	City	Wilmington
State	Delaware	Zip	19803
Country	United States of America		
Email	[REDACTED]	Phone	[REDACTED]
From	06/2005	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?

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 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***TDG***Affirmation Date***03/11/2017**

Thomas Dean Gay, Ph.D.

California Residence #1045, Qurtubah, Riyadh, 13244 Saudi Arabia (Current)

2093 SW Marblehead Way, Port St. Lucie, 34953 Mobile: 305-432-1567 (USA)

Email: drtgphd@gmail.com Skype: thomasdgay Mobile: +966-5-3322-9490 (SaudiArabia)

CONSUMMATE SENIOR EXECUTIVE

Innovative, results-driven entrepreneurial leader focused on achieving exceptional results in highly competitive environments that demand continuous improvement. Experienced in driving organizational enhancements while building partnerships with various stakeholders. Excels in developing and motivating highly focused teams that successfully meet and exceed organizational objectives. Successfully provided executive international leadership to educational organizations.

EMPLOYMENT HISTORY / EXECUTIVE LEADERSHIP HIGHLIGHTS

2016-Present:

Senior Education Manager, GEMS Education, a Global Education Operator and Management Organization serving over 250 schools in 13 countries, implementing six world-class curriculums

- Served as liaison with owners and established clear lines of responsibility between owners and management
- Directed, advised and supported school leadership teams and staff. Identified institutional problems and developed comprehensive resolution strategies
- Designed community-wide communications protocol between owners, parents, staff and GEMS Education
- Facilitated implementation of Curriculum Standards of Learning to promote higher levels of instruction and academic achievement resulting in significant gap closure as measured by standardized test results
- Developed and conducted professional development presentations regarding Professional Learning Communities (PLC), data disaggregation, curriculum standards, instructional pedagogy, lesson planning, objective development, Measures of Academic Progress and other academic assessments, School Improvement and Development Processes (SIDP), and differentiated instruction, among other timely topics
- Facilitated GEMS internal academic and organizational reviews and surveys
- Provided leadership support and planning for development of the Saudi Arabia National Program for School Development and Implementation Plan in support of Vision 2030 and National Transformation Program
- Provided management support and documentation for school owners and stakeholder groups
- Developed leadership team structures to promote higher levels of academic achievement and fiscal accountability including the development of Strategic Plans and Key Performance Indicators (KPIs)
- Provided comprehensive management support for The World Academy and Kingdom Schools, Saudi Arabia

2014-2016:

Education Expert and Advisor to His Excellency, Minister of Education and Higher Education, Doha, Qatar.
The Ministry is responsible for national education strategy and is the competent authority responsible for the development and advancement of the education sector to meet the needs of the State of Qatar

- Provided advice and support to the Education, Evaluation and Higher Education Institutes and affiliated organizational divisions and departments
- Established strong working relationships with UNESCO, USA and British Embassies, and several education consulting entities; forming strong strategic stakeholder alliances which promoted higher levels of educational advancement; Minister's representative to the World Innovation Summit for Education (WISE)
- School Inspection Responsibilities: United Arab Emirates and State of Qatar
- Organizational advisor regarding Professional Development, National licensing standards and leadership/staff programming, strategic and operational planning, organizational restructuring efforts, National curriculum, and other transformation initiatives
- Senior editor/contributor for numerous Qatar National Education Strategies, including:
 - Qatar National Curriculum Framework (including written and taught curriculum and curriculum architecture)
 - Supreme Education Council Strategy (2015-2022)
 - Strategy Implementation Project Roadmap
 - Organizational Transformation Change Program and Implementation Roadmap

2010-Present:

Quality Schools Group and Education Consultant to Faircloth and Forsythe: *national and international consulting firms with the mission to provide quality services to public schools, charter schools, school conversions, university and private schools, assisting them to become more effective, accountable, efficient and self-sufficient*

- Provided consulting services to school organizations in areas of curriculum, instruction, fiscal accountability, needs assessment, professional development training for school leadership and staff, construction management, strategic planning and educational effectiveness, among other areas
- Education expert/advisor to the President of Qatar University, Doha, Qatar, the country's national institution of higher education; responsible for reviewing the University's Educational and Operational Programs, conducting detailed reviews and providing comprehensive conclusions and recommendations with respect to Qatar Vision 2030 and University reform efforts, including:
 - **Governance:** including national context with which to make plans to exercise its governance structure effectively
 - **Improvement and Evaluation:** including strategic, operational and continuous planning processes, assessment of outcomes, administrative standards and evaluation of operational and programmatic effectiveness
 - **Academic Organization:** comprehensive reviews including quality assurance, development of strategic goals, core curriculum and assessing the need to create new courses and discontinue existing academic programs; recommended professional leadership opportunities for university personnel/academic units
 - **External Focus:** examination of the University's collaboration with key stakeholders and public relation efforts including alignment of strategic goals, research for the knowledge economy, transitional programs, and creating strategies for developing proactive organizational capacity to assess stakeholder management functions
 - **Research:** creation of a new national focus on developing Qatar's research capacity, including the organization and management of research activities
 - **Implementation:** including review of executive team, developing the implementation plan, identification of timetables and resources, and identifying institutional problems and developing resolution strategies

2011-2012:

Principal Administrator, Beacon Hill School, *a highly accredited private school in Broward County, Florida*

- Responsible for all academic, instructional, professional development and operational programs
- Developed a school improvement process which created a more collaborative educational environment, raising academic achievement at all levels of educational programming
- Implemented school-wide student assessment programs
- Created and provided teacher professional development programming resulting in higher levels of student achievement at all grade levels
- Organized multiple efforts to engage stakeholders in the school's educational programming and worked closely with members of the state legislature and district to address timely educational issues and concerns
- Lead school inspection efforts which resulted in accreditation by the following educational organizations:
 - Southern Association of Colleges and Schools
 - Association of Independent Schools of Florida
 - Commission on International and Trans-Regional Accreditation with membership in the National Council for Private School Accreditation and the Broward County Non Public School Association

2005-2010:

Executive leadership responsibilities with two major Educational School Management Organizations in the United States

Corporate Vice President, The Leona Group; Education Advisor for Florida Education/Operations and Quality Schools Initiative - Professional Development (2007-2010)

- Responsible for all education programs for company schools in suburban and urban environments; worked collaboratively with numerous state and governmental education agencies
- Corporate consultant having supervisory responsibilities for all Florida Educational Operations; reviewing all facets of the organizational structure; providing recommendations and decisions which enhanced the viability of all Florida education operations
- School Inspection and Accreditation
 - Selected by AdvancED--North Central Association Commission on Accreditation and School Improvement (NCA SACS/CASI) to serve as a Quality Assurance Review Member, examining evidence to determine if schools are meeting quality standards and achieving goals for improving student learning and school effectiveness
 - Team Leader in inspection and ultimate accreditation of first K-12 charter school in the state of Michigan
- Authored and awarded a \$450,000 Federal 1003(g) start-up grant by U.S. Department of Education
- Developed, supervised and provided leadership within the Quality Schools Initiative, which is a major enterprise division having corporate responsibility for all academic programming, including:
 - Responsible for successfully developing, leading, and providing direct hands on support for comprehensive professional programming including executive principal and teacher leadership training programs, resulting in narrowing achievement gaps and higher levels of student academic performance
 - state and federal compliance matters
 - academic achievement and success
 - educational reform initiatives
 - instructional programming and best pedagogical practices
 - curricular design
 - student assessment programs
 - data systems and all other academic responsibilities

Regional Vice-President of Operations, Curriculum and Instruction, Mosaica Education (2005-2007)

- Managed academic, fiscal and operational restructuring efforts, assuming responsibility for Operations and Academic Achievement for students attending urban public schools in several states
- Established strategic partnerships with various community stakeholders, school districts, and local businesses, enlisting their insight and commitment to provide world-class education for all children
- Narrowed the achievement gap for student groups by initiating and executing quality, effective professional development opportunities for school leaders and teaching staff, (including conceptual/visionary, human, and technical skills) which are essential to the success of effective administrators of educational organizations
- Certified as a District Value Added Specialist by Battelle for Kids and the Ohio Department of Education
- Created and employed multiple measures that gauged Mosaica's and The Leona Group's success, including higher student standardized test scores and marked progress in the quality of performance based assessments

1998-2005:

Superintendent of Schools (Chief Executive)

Lapeer Community Schools, Lapeer, Michigan, 2003 – 2005

Waldron Area Schools, Waldron, Michigan, 2001 – 2003

Redford Union Schools, Redford, Michigan, 1998 - 2001

- Experienced School Inspector and Accreditation Specialist
 - North Central Association of Colleges and Schools
 - Led team efforts to review all segments of educational programming and implemented the Baldrige National Quality Model resulting in receiving the prestigious “Lighthouse Recognition Award” from Michigan Quality Council
- Forged strategic partnerships with community stakeholders to pass a multi-million dollar election ballot issue which was the first building ballot issue to garner community approval in 30 years
- Championed a community-based process resulting in district's first Long Range Facility/Strategic Master Plan
- Created, recommended and implemented a significant budget reduction plan which immediately saved the district well over \$1,000,000
- Developed strategic alliances within the business community, including various civic organizations, soliciting support for district initiatives resulting in significant human, financial and intellectual resources
- Effectuated collaborative partnerships and strong working relationships with local, state, and federal law enforcement agencies in the design and implementation of safe school interagency teams
- Recognized by the Michigan Legislature for “*passionate commitment and steadfast dedication to pursuing the safest possible educational environment for all...*”
- Developed and recommended budget reduction plans resulting in cost reductions of well over \$3,000,000
- Provided leadership in the area of curriculum, instruction, academic achievement and establishing a robust Professional Development Center, resulting in narrowing achievement gaps and higher state academic rankings

PREVIOUS PROFESSIONAL EXPERIENCES - (1976-1998)

- | | |
|--|--|
| • Superintendent of Schools | • High, Middle and Elementary School Principal |
| • Assistant Superintendent of Schools | • Elementary Teacher |
| • Director of Secondary Curriculum and Communication
(Professional Development) | • University Adjunct Professor of Education |

ACADEMIC CREDENTIALS - Earned

Ph.D.	Doctor of Philosophy – Educational Leadership and Communication, University of Dayton
M.S. Ed.	Master of Science in Education – Educational Administration and Supervision, University of Dayton
B.A.	Bachelor of Arts – Education and Liberal Arts, University of Findlay

EXECUTIVE LEADERSHIP TRAINING

- **National Academy for Superintendents, The Ohio State University, Columbus, Ohio**
 - Executive Leadership Training
- **Columbia University, New York, NY**
 - Chosen as one of 60 Superintendents in the United States to attend this executive leadership training
- **Oxford University Round Table, Oxford, England**
 - Presentation Topic: “The Policy Makers Role in Meeting the Challenge of Educational Delivery for a Global Society”
- **Ohio School Leadership Institute, Center for Creative Leadership, Greensboro, North Carolina**
 - Selected by the Ohio Department of Education and as an Institute Fellow; Funded by the Ohio State Legislature

LEADERSHIP RECOGNITION / AWARDS OF DISTINCTION / HONORS

- **Michigan House of Representatives**
 - Awarded a Special Tribute from the Ninety-First Legislature and Governor John Engler
- **Oxford International Round Table**
 - Invited as one of 35 individuals from across the world to present at this prestigious international academy held at St. Antony's College, Oxford University, Oxford, England
- **Hillsdale County Board of Commissioners**
 - Recognized for outstanding involvement and commitment in supporting safe and drug free schools
- **Michigan Quality Council Award Recipient**
 - Waldron Area Schools - presented the "Lighthouse Recognition Award" as a result of district implementation of the Baldrige National Quality Program
- **Ohio House of Representatives**
 - Received Special Recognition from the 118th General Assembly. Named as one of Ohio's Outstanding Citizens.
- **The Board of Lake County Commissioners**
 - Resolution honoring outstanding accomplishments

CORE LEADERSHIP COMPETENCIES

- | | |
|---|---|
| ● Visionary/Entrepreneurial Leadership | ● Collaborative Problem Solving Skills |
| ● Data Driven Decision Making | ● Superior Interpersonal Communicator |
| ● Operational and Futuristic Strategic Planning | ● Budget Forecasting and Cost Reduction |
| ● School Inspection and Accreditation | ● Proven, Sound Business Practices |
| ● Developing Strategic Partnerships and Relationships | ● Successful System Development |
| ● Establishing Professional Development Programming | ● International Education Consultant |
| ● Organizational Team Building | ● Action Oriented Change Agent |
| ● Comprehensive Knowledge of Multiple Learning Models | ● Relationship Building |
-
- ✓ International executive leadership experience in Doha, Qatar and The Kingdom of Saudi Arabia
 - ✓ Involved community leader; inspires confidence and trust through open, honest communication with stakeholders
 - ✓ Skilled, experienced Superintendent/CEO/Corporate Leader/International Education Consultant who handles conflict and ambiguous situations with ease; able to motivate others in complex, multi-tiered organizations
 - ✓ Able to set and achieve organizational goals; increased productivity and organizational efficiency; strategic organizational planning
 - ✓ Talent for balancing long-range vision with attention to detail; organizing time and priorities
 - ✓ Skilled in job structuring and resource allocation; maximizing resources under tight budgetary controls
 - ✓ Experienced executive leadership provided to public, charter, and private schools in Florida, Ohio, Michigan

NATIONALITY / RESIDENCY

- United State of America Passport
- Residency Documents Issued from Qatar and Saudi Arabia (work related)

March 1, 2017

Reference: **Superintendent, School District of Flagler County**

Dear Chairman and Members of the Board,

As an experienced Superintendent, it was indeed a pleasure reviewing the position posting about this outstanding leadership opportunity. I also appreciate you taking time to outline the responsibilities and desired qualifications of your new Superintendent. Based on my comprehensive experience as a Superintendent, Assistant Superintendent and K-12 education leader, along with my knowledge of the Florida and Flagler County school culture and environment, I am convinced that you are searching for an experienced and effective educational leader to assume this position. I come to you as a very serious candidate, seek a long-term commitment as your Superintendent, and become a contributing member of the larger community. Therefore, I am formally responding to my name being placed into nomination for this leadership position and submit my application materials for your review and consideration.

My experiences as Senior Education Manager with GEMS Education; Advisor to The Minister of Education and Higher Education, Doha, Qatar; Elementary, Middle, and High School Principal; along with my central office tenure as Director of Secondary Curriculum/Communications, Assistant Superintendent, and Superintendent; coupled with my leadership roles in the national public charter school environment (including Florida), have prepared me for the opportunities that await your next Superintendent. I feel confident that I am able to meet and exceed your expectations by offering the loyal, dedicated, and effective leadership that the students, board, staff, and community members demand from all members of your school team.

My administrative strengths include, but are not limited to the following:

- experience as a Florida school administrator and Vice President / consultant of a leading education management organization serving diverse populations (including Broward, Miami-Dade, Hillsborough, Pasco, Pinellas and Jefferson Counties),
- Florida Educational Leadership (All Levels) certification; reciprocal certifications from Ohio and Michigan,
- experience as a Superintendent, Assistant Superintendent and K-12 Principal with a laser-like focus on doing what is in the best interest of all children and school community; record of success in closing student achievement gaps,
- extensive experience in curriculum development, instructional strategies, administration, fiscal and business operations, board relations, construction operations, organizational and strategic planning programming,
- knowledgeable regarding all facets of a district's fiscal health—budget / appropriation development and fiscal management of funds in challenging fiscal environments; establishing KPI indicators and benchmarks,
- ability to effectively market a school district to retain current students and attract new students,
- an appreciation for and sensitivity to schools that have high expectations for quality education and increased student achievement; experienced educator with understanding of IB, AP, Common Core and other curriculums,
- problem solving through team leadership; ability to coach/mentor staff; excellent communication skills,
- forming collaborative partnerships with staff, students and community members by clearly communicating with all stakeholders; actively involved and fully engaged in the community,
- experienced in working collaboratively with Board of Education members in the development, review and continued refinement of policies and procedures which guide school excellence,
- a clear understanding of technology and appropriate professional development in all areas of the district's academic and operational systems,
- using data for effective decision making including the impact on differentiated instruction,
- developing long and short range educational goals, strategic planning and school improvement processes which support the growth and development of the community and district,
- experienced as a school inspector and facilitator of various accreditation protocols,
- experienced in recruiting, selecting, on-boarding, training and supporting excellent faculty team members,
- knowledge and ability to effectively navigate the Florida education, legislative and political landscapes,
- Recognized by Michigan Legislature for implementing student first safe school initiatives

Dr. Thomas Dean Gay, Superintendent Candidate
School District of Flagler County
Page Two

As your Superintendent, I will work diligently to obtain the trust and confidence of all staff and residents by becoming actively involved throughout the community and will utilize my expertise and experience in such a way as to assist you, students, faculty and the Flagler County community in maximizing the educational opportunities and benefits available to all children.

As you will note on my attached professional resume, I am currently working as the Senior Education Manager at GEMS Education in Saudi Arabia and United Arab Emirates. Immediate prior experience includes service as Senior Education Advisor/Consultant to the Minister of Education in Doha, Qatar with a distinguished educational leadership career in America (including service as Superintendent in two states and Florida education leadership responsibilities). As my work in the Middle East is coming to an end, I am seeking to move back to my home in Florida to assume the Flagler County Superintendent's position, as it is an outstanding school environment which can take advantage of my skill sets and experiences. I have a great deal of K-12 Superintendent, central office and building level administrative experience and am available and willing to assume the position of Superintendent if offered this leadership opportunity.

Thank you for taking time to review the information presented to you. There are many rewarding experiences that await your next Superintendent and I welcome the opportunity to discuss my career goals with you and members of the selection team. For your information, the application information requested in the position posting has been forwarded for your review. If any further information is required in support of my candidacy, please feel free to contact me for additional documentation or clarification.

Professionally yours,

Thomas Dean Gay, Ph.D.

Thomas Dean Gay, Ph.D.

USA Address:

2093 SW Marblehead Way

Port St. Lucie, Florida 34953

Temporary Telephone Contact: (734) 718-1909 (Florida)

E-Mail: drtgphd@gmail.com

SKYPE: thomasdgay

Temporary Address

California Residence, #1045

Qurtubah

Riyadh, 13244 Saudi Arabia

Phone: +966-5-3322-9490 (Riyadh, Saudi Arabia)

State of Florida Department of Education
Professional Educator's Certificate

This Certifies That

THOMAS GAY


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

EDUCATIONAL LEADERSHIP / (ALL LEVELS)

July 01, 2015 - June 30, 2020
Department of Education Number 1067175



Brian Dassler
Deputy Chancellor for Educator Quality



Pam Stewart
Commissioner of Education

Issued February 19, 2016

University of Dayton
Dayton, Ohio 45469-1330
(937) 229-4141



Office of the Registrar
Academic Transcript

School of Education

Name: Thomas Dean Gay
S.S. #: [REDACTED]
MONTH/DAY OF BIRTH: 03/23

ENTRANCE RECORD: Bachelor of Arts
from THE UNIVERSITY OF FINDLAY - FINDLAY, OH

GRADUATE RECORD

PAGE: 1

DEPT	NO	COURSE	CRED	GR	PTS												
2nd Term 1976-77																	
EDA	511	Elem Sch Curriculum	4.0	A	16.0												
EDA	512	Sec Sch Curriculum	4.0	A	16.0												
EDC	530	Psy of Indiv Diff	4.0	A	16.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 12.0</td> <td>12.0</td> <td>48.0</td> <td>4.00</td> </tr> <tr> <td>Cum: 12.0</td> <td>12.0</td> <td>48.0</td> <td>4.00</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 12.0	12.0	48.0	4.00	Cum: 12.0	12.0	48.0	4.00
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 12.0	12.0	48.0	4.00														
Cum: 12.0	12.0	48.0	4.00														

DEPT	NO	COURSE	CRED	GR	PTS												
2nd Term 1977-78																	
EDA	514	Indiv Stdy-Adminstrn	3.0	A	12.0												
EDA	515	School Law	4.0	A	16.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 7.0</td> <td>7.0</td> <td>28.0</td> <td>4.00</td> </tr> <tr> <td>Cum: 46.0</td> <td>46.0</td> <td>177.0</td> <td>3.84</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 7.0	7.0	28.0	4.00	Cum: 46.0	46.0	177.0	3.84
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 7.0	7.0	28.0	4.00														
Cum: 46.0	46.0	177.0	3.84														

DEPT	NO	COURSE	CRED	GR	PTS												
3rd Term, 1st Half 1976-77																	
EDA	507	Planned Field Exper	4.0	A	16.0												
EDF	502	Adv Phil of Educ	4.0	B	12.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 8.0</td> <td>8.0</td> <td>28.0</td> <td>3.50</td> </tr> <tr> <td>Cum: 20.0</td> <td>20.0</td> <td>76.0</td> <td>3.80</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 8.0	8.0	28.0	3.50	Cum: 20.0	20.0	76.0	3.80
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 8.0	8.0	28.0	3.50														
Cum: 20.0	20.0	76.0	3.80														

Degree MS in Educ
Program Educ Administrtn
Date of Degree 04/30/78

DEPT	NO	COURSE	CRED	GR	PTS												
3rd Term, 2nd Half 1976-77																	
EDA	506	School Administrtn	4.0	A	16.0												
EDA	509	School Supervision	4.0	A	16.0												
EDA	513	Eval-Educ&Orgnztnl Sy	4.0	A	16.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 12.0</td> <td>12.0</td> <td>48.0</td> <td>4.00</td> </tr> <tr> <td>Cum: 32.0</td> <td>32.0</td> <td>124.0</td> <td>3.87</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 12.0	12.0	48.0	4.00	Cum: 32.0	32.0	124.0	3.87
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 12.0	12.0	48.0	4.00														
Cum: 32.0	32.0	124.0	3.87														

DEPT	NO	COURSE	CRED	GR	PTS												
3rd Term, 1st Half 1977-78																	
EDA	516	School Plant	4.0	B	12.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 4.0</td> <td>4.0</td> <td>12.0</td> <td>3.00</td> </tr> <tr> <td>Cum: 50.0</td> <td>50.0</td> <td>189.0</td> <td>3.78</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 4.0	4.0	12.0	3.00	Cum: 50.0	50.0	189.0	3.78
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 4.0	4.0	12.0	3.00														
Cum: 50.0	50.0	189.0	3.78														

DEPT	NO	COURSE	CRED	GR	PTS
3rd Term, 2nd Half 1977-78					
EDA	514	Indiv Stdy-Adminstrn	0.0	P	0.0
Removal of "P" grade, 12/12/78					
EDA	514	Indiv Stdy-Adminstrn	3.0	B	9.0

HOURS	GPA HOURS	GPA POINTS	GPA
Term: 3.0	3.0	9.0	3.00
Cum: 53.0	53.0	198.0	3.73

August 17, 1977 - Candidacy
with concentration in School
Administration.

DEPT	NO	COURSE	CRED	GR	PTS												
1st Term 1977-78																	
EDA	514	Indiv Stu-Adminstrtn	3.0	B	9.0												
EDC	543	Counseling Theories	4.0	A	16.0												
<table border="1"> <thead> <tr> <th>HOURS</th> <th>GPA HOURS</th> <th>GPA POINTS</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>Term: 7.0</td> <td>7.0</td> <td>25.0</td> <td>3.57</td> </tr> <tr> <td>Cum: 39.0</td> <td>39.0</td> <td>149.0</td> <td>3.82</td> </tr> </tbody> </table>						HOURS	GPA HOURS	GPA POINTS	GPA	Term: 7.0	7.0	25.0	3.57	Cum: 39.0	39.0	149.0	3.82
HOURS	GPA HOURS	GPA POINTS	GPA														
Term: 7.0	7.0	25.0	3.57														
Cum: 39.0	39.0	149.0	3.82														



CONTINUED ON NEXT PAGE...

FEB 07 2001

University of Dayton
Dayton, Ohio 45469-1330
(937) 229-4141



Office of the Registrar
Academic Transcript

Name: Thomas Dean Gay
S.S. #: [REDACTED]
MONTH/DAY OF BIRTH: 03/23

ENTRANCE RECORD: Bachelor of Arts
from THE UNIVERSITY OF FINDLAY - FINDLAY, OH

GRADUATE RECORD

PAGE: 2

DEPT	NO	COURSE	CRED	GR	PTS	DEPT	NO	COURSE	CRED	GR	PTS
2nd Term 1978-79						3rd Term, 2nd Half 1980-81					
EDC	574	Indp Std:Pup Per Sr	0.0	P	0.0	EDA	514	Indiv Stdy-Adminstrn	0.0	P	0.0
Removal of "P" grade, 10/23/80						EDC	532	Learning Disabilities	6.0	A	24.0
EDC	574	Indp Std:Pup Per Sr	4.0	B	12.0	EDC	602	Sem: Assertve Traing	1.0	A	4.0
Removal of "P" grade, 10/08/81						EDA	514	Indiv Stdy-Adminstrn	2.0	A	8.0
HOURS		GPA HOURS	GPA POINTS	GPA		HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	4.0	4.0	12.0	3.00		Term:	9.0	9.0	36.0	4.00	
Cum:	57.0	57.0	210.0	3.68		Cum:	76.0	76.0	286.0	3.76	

1st Term 1980-81					
EDC	801	Interprsnl Dynamics	3.0	A	12.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	3.0	3.0	12.0	4.00	
Cum:	60.0	60.0	222.0	3.70	

1st Term 1981-82					
EDC	602	Couns-Prnd-Handcppd	1.0	A	4.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	1.0	1.0	4.0	4.00	
Cum:	77.0	77.0	290.0	3.76	

2nd Term 1980-81					
EDF	803	Research I	3.0	A	12.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	3.0	3.0	12.0	4.00	
Cum:	63.0	63.0	234.0	3.71	

3rd Term, 1st Half 1982-83					
EDS	652	Intro Micro-Cmpters	1.0	A	4.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	1.0	1.0	4.0	4.00	
Cum:	78.0	78.0	294.0	3.76	

3rd Term, 1st Half 1980-81					
EDA	526	Staff Personnel Adm	4.0	A	16.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	4.0	4.0	16.0	4.00	
Cum:	67.0	67.0	250.0	3.73	

Admitted to Ph.D. Program in
Educational Leadership -
January 1990.

2nd Term 1989-90					
EDF	901	Research I	3.0	A	12.0
EDF	913	History Of Edu Admin	3.0	A	12.0
HOURS		GPA HOURS	GPA POINTS	GPA	
Term:	6.0	6.0	24.0	4.00	
Cum:	84.0	84.0	318.0	3.78	



CONTINUED ON NEXT PAGE...

FEB 07 2001

University of Dayton
Dayton, Ohio 45469-1330
(937) 229-4141



Office of the Registrar
Academic Transcript

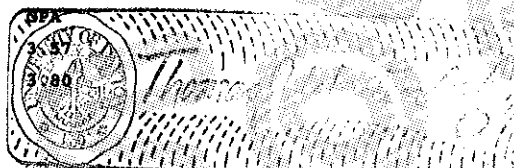
Name: Thomas Dean Gay
S.S. #: [REDACTED]
MONTH/DAY OF BIRTH: 03/23

ENTRANCE RECORD: Bachelor of Arts
from THE UNIVERSITY OF FINDLAY - FINDLAY, OH

GRADUATE RECORD

PAGE: 3

DEPT	NO	COURSE	CRED	GR	PTS	DEPT	NO	COURSE	CRED	GR	PTS
3rd Term, 1st Half 1989-90						3rd Term, 1st Half 1990-91					
EDA	817	Sch Finance&Economics	4.0	A	16.0	EDT	808	Ideas-Shaped Amer Ed	4.0	A	16.0
HOURS GPA HOURS GPA POINTS GPA Term: 4.0 4.0 16.0 4.00 Cum: 88.0 88.0 334.0 3.79						HOURS GPA HOURS GPA POINTS GPA Term: 4.0 4.0 16.0 4.00 Cum: 109.0 109.0 415.0 3.80					
3rd Term, 2nd Half 1989-90						3rd Term, 2nd Half 1990-91					
EDA	811	Curriculum Dev&Ldrshp	3.0	A	12.0	COM	536	Theories&Models-Comm	4.5	A	18.0
HOURS GPA HOURS GPA POINTS GPA Term: 3.0 3.0 12.0 4.00 Cum: 91.0 91.0 346.0 3.80						EDA 931 Sem:Writng-Publicatn 0.0 I 0.0 Removal of "I" grade, 9/5/95 EDA 931 Sem:Writng-Publicatn 3.0 B 9.0 HOURS GPA HOURS GPA POINTS GPA Term: 7.5 7.5 27.0 3.60 Cum: 116.5 116.5 442.0 3.79					
1st Term 1990-91						1st Term 1991-92					
EDA	902	Research II	3.0	A	12.0	COM	531	Directed Study-Comm	0.0	I	0.0
EDT	912	Culture Of The Schl	4.0	A	16.0	Removal of "I" grade, 8/28/95 COM 531 Directed Study-Comm 4.5 B 13.5 EDA 922 Planng&Policy Devlp 0.0 P 0.0 EDA 932 Independent Learning 2.0 A 8.0 Removal of "P" grade, 2/13/95 EDA 922 Planng&Policy Devlp 4.0 B 12.0 HOURS GPA HOURS GPA POINTS GPA Term: 10.5 10.5 33.5 3.19 Cum: 127.0 127.0 475.5 3.74					
HOURS GPA HOURS GPA POINTS GPA Term: 7.0 7.0 28.0 4.00 Cum: 98.0 98.0 374.0 3.81						2nd Term 1990-91					
EDA	903	Research III	0.0	P	0.0	EDA 903 Research III 0.0 P 0.0 EDA 911 Struct-Knowledge 4.0 A 16.0 Removal of "P" grade, 9/5/95 EDA 903 Research III 3.0 B 9.0 HOURS GPA HOURS GPA POINTS GPA Term: 7.0 7.0 25.0 Cum: 105.0 105.0 399.0					
EDA	911	Struct-Knowledge	4.0	A	16.0						
Removal of "P" grade, 9/5/95											
EDA	903	Research III	3.0	B	9.0						
HOURS GPA HOURS GPA POINTS GPA Term: 7.0 7.0 25.0 Cum: 105.0 105.0 399.0											



CONTINUED ON NEXT PAGE...

FEB 07 2001

University of Dayton
Dayton, Ohio 45469-1330
(937) 229-4141



Office of the Registrar
Academic Transcript

Name: Thomas Dean Gay
S.S. #: [REDACTED]
MONTH/DAY OF BIRTH: 03/23

ENTRANCE RECORD: Bachelor of Arts
from THE UNIVERSITY OF FINDLAY - FINDLAY, OH

GRADUATE RECORD

PAGE: 4

DEPT	NO	COURSE	CRCD	GR	PTS	DEPT	NO	COURSE	CRCD	GR	PTS
		2nd Term	1991-92			Cum:	141.0	140.0	527.5		3.76
COM	525	Com Training&Develp	4.5	A	18.0						
EDA	819	Hum Rel-Educ Ldrshp	0.0	I	0.0						

Removal of "I" grade, 6/21/94

EDA	819	Hum Rel-Educ Ldrshp	4.0	A	16.0
-----	-----	---------------------	-----	---	------

3rd Term, 2nd Half 1997-98

EDA	904	Dissertation	0.0	P	0.0
-----	-----	--------------	-----	---	-----

Removal of "P" grade, 5/3/99

EDA	904	Dissertation	2.0	CR	0.0
-----	-----	--------------	-----	----	-----

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	8.5	8.5	34.0	4.00
Cum:	135.5	135.5	509.5	3.76

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	2.0	0.0	0.0	0.00
Cum:	143.0	140.0	527.5	3.76

3rd Term, 1st Half 1991-92

COM	530	Devlpmnt-Mass Media	4.5	A	18.0
-----	-----	---------------------	-----	---	------

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	4.5	4.5	18.0	4.00
Cum:	140.0	140.0	527.5	3.76

1st Term 1998-99

EDU	904	Dissertation	0.0	P	0.0
-----	-----	--------------	-----	---	-----

Removal of "P" grade, 5/3/99

EDU	904	Dissertation	1.0	CR	0.0
-----	-----	--------------	-----	----	-----

Admitted to Candidacy in Ph.D.
Program in Educational
Leadership - August 1997.

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	1.0	0.0	0.0	0.00
Cum:	144.0	140.0	527.5	3.76

1st Term 1997-98

EDA	904	Dissertation	1.0	P	0.0
-----	-----	--------------	-----	---	-----

2nd Term 1998-99

EDU	904	Dissertation	2.0	CR	0.0
-----	-----	--------------	-----	----	-----

EDU	904	Dissertation	3.0	CR	0.0
-----	-----	--------------	-----	----	-----

EDU	904	Dissertation	5.0	CR	0.0
-----	-----	--------------	-----	----	-----

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	0.0	0.0	0.0	0.00
Cum:	140.0	140.0	527.5	3.76

2nd Term 1997-98

EDA	904	Dissertation	0.0	P	0.0
-----	-----	--------------	-----	---	-----

Removal of "P" grade, 5/3/99

EDA	904	Dissertation	1.0	CR	0.0
-----	-----	--------------	-----	----	-----

	HOURS	GPA HOURS	GPA POINTS	GPA
Term:	1.0	0.0	0.0	0.00



CONTINUED ON NEXT PAGE...

FEB 07 2001

University of Dayton
Dayton, Ohio 45469-1330
(937) 229-4141



Office of the Registrar
Academic Transcript

Name: Thomas Dean Gay
S.S. #: [REDACTED]
MONTH/DAY OF BIRTH: 03/23

ENTRANCE RECORD: Bachelor of Arts
from THE UNIVERSITY OF FINDLAY - FINDLAY, OH

GRADUATE RECORD

PAGE: 5

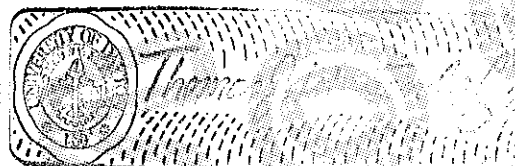
DEPT NO COURSE CRED GR PTS
Degree PhD in Educational Leadership
Date of Degree 05/09/99

Dissertation Title-
"Midwestern Superintendents
And University Department
Chairpersons: Two Perspectives
Highlighting The Conceptual,
Human, And Technical Skills
Essential To The Success Of
Chief Executive School
Officers."

CREDITS ARE IN QUARTER HOURS

** END OF TRANSCRIPT **

OFFICIAL TRANSCRIPT CONTAINS 5 PAGES.
TRANSCRIPT ONLY VALID IF UNIVERSITY
SEAL AND SIGNATURE OF REGISTRAR
ARE AFFIXED.



FEB 07 2001

What others say about...

Thomas Dean Gay, Ph.D.

Mobile: + 966-5-3322-9490 (Saudi Arabia) – **SKYPE:** thomasdgay - **Email:** drtgphd@gmail.com

*The quotes below were taken from documents, letters of reference and recommendation by the individuals noted.
The primary documents which contain these recommendations are available for review.*

Michael Gibbs, Vice President, Education Solutions, GEMS Education

“Thomas directed, advised and supported the school principal on a daily basis, visiting the City regularly to coach and provide hands on support for the relatively inexperienced principal...”

“Without Thomas’ expertise and contributions, the school risked losing the trust of parents and staff. He met regularly with members of the Parent’s Committee and established greater confidence during the transition. He designed a community-wide protocol clarifying communication between the owners, parents, staff and GEMS Education. He communicated with parents regarding the US curriculum and value of MAP testing, and organized external MAP training for principals and key staff in both Jeddah and Riyadh.”

“I am pleased to commend him to future employers and colleagues.”

Ohio House of Representatives, Special Recognition by the 118th General Assembly of Ohio

“During your tenure as president of the Ohio Community Education Association, you have continually performed your duties and fulfilled your responsibilities with utmost efficiency and competence. Among your many accomplishments, you were instrumental in developing the OCEA’s five-year strategic plan and in forming a relationship between OCEA and the Ohio Academy of Trial Lawyers. Your unwavering dedication to supporting community education in Ohio has contributed greatly to the ongoing success of this fine organization, and you have displayed a sincere commitment to achieving the goals of the OCEA in a skillful and professional manner.”

“Thus, with great pleasure, we commend you for your tremendous service to the Ohio Community Education Association and salute you as an outstanding Ohio Citizen.”

Robert W. Henthorne, Former Superintendent, Hillsdale County Intermediate School District, Michigan

“Dr. Gay is not only respected throughout Hillsdale County for his educational leadership, but he is known and respected at the regional, state and national levels as well.”

“Truly, he is an educator who has made, and continues to make, a positive impact on the educational community at large.”

State of Michigan, Special Tribute, Ninety-First Legislature and Governor John Engler

“Dr. Thomas Dean Gay is an enthusiastic and caring educator who has made a difference in countless lives through the implementation of the safe and drug-free school collaborative educational outreach effort.

Since its presentation the safe and drug free school collaborative educational outreach effort has warranted such accolades. It’s goals to demonstrate standards of excellence that promote the effective use of school officers, support comprehensive proactive partnerships among public and private entities, create information sharing strategies for a comprehensive interagency, outline legal roles and issues related to school safety, and provide training and assistance are vital to keeping our schools running.

Parents, students, teachers, board members and administrators are well aware of Dr. Thomas Dean Gay’s leadership ability, commitment to education, and genuine concern for young people. This innovative educator has created a number of successful programs to help students reach their potential. He understands the importance of education and has worked diligently to get the entire community involved in preparing young people for the twenty-first century.

Clearly, everyone reaps the benefits of an educator’s success. This is certainly true in the case of Superintendent Dr. Thomas Dean Gay. Through his outstanding contributions to young people, he has helped to build a better future for us all.”

**Jeremiah J. Hodshire, Hospital Administrator and Director of Development and Human Resources,
Former Undersheriff, Hillsdale, County, Michigan**

“I have been honored with the opportunity to work closely with Dr. Gay during the past seven years which has provided to be an outstanding professional relationship between our agencies. His consistent professionalism, dedication and sincerity demonstrate his leadership style. As for an individual, I would state Tom is one who possesses the “human touch.” His ability to relate to all persons from various age groups and social economic classes build upon this strong character he possesses.”

Dr. Gay’s passion for education and commitment to students has coined him many respectable titles during his tenure as Superintendent. Many community leaders view him as a “visionary” seeking out new paths for dying district. His passion for education has earned him true respect from many community leaders including Judges, Prosecutors, law enforcement executive and fellow Superintendents.”

Simply stated, Dr. Gay is a rare find and is a school administrator who exemplifies exceptional leadership skills, determination and perseverance. Dr. Gay possesses an entrepreneurial spirit and has worked with countless local, state, and national organizations and stakeholders, promoting collaborative efforts and open communication among all interested parties as organizational goals are achieved. He has a clear history of leading the charge for many different educational initiatives that support his unwavering belief in and support of school reform efforts and he is skilled in bringing diversified groups together to serve the best interests of children and families.”

Steve Funk, Newspaper Publisher, The Lapeer County Press, during my tenure as Superintendent

"Dr. Gay has been an exemplary leader in the community. Under his direction, Lapeer Community Schools have become a more active participant in the community events and economic development of Lapeer County. He has been a great partner to many businesses and organizations throughout the area. Dr. Gay recognizes that a strong, vibrant community must include a strong and active public school system.

Dr. Gay has also inspired great pride and loyalty amongst his staff. He leads by example, sets the tone for success and empowers his staff to make decisions. I have seen the staff at Lapeer Community Schools grow in their skills, community involvement and professionalism during Dr. Gay's tenure.

Dr. Gay recognizes that the school system is here to train and develop our young people to be successful and contributing members of the community. He makes this the driving force behind his decisions on a daily basis."

Dr. Robert Rodriguez, Board of Education member during my tenure as Regional Vice President, Curriculum, Instruction and Operations, Mosaica Education, Inc.

"I was a member of the Mosaica Board of Directors from 1995-1997 and have known Tom for over five years. During this time I have had the professional pleasure of working closely with Tom. I have seen him in a myriad of settings and situations with staff, students and parents and he has carried out his responsibilities in a professional manner. Dr. Gay had done an excellent job as Chief Administrator and remains an asset to our organization. He has excellent written and verbal communication skills, is extremely organized, works sensitively and sensibly with multi-cultural groups and follows through to ensure that the job gets done."

Lou Erste, Georgia Department of Education, Associate Superintendent for Policy and Charters, Former Charter Schools Division Director and Former Chief Operating Officer, Mosaica Education, Inc.

"I sought an individual with a history of serving traditional rural, suburban and urban school districts as an outstanding educational leader and superintendent – who had demonstrated effective leadership skills, a child-first philosophy, strong conceptual and visionary skills, and a laser-like focus on narrowing the achievement gap and advancing academic success for all children. I found that education professional in Dr. Thomas Gay and retained him as the leader of Mosaica's Midwest corporate office."

"Under Tom's leadership, student test scores consistently rose and children experienced greater levels of academic success."

Dr. Thomas Gay is a man of high standards who has creative vision and an unwavering passion for public education coupled with effective leadership skills needed to successfully accomplish organizational goals and promote higher levels of student success. Tom clearly understands the mission of public education and is a dedicated employee and effective problem solver. I recommend Tom for any superintendency or executive level leadership position for which he applies and strongly endorse him as an ideal candidate who will move your organization forward in a positive manner."

Tom Benton, former Mayor and Board President, Lapeer Community Schools, during my tenure as Superintendent (writing on behalf of the Lapeer Board of Education in a Press Release to the Lapeer community)

"Dr. Gay's performance was especially noteworthy in the area of community relations. Strengths in this area that were identified by the Board included his work in projecting a positive image of Lapeer Schools and the organization of the highly attended Community Forums. The community forums were cited as an excellent strategy to seek input from the community. He has also established Publisher Roundtables with local newspapers in order to maintain good media relations. In addition, collaborative relationships have been established with local government agencies, human service agencies, parent groups, other schools in the community, and churches. Agreements on roads and land transfers have been established with the County Road Commission and the City of Lapeer.

In the area of Business/Finance, Dr. Gay's strengths were identified in involving the Citizens for a Better Education in order to successfully pass a September 2003 sinking fund proposal; and the inclusion of staff and building administrators to assist in making budget recommendations to the Board. This process is critical as the District faces increased operating costs and declining state revenues.

Another of Dr. Gay's strengths was in the area of educational leadership. Board members said that he has a positive leadership image and demonstrates enthusiasm in carrying out his job responsibilities.

Dr. Gay met all the criteria established by the Board for the Superintendent's evaluation, and exceeded the criteria in most. He exceeded expectations in the areas of community relations, board relations, business and finance, educational leadership, and achievement of goals.

By all measures, we have found him to be an outstanding Superintendent that works tirelessly to engage the community to support public schools. At the May 6, 2004 Board of Education meeting, the Board took action to extend Dr. Gay's contract for an additional year."

Jonathan J. Downes, J.D., Board of Education Member and Legal Firm Partner

"In directing the schools, Dr. Gay acted as the chief administrator as well as a cheerleader and a public relations specialist. He tirelessly served the schools in all of these functions."

"Dr. Gay has also worked diligently to assure improved performance by the students of the schools. Working with the school administrators and teaching staff in each of the schools, Dr. Gay continually refined and improved the systems for improving student performance."

"Dr. Gay not only understands the mission of education, he is also thorough in his understanding of the administrative, fiscal and legal issues confronting successful delivery of education services. Dr. Gay is also a problem solver."

Charles G. Forsythe, Chief Executive Officer, Faircloth and Forsythe

"It was obvious that Tom had a breadth and depth of understanding of the education process as witnessed by his total understanding and involvement with all aspects of the schools that he managed.

Tom's past experiences as Superintendent of Schools has been very beneficial to both our company and at Mosaica as he relates exceptionally well to all of the stakeholders in schools; Board members, staff, parents and students. He provided quality leadership to the other members of the Mosaica team and had a great working relationship with the Chief Administrative Officers of each of the schools he managed."

Dr. William Coats, Chief Executive Officer, The Leona Group, LLC

(in an announcement to all Florida Board of Education members as I assumed leadership responsibility for all Florida school operations)

"As you are aware, sound fiscal procedures combined with high standards for academic achievement, effective curriculum and solid instructional practices are cornerstones for the continued growth, development and ultimate success of any school. Our primary goal is to assure that all Florida school we manage become outstanding, competitive educational institutions that are financially viable. It is with these core principles in mind that we are carefully reviewing all school budgets and the overall management structure of The Leona Group's Florida operations.

We have assigned Dr. Thomas Gay, one of our top executives, to facilitate this on a consultant basis. Based out of the Florida corporate office, Dr. Gay has supervisory responsibilities for all Florida operations. In this capacity, he is reviewing all facets of the organizational structure and is making recommendations and decisions which will enhance the viability of our Florida operations. Dr. Gay will serve as your primary Leona Group contact person and he will keep you informed of significant decisions relative to the effective management of the Florida schools."

Karleen Connolly, Former President Board of Education, Redford Union School District

"Almost immediately upon Tom's arrival, it became apparent to me that he has a deep-seated passion and enthusiasm for public education. He embraces change and is driven by "what's best for the kids." Tom also has the ability to make strong tactical judgments and decisions (even when faced with rapid change and high uncertainty). Without a doubt, Tom is focused, proactive, and creative and leads by example. Dr. Gay has demonstrated the ability to set and re-set priorities as our limited amount of resources felt the impact of changes in State Aid funding and declining enrollment. But more importantly, Dr. Gay has vision. It was his vision that allowed us to explore various methods of delivering education to students in our community."

Eric Jones, Former Board of Education Vice-President, Redford Union School District

"...Dr. Gay was selected from many applicants because of his vast experience, educational accomplishments, family commitment, and excellent interview. The confidence that he showed us proved that he would be a superintendent of superior quality."

"I am aware of the impact that good leadership can make on a community. I can tell you that Dr. Gay's ethical behavior, unbiased decisions and great abilities as a superintendent will serve him well wherever he goes."

Mark Baker, Former Board of Education Member and Treasurer, Waldron Area Schools

"With the challenging state education budgets and our declining enrollment, the Waldron School Board has stayed informed and ahead of any budget surprises by Tom's attention to state and national education news and regulations. While cutting school budgets are always painful and unpopular, Tom has recommended the necessary budget revisions to keep the school in the best financial standing possible."

"When we hired Dr. Gay, one of our greatest needs was improving public relations with our county officials and media. Tom worked hard cultivating positive relationships with the Sheriff's Department, county commissioners, the Hillsdale Intermediate School District office, and both the county newspaper and radio station. He also explored ways to improve the schools, discussing issues with our local village and township officials. Our schools have enjoyed better service from the county offices and positive media coverage as a result of Tom's efforts."

Dr. William Adams, Former Local School Board President, Columbus, Ohio

"As I watched Dr. Gay work with teachers, ensuring that they were all trained and had the opportunity to attend conferences and developmental programs, I gained a good appreciation for his dedication to the academic process. Tom not only encouraged teachers and administrators to develop their skills but worked with the Ohio Council of Community Schools (the schools' charter authorizer) to arrange for some of the board members to attend additional training. He frequently provided board members with material outlining not only our duties but programs in the state legislature of which we should be aware."

Thomas Dean Gay, Ph.D.

2093 SW Marblehead Way
Port St. Lucie, Florida 34953

E-mail: drtgphd@gmail.com

Skype: thomasdgay

American Citizen/Passport. Residency Documents Issued from Qatar and Saudi Arabia (Work)

California Residence #1045

Qurtubah

Riyadh, 13244 Saudi Arabia

Mobile: +966-5-3322-9490 (Saudi Arabia)



Introductory Profile

highlighting

Career and Leadership Achievements

Dr. Thomas Dean Gay's most recent leadership service includes:

- International service as Senior Education Manager, GEMS Education, a Global Education Operator and Management Organization serving over 250 schools in 13 countries, implementing six world-class curriculums
- International Senior Education Expert/Advisor to His Excellency, The Minister of Education and Higher Education and Secretary General of the Supreme Education Council, Doha, Qatar
- Education Consultant for Qatar University, Doha, Qatar, the country's national and major institution of higher education under the leadership of former President Sheikah Abdulla Al-Misnad and Sheikh Hamad bin Khalifa Al Thani, former Emir of Qatar.
- Principal Administrator for a highly accredited independent school in Broward County, Florida.
- Founder of The Quality Schools Group and Consultant to Faircloth & Forsythe, international education consulting firms with the mission to provide quality services to public schools, charter schools, university settings, school conversions and private schools; assisting them to become more effective, efficient and self-reliant while increasing student achievement

Career Leadership Profile:

Dr. Gay began his educational career as a public servant and sixth grade classroom teacher. He then assumed additional leadership opportunities as an elementary, middle school and high school principal. He continued his tenure in public school administration as Director of Secondary Curriculum and Communication (with lead organizational responsibilities for the Professional Development Center) and has passionately provided leadership as a Superintendent, Assistant Superintendent and corporate education Vice President, working with public, private and proprietary school education in several states in America, including Florida, Ohio, Michigan, Indiana and Arizona. International experience includes executive leadership roles in the Middle East.

Education and University Faculty:

Dr. Gay earned his Doctoral degree (Ph.D.) in educational leadership and communications and was granted a Master's degree (M.S.) in educational administration and supervision from The University of Dayton, Dayton, Ohio USA. He also earned his bachelor's degree (B.A.) in Elementary Education from the University of Findlay, Findlay, Ohio USA. Additionally, Dr. Gay served as an adjunct graduate school professor at The University of Michigan, Eastern Michigan University and Bowling Green State University, USA. Areas of instructional concentration included: school budgeting, finance and administrative management of fiscal resources, family/school/community collaboration, community education programming and public relations/marketing.

Strategic and Professional Development Programming; Building Stakeholder Alliances:

While serving as a Michigan superintendent, Dr. Gay championed a community-based process resulting in the first Long Range Facility Master Plan. During his tenure as superintendent, Dr. Gay was also instrumental in efforts to raise student achievement throughout the districts he served as robust professional development programs were initiated and strategic plans were developed regarding continuous improvement strategies. A community led collaborative process was also implemented to effectuate several school district strategic planning efforts. He was also instrumental in professional development programming in Qatar and Saudi Arabia.

Charter School Management Leadership:

Dr. Gay assumed a leadership position with one of the largest public charter school management companies in America as corporate Vice President for Operations and Academic Support, Senior Consultant for all Florida Education Operations, and Quality Schools Initiative (Professional Development), leading academic and operational systems for many schools throughout America. While serving this highly respected Education Management Organization, he was appointed as Corporate Consultant for all Florida School Operations, leading fourteen charter schools and working collaboratively with school district personnel in some of America's largest school districts, including Hillsborough, Pasco, Pinellas, Broward, Miami-Dade and Jefferson counties. Additional public charter school executive experience includes the position of Corporate Regional Vice-President for Curriculum, Instruction and Operations with an international public community school management company, which he accepted after serving seven years as a Michigan school district Superintendent. In accepting this role, Dr. Gay was able to provide value-added leadership to public community schools in diverse urban and suburban environments, including service to students from the Middle East.

During his tenure as Vice President of Operations and Academic Support, Dr. Gay worked diligently to move these public charter schools to higher levels of academic achievement and fiscal viability, working cooperatively with various governing board members, district/state personnel and other stakeholders. As a result of his successful service to Florida, Dr. Gay was asked to return to the Michigan corporate office and provide educational support to numerous corporate managed schools while accepting additional leadership roles and responsibilities within the organization, including the development and implementation of professional development programming for educational leaders and school staff.

Dr. Gay was also asked to join an international public community school management team at one of the nation's premier education management organizations, serving as the Corporate Regional Vice President of Curriculum, Instruction and Operations. Dr. Gay led numerous educational initiatives which guided the schools under his leadership to achieve higher levels of academic achievement for students in a fiscally and operationally responsible environment. Dr. Gay has been an influential contributor to many metropolitan regions and is recognized as a national educational leader for the innovative programs implemented during his administrative tenure. Dr. Gay worked cooperatively with Educational Management Organizations, various authorizing agencies, other community and non-public schools, traditional public school administrators, Departments of Education, Offices of Community/Charter Schools, members of state legislative bodies, community and business stakeholders, International Ministries of Education, University colleagues in teacher and leadership preparation programs, and various media during his administrative career.

Building Public Support for Education Funding:

Superintendent Gay also led efforts to pass several school funding issues in school districts under his leadership in Ohio and Michigan. During his tenure as a Michigan superintendent, he facilitated community efforts to pass a 2.25 mill, five year “sinking fund” which was the first physical facility issue to pass at the election polls in over 30 years. Passage of a substantial building bond issue quickly followed.

International Leadership Research Expert, Leadership Development and Appointments:

Dr. Gay has assumed leadership roles in developing, initiating, and presenting numerous professional development training programs to governing board members, school administrators, academic staff, corporate education peers and other stakeholders, including the Middle East. He also has provided executive level leadership in the development of National curriculum and licensing standards, train the trainer programs, and the development and implementation of education transformation initiatives consistent with National Strategies and Vision 2030.

Dr. Gay has extensively researched the topic of effective leadership and the skills essential to the success of chief executive officers and has presented his findings to various state, national and international leadership organizations. In July 2002, Dr. Gay joined 35 other selected educational leaders from around the globe to present his research at the prestigious Oxford International Round Table at St. Antony’s College, Oxford University, England. The Round Table format allowed for presentation of thoughtful global issues, encouraging input from leaders representing the United States and United Kingdom. Dr. Gay was selected to address Round Table participants regarding international issues such as the policy maker’s role in meeting the challenges of educational delivery for a global society. He has subsequently shared his research with numerous education entities.

On a national level, Dr. Gay served an appointment to the American Association of School Administrators (AASA) Leadership Advisory Committee, presented at the National Conference on Education (NCE), and was actively involved as a National Legislative Corps Liaison for AASA for several years.

Value Added Specialist:

Dr. Gay was invited by the Ohio Department of Education and the Ohio Council of Community Schools to serve as one of fifty community school leaders to receive specialized training from Battelle for Kids. As a District Value Added Specialist, Dr. Gay was trained in education value-added analysis and implementation which, by passage of Ohio House Bill 3, became the official metric in Ohio’s accountability system, appearing on the state report card.

Leadership Recognized by County Commissioners / Legislative General Assembly:

As a result of his passionate commitment to education, Dr. Gay's leadership as President of the Ohio Community Education Association (OCEA) earned him special recognition by Lake County, Ohio Board of Commissioners as well as the 118th General Assembly of The Ohio House of Representatives who named him "*an outstanding Ohio citizen.*" During his OCEA leadership role, the association experienced a significant membership increase due to regionalized grass roots efforts and an effective membership recruitment plan. Organizational fiscal stability was achieved as a result of increased development efforts and aggressive donor prospecting. Collaborative efforts with the National Community Education Association (NCEA) and the Mott Foundation were also enhanced. Therefore, advancement of the Association's advocacy agenda was successfully implemented.

Recognized by Michigan Governor and Legislator for Implementing School Safety Initiatives:

Dr. Gay has formed collaborative partnerships and effective working relationships with numerous local, state and federal law enforcement agencies in the design and implementation of safe school interagency teams and is recognized as an accomplished speaker and researcher regarding comprehensive school safety leadership initiatives. With funding secured from the United States Department of Justice, under the direction of the National Center for Missing and Exploited Children, Dr. Gay accepted an invitation to participate in the Chief Executive Officer Safe School Forum training at the Jimmy Ryce Law Enforcement Training Center, Alexandria, Virginia. Throughout his involvement in various safe school initiatives, Dr. Gay has worked in partnership with numerous schools and organizations to create comprehensive interagency strategies designed to assist communities in focusing leadership and fiscal resources on the issues related to creating and maintaining a safe school environment. As a result of his efforts, Dr. Gay received recognition from the Hillsdale County Board of Commissioners as well as former Michigan Governor John Engler and The Ninety-First Legislature, whom presented him with a "*Special Tribute*" recognizing his implementation of a safe and drug-free collaborative educational outreach effort.

Served as Minister's Representative to the WISE Summit, Doha, Qatar

The World Innovation Summit for Education (WISE), is the premier international platform dedicated to innovation and creative action in education. In 2015, the Minister of Education and Higher Education selected Dr. Gay to serve as his liaison to the WISE summit, as a planning committee team member, with the responsibility of organizing Qatar's participation at this prestigious education summit under the theme, "*Investing for Impact: Quality Education for Sustainable and Inclusive Growth.*"

Measuring Student Academic Progress:

Dr. Gay has received training in Measures of Academic Progress (MAP) testing and has shared his expertise in testing strategies, data disaggregation, and differentiated instruction, among other curricular issues and instructional strategies, to various school teams.

Initiating Strong Stakeholder Alliances as an Active Community Leader:

Dr. Gay was asked to present the first “*State of the Schools Address*” to members of the Economic Club of Lapeer County and the Lapeer Development Corporation. This Corporation is a community based non-profit economic development organization whose purpose is to lead and coordinate economic development and provide a link between federal, state and local governments and businesses interested in locating to, or expanding in Lapeer County. This was the first time in the history of the Corporation that a local area citizen was asked to present a Keynote Address to members of this prestigious organization. Dr. Gay also worked closely with county judges, the Lapeer County Administrator and Controller, the Chief Executive Officer of Lapeer Regional Medical Center, and other valued stakeholders on various community based initiatives. Creating a forum which engages various stakeholders and constituents in high quality dialogue, with a focus on goal attainment, is a strength of Dr. Gay as he serves as an education and community advocate.

Dr. Gay has been extremely active in numerous civic and service organizations as well as Chamber of Commerce activities throughout communities he has served. He served on inter-agency collaborative committees to develop the Geographic Information System (GIS), which promotes Hillsdale and Lapeer Counties in Michigan. Dr. Gay was also elected to serve as a member of the Hillsdale County Chamber of Commerce Board of Directors and was appointed to serve as a member of the Hillsdale Junior Achievement Board of Directors. Additionally, Dr. Gay represented the Lapeer County, Michigan education sector as a member of the Lapeer Emergency Management Advisory Council and sat on the Board of Directors for the Visiting Nurses Council and the area chapter of the American Red Cross. He has been a member of Rotary International and the Columbus and Ohio Chambers of Commerce.

Implementation of Baldrige National Quality Program and Accreditation Expert:

Dr. Gay served as a Michigan Superintendent of Schools and is especially proud that his district was one of eight school districts (out of 904) in the state to be awarded the “*Lighthouse Recognition Award*” by the Michigan Quality Council in November 2001. This recognition was the result of the district’s implementation of the Baldrige National Quality Program. District staff effectively utilized the Baldrige Criteria as they engaged in a comprehensive self-assessment process creating effective strategies in the identification of numerous areas targeted to increase student achievement and academic performance. He has served as an NCA/AdvanceED Quality Assurance Review (QAR) visiting team member and has been trained in SACS/CASI accreditation standards. Internationally, Dr. Gay served as an AdvancED accreditation team member assessing Al Bateen Schools in Abu Dhabi, UAE and as a consultant for the GEMS Education Internal Review Process, in addition to leading School Improvement Processes (SIP) and Development efforts for a GEMS managed school in King Abdullah Economic City, Saudi Arabia.

As a veteran public servant and child/community activist, Dr. Gay has consistently devoted his time and energy to promote strong partnerships and collaborative efforts necessary to positively guide the communities and schools he has served.



22 February 2017

To whom it may concern

Dr Thomas Dean Gay

Dr Thomas Gay has been employed by GEMS Education as Senior Education Manager – based in Riyadh, Saudi Arabia, since June 2016.

During this period Thomas has focused primarily on providing management support for The World Academy in King Abdullah Economic City. GEMS has a management agreement with the owners of this developing international school. Thomas's role has involved liaising with the owners and establishing clearer lines of responsibility between the owners and managers.

Thomas directed, advised and supported the school principal on a daily basis, visiting the City regularly to coach and provide hands on support for the relatively inexperienced principal, who had been appointed for the 2016-17 academic year. Thomas also re-established GEMS' presence and authority among the staff.

Without Thomas's expertise and contributions, the school risked losing the trust of parents and staff. He met regularly with members of the Parents' Committee and established greater confidence during the transition. He designed a community-wide protocol clarifying communication between the owners, parents, staff and GEMS Education. He communicated with parents regarding the US curriculum and value of MAP testing, and organised external MAP training for principals and key staff in both Jeddah and Riyadh.

Thomas conducted a workshop to involve staff in revising the School Improvement Plan, taking into account the external accreditation report, GEMS internal reviews and surveys of parents, teachers and students. He led staff recruitment of teachers and leadership staff to fill current vacancies and secure staff for 2017-18. He conducted lesson observations of current teachers to inform the recruitment process.

In addition to The World Academy, Thomas supported our contract with Kingdom Schools in Riyadh, through advising the Heads of Campus on selecting curriculum resources and delivering a workshop on curriculum standards and assessment. He also supported planning for GEMS' contract to develop the National Program for School Development for public education in Saudi Arabia.



Continued.

As a result of a cost management exercise across the whole organisation, Thomas's role has become redundant and his responsibilities will be absorbed into other roles. Unfortunately, there are currently no vacant senior roles which fit his skills and experience, and he will leave GEMS Education in April 2017.

I am pleased to commend him to future employers and colleagues.

Yours faithfully

A handwritten signature in blue ink, appearing to read "Michael Gibbs".

Michael Gibbs

Vice President – Education Solutions



3054 Green Valley Dr.
Perkiomenville, PA 18074
[REDACTED]

March 26, 2015

To Whom It May Concern:

This letter is written as a recommendation for Dr. Thomas Gay whom I have known since 2005 in his role as Regional Vice President of Operation, Curriculum and Instruction for Mosaica Education Inc. in their Columbus, Ohio office. During that time my position with Mosaica was Executive Vice President.

Tom joined the Mosaica management team while I was working on assignment on one of our overseas projects in Doha, Qatar. I first met Tom on a trip back to the US and immediately like what I saw, a down to earth no nonsense educational professional. When I returned to work in the US I got to know Tom much better and really enjoyed working with him. It was obvious that Tom had a breadth and depth of understanding of the education process as witnessed by his total understanding and involvement with all aspects of the schools that he managed.

I left Mosaica in 2008 and formed a consulting company, Faircloth & Forsythe, with my partner and Tom now serves as a consultant for our company and has been a welcome addition to our team of consultants.

Tom's past experience as Superintendent of Schools has been very beneficial to both our company and at Mosaica as he relates exceptionally well to all of the stakeholders in schools; Board members, staff, parents and students. He provided quality leadership to the other members of the Mosaica team and had a great working relationship with the Chief Administrative Officers of each of the schools he managed. Tom has developed a similar relationship with the schools we now work with.

As a result of Tom's extensive experience in educational leadership we asked him to serve as the only American international consultant to assess the quality of educational and operational programming at Qatar University, Doha, Qatar. There he was tasked with the responsibility of making quality recommendations for change. The recommendations Tom presented to the country's educational leadership will have a direct and significant impact on the quality of life for those who attend the country's only national institution of higher education.

It is without hesitation that I would recommend Tom for any administrative position in your organization. If I can be of further assistance in the evaluation of Tom please don't hesitate to contact me via e-mail at cforsythe@FairclothForsythe.com or on my cell phone at [REDACTED]

Sincerely,

Charles G. Forsythe
CEO Faircloth & Forsythe



March 28, 2015

RE: Reference for Dr. Thomas D. Gay

To Whom It May Concern:

I am pleased to provide this letter on behalf of Dr. Thomas D. Gay. I have known Tom for nearly a decade having first worked with him when he was a Regional Vice-President for a number of Mosaica schools in the State of Ohio when I worked as General Counsel for Mosaica Education, Inc. starting in July 2005.

Although as General Counsel, I was the legal resource available to assist and advise individual schools on matters of compliance with laws, regulations, and contractual obligations, it was the Regional Vice Presidents who, by virtue of their geographic proximity and more frequent, direct communication who provided the first "line of defense" on routine legal matters and who were responsible for sounding the alarm when more significant legal resources became necessary. During the time that Tom and I worked together at Mosaica I found that he not only had a superior understanding of the legal duties and obligations applicable to his schools, but all of the Regional VP's we had across the country, he was also significantly better informed about what was happening in his schools and much better able to take appropriate, early action to prevent small problems from becoming big ones.

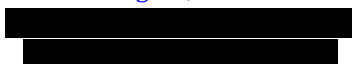
Moreover, as I got to know Tom better over time, I learned that he was not only a talented administrator and educational manager, but he was also very well informed and up to date on educational trends, reform, and best practice in the field of K-12 education.

Whether you are looking for someone to manage a large educational enterprise, or to provide current, in-depth analysis and advice on how to "tune-up" your educational programs, I would strongly recommend Dr. Thomas Gay as a man who can transform your operations and programs into a top-notch educational institution. I am pleased to recommend his skill sets, experiences and educational knowledge to you and would be glad to answer any further questions you might have.

Sincerely,

A handwritten signature in blue ink, appearing to read "Richard A. Hauge".

Richard A. Hauge
President
Faircloth and Forsythe, LLC



ReferenceChecks

No result available.