



Dr. Jeffrey Alstadt

Superintendent Applicant Packet



DR. JEFFREY ALSTADT

January 29, 2020
Flagler County Public Schools
1769 East Moody Blvd. Bldg. #2.
Bunnell, FL 32110

RE: Superintendent Search

Dear Flagler County Public School Board:

I read with interest and excitement the Superintendent Brochure for Flagler County Public Schools. As a Superintendent, I was impressed with the district's strategic planning, communication platforms, and community involvement. I would welcome the opportunity to build upon those successes. I currently serve as the District Administrator (Superintendent) at Randall Consolidated School District in Burlington, Wisconsin. As my resume indicates, I possess more than 15 years of progressive experience in education. My professional history includes positions as Superintendent, Superintendent Intern, Building Administrator, Teacher, Substitute Teacher, and Coach. The wide range of my successful experiences in urban, suburban, and rural school districts would be an asset to Flagler County Public Schools. Most recently, my responsibilities as District Administrator (Superintendent) at Randall Consolidated School District match the qualifications you are seeking.

As a Superintendent, my duties have included built relationships and trust, created a vision for the future, and supported transparent accountability systems. I have also implemented a zero-based budgeting model for district finance, shifted the focus to the four critical questions to drive instruction, and shifted to data-driven decision making. I have modeled appropriate use of technology and social media, recorded monthly podcasts, implemented best practices through successful teams, and supported life and career-ready skills. The work we have accomplished enabled us to connect with businesses and organizations to provide enrichment throughout the school day, advocate for an all student philosophy, and engage with students in the community. In addition to my recent professional experience, the artifacts I created will show I am an ethical, student-centered, and goal driven administrator.

I am also currently enrolled in the National Superintendent Certification Program through AASA. I enrolled in this program to further develop my leadership skills and expand my professional network of impactful superintendents across the country. The cohort has built reciprocal accountability to ensure our decisions are for the greater good of public education. I have included more details in my resume and superintendent application packet for your review.

I look forward to speaking with you to learn more about the superintendent position. I hope to meet with the board to share how my leadership skills could continue to build the nation's premier learning organization at Flagler County Public Schools.

Sincerely,



Dr. Jeffrey Alstadt



DR. JEFFREY ALSTADT

SUMMARY

I am the District Administrator (Superintendent) at Randall Consolidated School District in Burlington, Wisconsin. With my diverse experience and access to strong mentorship, I would live the Flagler County Public Schools mission to be the nation's premier learning organization where ALL students graduate as socially responsible citizens with the skills necessary to reach their maximum potential.

SOCIAL MEDIA



[LinkedIn](#)



[@jalstadt](#)



[@dralstadt](#)

ACCOMPLISHMENTS

- National Superintendent Certification Program
- ELN Course Provider
- 4.0 GPA Doctoral Program
- Mayor Recognition - Chicago Public Schools
- New Teacher Recognition - Beach Park, Illinois

ORGANIZATIONS

- American Association of School Administrators
- Wisconsin Association of School District Administrators
- Illinois Association of School Administrators

COMMUNITY

- Kenosha Human Development Services, Kenosha County Wisconsin
- G.O.D. Food Pantry, Gilman Illinois
- In and Out Club, Naperville Illinois
- Working In The Schools, Chicago Illinois
- Urban Initiatives, Chicago Illinois
- Hyde Park Community Action Council Board, Hyde Park, Chicago Illinois

EXPERIENCE

RECORD OF PROFESSIONAL EMPLOYMENT

<u>Title</u>	<u>From-To</u>	<u>Organization</u>	<u>Enrollment</u>
Superintendent	2019 - Present	Randall J1	750 - PreK-8
Superintendent/Principal	2017 - 2019	C-I CUSD 249	120 - K-12
Superintendent Intern	2016-2017	Plano CUSD 88	2,385 - PreK-12
Assistant Principal	2011-2016	Chicago Public	750 - PreK-8
Literature/LA Teacher	2005-2011	Beach Park Middle	900 - 6-8
Substitute Teacher	2004-2005	Kenosha Unified	21,000 - K-12

RECORD OF PROFESSIONAL EDUCATION

<u>Institution</u>	<u>From-To</u>	<u>Major</u>	<u>Degree</u>
National Louis University	2017-2018	Ed Leadership	Ed.D
National Louis University	2015-2017	Ed Leadership	Ed.S
Benedictine University	2007-2009	Ed Leadership	M.Ed.
Western Illinois University	1999-2004	Elem Education	B.Ed.

REFERENCES

<u>Name</u>	<u>Title</u>	<u>Organization</u>
Hector Garcia	Superintendent	CCSD 181
Kevin Maxwell	Mentor	AASA
Scot Klump	BOE President	C-I CUSD 249
Robin Twidwell	UniServ Director	IEA/NEA

LETTER OF RECOMMENDATION 1 OF 3



January 20, 2020

Dear Flagler School Board,

It's my absolute pleasure to recommend Dr. Jeffrey Alstadt for the superintendent position at Flagler County Public Schools.

I have been Dr. Jeffrey Alstadt's mentor since the fall of 2016. After Jeffrey joined my team at Plano Unit Community School District 88, I was excited for Jeffrey to join our organization to enhance our game plan for building effective schools. He came to our district to learn how to be a passionate advocate for the professional learning community through the lens of the superintendent position.

I thoroughly have enjoyed the continued mentoring of Dr. Alstadt. I came to know him as a valuable asset to any team. He is honest, dependable, and incredibly hard-working. Beyond that, he is an impressive leader who is always working to improve our organization. I know this through our weekly check-ins.

His knowledge of implementing best practices with finances, policy, curriculum, employee relations, and expertise in utilizing a continuous cycle of improvement is a considerable advantage to an entire district. He put this skillset to work to save a past school district from financial hardship, improve facilities, improve instruction, implement a team structure, and update policies in compliance with local, state, and federal laws. He has a game plan and playbook that has been a fantastic asset to any district. He is currently implementing that playbook in Wisconsin. I have seen his game plan guide districts across state lines.

Along with his talent, Dr. Alstadt has always been a positive beacon with the school board, communities, colleagues, staff, and students. He has high expectations for himself and stakeholders. He continues to facilitate dialogue that brings teams together to improve systems. He also worked tirelessly to support the BOE come together to achieve a joint mission and vision. Without a doubt, I confidently recommend Dr. Jeffrey Alstadt to join your district. As a dedicated and knowledgeable employee and an all-around great person.

In closing, I highly recommend Dr. Jeffrey Alstadt for the superintendent position at Flagler County Public Schools.

Best wishes,

A handwritten signature in black ink that reads 'H. Garcia'.

Dr. Hector Garcia

LETTER OF RECOMMENDATION 2 OF 3



ILLINOIS
EDUCATION
ASSOCIATION

January 09, 2020

Dear Sir or Madame,

I started working with Dr. Alstadt in the spring of 2018. I worked with Dr. Alstadt as the Uniserv Director for the local teachers union. Jeffrey and I had a difficult task ahead of us. We did not have a great deal of time to build a relationship and trust. The district was in need of healthy dialogue and someone to work with the staff on labor-management collaboration.

After working on a significant decision by the board of education, Dr. Alstadt extended an invitation to begin building that trust and collaborative relationship. I was hopeful that Jeffrey and I would start to build a foundation to best support the members of the union. I was pleased to discover that Dr. Alstadt wanted to work with the union and welcomed accountability. He also was advocating to support the students of the district. From his experience in Chicago Public Schools, it was clear he valued a healthy union-administration partnership.

Dr. Alstadt and I have not only worked well together but are also looking to support other administration and union representatives. We both have an understanding of our roles. We work honestly and collaboratively to best support the members, district, and students. I want to think that our relationship has become a valuable asset to the district. He is very passionate about the work he does and makes a great effort to ensure that the teachers have the support they need to be successful. He is willing to accept feedback and will continue to grow in his capacity as a Superintendent. We do not agree on everything, but we also do not surprise each other. Jeffrey also extends himself to other superintendents to build positive working relationships with the union leadership.

Please feel free to contact me should you like to discuss Dr. Alstadt's qualifications and experience further. I'd be happy to expound on my recommendation.

Best wishes,

A handwritten signature in black ink that reads 'Robin Twidwell'.

Robin Twidwell
UniServ Director, Region 44
Illinois Education Association-NEA

LETTER OF RECOMMENDATION 3 OF 3

Crescent-Iroquois CUSD #249

600 South St., PO Box 190
Crescent City, IL 60928

Dear Sir or Madam:

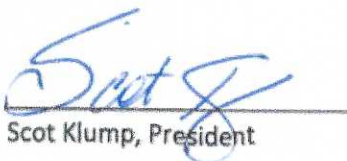
In 2017, Dr. Alstadt arrived in District 249 and brought people together to work through the academic and financial challenges that were facing the district. While the Board has always worked well together, Dr. Alstadt facilitated difficult discussions. He kept everyone well informed of changes and initiatives. He has done this while guiding several curricular improvements, weekly updates, board policy updating, and even dealing with financial issues without losing the support of our staff members and stakeholders. His attention to detail has been welcomed and has assisted in new curriculum materials. He has driven the implementation of a new and more rigorous ELA and Math curriculum, and the establishment of collaborative teams throughout the district.

Dr. Alstadt has also worked collaboratively with the Board of Education to address such challenging situations as levy reduction and facilities' needs with inadequate funding from the State. Since his arrival, Dr. Alstadt has been instrumental in presenting accurate information and providing the necessary support for Board members to make informed decisions that have resulted in a positive outcome for the district and the entire community. Instead of passing along a significant increase in taxes to the community, Dr. Alstadt and the Board created a better solution to reduce the levy in the next fiscal year. He has also worked closely with the finance committee to effectively develop and implement a system of transparency and fiscal responsibility.

Dr. Alstadt also brought a focus on continuous improvement and high expectations to the district that is prevalent in his daily work. He has utilized this playbook to improve the district in the first year. Teams and individual staff all utilize the continuous cycle of improvement. A few of the ways that the school culture has changed are: the staff and students are recognized at monthly BOE meetings for pursuing excellence; he has updated our BOE policy to be up to date with federal and state laws; and stakeholder teams have been developed to support the district. The school culture has also made it possible to recruit external partners to develop Crescent University. This program is an enrichment program that exposes CCGS students to art, music, theater, and digital media.

On a personal note, Dr. Alstadt exhibits both integrity and passion for his work in education. This integrity goes beyond the walls of our school. Upon his arrival, he understood his commitment to the location and immersed himself in the work of being visible. He quickly became a valued member of our community. With tact, he considers the greater good of our district and the impact these decisions will have on others. The actions spoken to within this endorsement show the merits of Dr. Alstadt and without hesitation, I offer my recommendation.

Sincerely,



Scot Klump, President

CUSD #249



TRANSCRIPTS FOR HIGHEST DEGREE HELD

Issued To: ISBE Licensure
 Avow: [REDACTED]
 Certified Electronic PDF

Course Level: Graduate

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

Comments:

All requirements for the Ed.S. degree have been completed as of 6/16/2017. The degree will be conferred on 6/30/2017.

Fall 2015

CCD 699B	DS:Educational Leadership	2.00 P	0.00
EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
Ehrs: 4.00 GPA-Hrs: 2.00 QPts:		8.00 GPA:	4.00

Degrees Awarded Education Specialist 30-JUN-2017
 Primary Degree

Major : District Level Ednl Leadership

Winter 2016

EDL 605	Leading Change	3.00 A	12.00
EDL 606	Princ&Fundmntls of Sch Ldrshp	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:		24.00 GPA:	4.00

Degrees Awarded Doctor of Education 15-APR-2018
 Primary Degree

Major : Ed Leadership-Superintendent

Spring 2016

EDL 624	Profnl Dvlpmnt&Sch Change	3.00 A	12.00
EDL 628	Organizational Inquiry	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:		24.00 GPA:	4.00

Dissertation
 Dissertation Complete

Summer 2016

CCD 699B	DS:Educational Leadership	2.00 P	0.00
EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
Ehrs: 4.00 GPA-Hrs: 2.00 QPts:		8.00 GPA:	4.00

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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INSTITUTION CREDIT:

Fall 2016

CCD 699B	DS:Educational Leadership	2.00 P	0.00
EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
Ehrs: 4.00 GPA-Hrs: 2.00 QPts:		8.00 GPA:	4.00

Winter 2015

EDL 622	Curr Planning, Orgnztn & Eval	3.00 A	12.00
EDL 626	Instructional Leadership	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:		24.00 GPA:	4.00

Winter 2017

EDL 604	Admin Issues f/Pluralistic Sch	3.00 A	12.00
EDL 608	Community Engagement	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:		24.00 GPA:	4.00

Spring 2015

EDL 630	Undrstndg& Using Educ Research	3.00 A	12.00
EDL 632	Data-driven Decision Making	3.00 A	12.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:		24.00 GPA:	4.00

Spring 2017

EDL 601	School Financial Management	3.00 A	12.00
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Summer 2015

CCD 699B	DS:Educational Leadership	2.00 P	0.00
EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
Ehrs: 4.00 GPA-Hrs: 2.00 QPts:		8.00 GPA:	4.00

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

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NATIONAL
 LOUIS
 UNIVERSITY

Stephen Neer, Vice Provost & Registrar

TRANSCRIPTS FOR HIGHEST DEGREE HELD CONTINUED

Student No: [REDACTED]

Date of Birth: 19-MAR

Date Issued: 04-APR-2019

Record of: Jeffrey Allen Alstadt
Level: Graduate

Page: 2

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

EDL 620	School Ldrshp: Policy&Politics	3.00 A	12.00
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Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

Summer 2017

CCD 699B	DS: Educational Leadership	2.00 P	0.00
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EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
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Ehrs: 4.00 GPA-Hrs: 2.00 QPts: 8.00 GPA: 4.00

Fall 2017

CCD 699B	DS: Educational Leadership	2.00 P	0.00
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EDL 690	Eductnl Ldrshp Internship	2.00 A	8.00
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Ehrs: 4.00 GPA-Hrs: 2.00 QPts: 8.00 GPA: 4.00

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

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	60.00	48.00	192.00	4.00

TOTAL TRANSFER	0.00	0.00	0.00	0.00
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OVERALL	60.00	48.00	192.00	4.00
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***** END OF TRANSCRIPT *****

