

# Constance Jones

## Superintendent of Schools (Superintendent 021317)

[connie20103@earthlink.net](mailto:connie20103@earthlink.net)  
(719) 696-8316

### PERSONAL INFORMATION

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#### Contact Information

<i>First Name</i>	<b>Constance</b>	<i>Last Name</i>	<b>Jones</b>
<i>Middle Name</i>	<b>Ann</b>	<i>Email</i>	<b>connie20103@earthlink.net</b>
<i>Primary Phone</i>	<b>719-696-8316</b>	<i>Alternate Phone</i>	<b>239-851-6088</b>
<i>Preferred Contact Method</i>	<b>Phone</b>		

#### Address

<i>Street</i>	<b>4403 Porta Fina Dr</b>	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip Code/Postal Code</i>	<b>81001</b>

#### Equal Opportunity Information

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

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

### CERTIFICATION

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#### Certification Information #1

<i>Certification Area</i>	<b>School Principal</b>	<i>Certification Area Type</i>	<b>Professional Certification</b>
<i>Grade Level</i>	<b>All Levels</b>	<i>Certification State</i>	<b>Florida</b>

#### Certification Information #2

<i>Certification Area</i>	<b>Other: Administrator</b>	<i>Certification Area Type</i>	<b>Professional Certification</b>
<i>Grade Level</i>	<b>K-12</b>	<i>Certification State</i>	<b>Colorado</b>

#### Certification Information #3

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

#### Certification Information #4

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

#### Certification Information #5

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

**ADDITIONAL CERTIFICATION AREAS**

*Certification Area*            **Elementary Education (1-6)**  
*Details*  
*Certification State*        **Florida**

**Computer Skills**

<i>Years of Experience</i>	<b>30</b>	<i>Keyboarding Words Per Minute</i>	<b>50</b>
<i>Word Processing</i>	<b>Yes</b>	<i>Spreadsheets</i>	<b>Yes</b>
<i>Database</i>	<b>Yes</b>	<i>Web / Internet Browser</i>	<b>Yes</b>
<i>E-mail</i>	<b>Yes</b>	<i>Graphics</i>	<b>Yes</b>
<i>Microsoft Windows</i>	<b>Yes</b>	<i>Apple Macintosh</i>	<b>No</b>

**EMPLOYMENT HISTORY****Present Position**

<i>Present Title</i>	<b>NA</b>	<i>Name of Employer</i>	<b>NA</b>
<i>Start Date</i>	<b>07/20/2016</b>	<i>Supervisor Name</i>	<b>NA</b>
<i>Supervisor Phone Number</i>	<b>000-000-0000</b>		
<i>Duties and Responsibilities</i>	<b>NA</b>		
<i>Reasons for Leaving</i>	<b>NA</b>		
<i>May we Contact this Employer</i>	<b>No</b>		

**Experience in Education #1**

<i>From (mm/yyyy)</i>	<b>07/2014</b>	<i>To (mm/yyyy)</i>	<b>07/2016</b>
<i>Employer Name</i>	<b>Pueblo City Schools D60</b>	<i>Assignment</i>	<b>Superintendent</b>
<i>Reason For Leaving</i>	<b>Board election - new majority wanted local employee</b>	<i>Supervisor Name</i>	<b>Pueblo City Schools Board of Education</b>
<i>Supervisor Phone Number</i>	<b>719-549-7103</b>		
<i>Duties and Responsibilities</i>			

**Served as the Chief Executive Officer for the Pueblo City Schools. The District served 18,000 PreK - grade 12 students in 31 schools including 2 charter schools.**

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

**Experience in Education #2**

<i>From (mm/yyyy)</i>	<b>07/2003</b>	<i>To (mm/yyyy)</i>	<b>06/2014</b>
<i>Employer Name</i>	<b>The School District of Lee County</b>	<i>Assignment</i>	<b>Chief Academic Officer/Executive Director for School Support</b>
<i>Reason For Leaving</i>	<b>Accepted position as Superintendent for the Pueblo City Schools.</b>	<i>Supervisor Name</i>	<b>Dr. James W Browder</b>
<i>Supervisor Phone Number</i>	<b>239-839-4933</b>		
<i>Duties and Responsibilities</i>			

**Oversaw all academic departments - curriculum, testing, federal programs, career & technical education, adult education, special education, online programs, and charter schools. Also oversaw supervision of school principals.**

May we Contact this Employer **Yes**

### **Experience in Education #3**

<i>From (mm/yyyy)</i>	<b>07/1973</b>	<i>To (mm/yyyy)</i>	<b>06/1995</b>
<i>Employer Name</i>	<b>The School District of Lee County</b>	<i>Assignment</i>	<b>Teacher, Asst. Principal, Principal</b>
<i>Reason For Leaving</i>	<b>Recruited to serve as the Vice President of a nonprofit research foundation in Charlottesville, VA</b>	<i>Supervisor Name</i>	<b>Dr. Bobbie D'Alessandro, former Superintendent</b>
<i>Supervisor Phone Number</i>	<b>(617) 335-3600</b>		

#### *Duties and Responsibilities*

**I began my career in Lee County as an elementary teacher in a Title I school and taught for six years. I served as an assistant principal in a Title I school for 4 years and then became principal of a Title I elementary for 5 years. I opened a brand new elementary school for the district and served as the principal for 7 years. During two summers, I served as the District Summer School Coordinator, and I also taught as an adjunct professor for NOVA and Barry Universities through the years.**

May we Contact this Employer **Yes**

### **Work Experience #1**

<i>Employed from (mm/yyyy)</i>	<b>06/2002</b>	<i>Employed to (mm/yyyy)</i>	<b>06/2003</b>
<i>Employer</i>	<b>Maryland Department of Education</b>	<i>Title</i>	<b>Accreditation Specialist</b>
<i>Reason For Leaving</i>	<b>Recruited to serve as the Chief Academic Officer for The District of Lee County, FL</b>	<i>Supervisor Name</i>	<b>Virginia Cieslicki (Retired)</b>
<i>Supervisor Phone Number</i>	<b>(410) 767-0390</b>	<i>Supervisor Email</i>	<b>Not@available.com</b>

#### *Duties and Responsibilities*

**Assisted nonpublic schools in obtaining approval to operate a general education program in the state of Maryland. Monitored compliance of nonpublic schools with state regulations, provided technical assistance and training.**

May we Contact this Employer **Yes**

### **Work Experience #2**

<i>Employed from (mm/yyyy)</i>	<b>07/2001</b>	<i>Employed to (mm/yyyy)</i>	<b>06/2003</b>
<i>Employer</i>	<b>Commonwealth Policy Institute Network</b>	<i>Title</i>	<b>Director, Education Policy</b>
<i>Reason For Leaving</i>	<b>Recruited to serve as the Chief Academic Officer for The School District of Lee County, FL</b>	<i>Supervisor Name</i>	<b>Randolph Flood</b>
<i>Supervisor Phone Number</i>	<b>(703) 732-9049</b>	<i>Supervisor Email</i>	<b>Not@available.com</b>

#### *Duties and Responsibilities*

**Assisted in strategic planning for the startup of an internet-based think tank in Washington, DC. Conducted research to determine major issues facing American education and identified how various states were dealing with the issues. Also worked on fund-raising and grant writing.**

### **Experience Summary**

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

<i>Years of teaching experience</i>	<b>7</b>	<i>Years of student teaching experience</i>	<b>1</b>
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Years of administrative experience **29**

## EDUCATION

### Secondary/High School Information

<i>School Attended</i>	<b>Northeastern Wayne High School</b>	<i>City/State</i>	<b>Fountain City, Indiana</b>
<i>Activities/Honors</i>			
<i>Degree</i>	<b>High School Diploma or GED</b>		

### College/University/Vocational Institution #1

<i>Name of School</i>	<b>University of South Florida</b>	<i>Attended From (mm/yyyy)</i>	<b>01/1982</b>
<i>Attended To (mm/yyyy)</i>	<b>12/1993</b>	<i>Degree</i>	<b>Doctorate - PhD</b>
<i>Subject</i>	<b>Curriculum &amp; Instruction</b>		

### College/University/Vocational Institution #2

<i>Name of School</i>	<b>University of South Florida</b>	<i>Attended From (mm/yyyy)</i>	<b>01/1976</b>
<i>Attended To (mm/yyyy)</i>	<b>06/1977</b>	<i>Degree</i>	<b>Other: Educational Specialist - Ed.S</b>
<i>Subject</i>	<b>Educational Leadership</b>		

### College/University/Vocational Institution #3

<i>Name of School</i>	<b>University of South Florida</b>	<i>Attended From (mm/yyyy)</i>	<b>06/1974</b>
<i>Attended To (mm/yyyy)</i>	<b>08/1975</b>	<i>Degree</i>	<b>Other: Masters of Education - M.Ed.</b>
<i>Subject</i>	<b>Curriculum &amp; Instruction</b>		

### Student Teaching #1

<i>Name of School</i>	<b>Whitewater Elementary</b>	<i>Subject</i>	<b>All</b>
<i>Grade</i>	<b>3</b>	<i>Semester</i>	<b>Spring</b>
<i>Year</i>	<b>1972</b>		

## 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.

### Michael Baxter

<i>Title</i>	<b>President/CEO, Parkview Medical Center</b>	<i>Relationship</i>	<b>Other - Business Partner</b>
<i>Address</i>	<b>[REDACTED]</b>	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81003</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	<b>[REDACTED]</b>	<i>Phone</i>	<b>[REDACTED]</b>
<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>present</b>
<i>Reference Letter</i>	<b>[REDACTED]</b>		

### James Browder

<i>Title</i>	<b>Former Superintendent/current Regional Director, Bureau of School Improvement, FLDOE</b>	<i>Relationship</i>	<b>Supervisor</b>
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<i>Address</i>	[REDACTED]	<i>City</i>	<b>Fort Myers</b>
<i>State</i>	<b>Florida</b>	<i>Zip</i>	<b>33912</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2003</b>	<i>To</i>	<b>11/2010</b>

**Sheryl Clarke**

<i>Title</i>	<b>Assistant Superintendent (Retired)</b>	<i>Relationship</i>	<b>Colleague</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Murphy</b>
<i>State</i>	<b>North Carolina</b>	<i>Zip</i>	<b>28906</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2003</b>	<i>To</i>	<b>06/2016</b>
<i>Reference Letter</i>	[REDACTED]		

**Mike Colucci**

<i>Title</i>	<b>Former School Board Member, Pueblo City Schools</b>	<i>Relationship</i>	<b>Supervisor</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81005</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>11/2015</b>

**Karen Cordova**

<i>Title</i>	<b>Chief Financial Officer (Retired)</b>	<i>Relationship</i>	<b>Colleague</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81005</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>06/2016</b>
<i>Reference Letter</i>	[REDACTED]		

**Jeanne Dozier**

<i>Title</i>	<b>Board Member, The School District of Lee County</b>	<i>Relationship</i>	<b>Other - Board Member</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Fort Myers</b>
<i>State</i>	<b>Florida</b>	<i>Zip</i>	<b>33901</b>
<i>Country</i>	<b>United States</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2003</b>	<i>To</i>	<b>06/2014</b>

**Dennis Maes**

<i>Title</i>	<b>Chief District Court Judge, Pueblo</b>	<i>Relationship</i>	<b>Other - Community Member</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81001</b>
<i>Country</i>	<b>United States</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]

<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>present</b>
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**Georgianna McDaniel**

<i>Title</i>	<b>Executive Director, Human Resources for The School District of Lee County (retired)</b>	<i>Relationship</i>	<b>Colleague</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Fort Myers</b>
<i>State</i>	<b>Florida</b>	<i>Zip</i>	<b>33905</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2003</b>	<i>To</i>	<b>06/2014</b>

**Jim Richerson**

<i>Title</i>	<b>CEO, Sangre de Cristo Arts Center</b>	<i>Relationship</i>	<b>Other - Community Partner</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81003</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>present</b>
<i>Reference Letter</i>	[REDACTED]		

**Jon Walker**

<i>Title</i>	<b>Executive Director, Pueblo City-County Library System</b>	<i>Relationship</i>	<b>Other - Community Partner</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Pueblo</b>
<i>State</i>	<b>Colorado</b>	<i>Zip</i>	<b>81001</b>
<i>Country</i>	<b>USA</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>07/2014</b>	<i>To</i>	<b>present</b>
<i>Reference Letter</i>	[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.*

**Yes**

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

**Yes**

*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?*

**Yes**

*If yes, please provide a detailed explanation.*

**My superintendent's contract with the Pueblo City Schools was for three years. It contained a clause that allowed the board to buy out my contract for "no cause." A new board majority was elected in Nov., 2015 and they chose to exercise their right to buy out my contract in July, 2016. They were all three former employees of the district and they wanted a local person with whom they had worked to serve as the superintendent.**

*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?*

**Yes**

*If yes, please provide a detailed explanation.* **Same as above**

*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

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### Attachment

Resume

Cover Letter

Transcript

Reference Ltrs (Include All)

Other

Other

## DISCLAIMERS AND AFFIRMATION

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### *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*

**CAJ**

*Affirmation Date*

**03/15/2017**

# RÉSUMÉ

**Constance A. Jones, Ph.D.**

**4403 Porta Fina Dr., Pueblo, CO 81001**  
**(719) 696-8316 – home • (239) 851-6088 – cell • [connie20103@earthlink.net](mailto:connie20103@earthlink.net)**

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My goal is to provide all students with a high-quality education that enables them to graduate with the knowledge, skills, and confidence to pursue post-secondary education or go directly into the workforce and contribute in productive and meaningful ways for their family, community, and country. I believe it is our civic duty to ensure that every child has the opportunity to attend a school that provides a safe and nurturing environment as well as high quality educational experiences.

My leadership philosophy and style are based on maintaining open and honest communication and collaborative relationships built upon respect, trust, transparency, civility, high academic rigor and a commitment to continuous improvement. I believe decisions should be made using facts, input, and data with the best interest of students in mind. I believe that establishing quality processes will ensure continuous systemic improvement; and highly effective leadership, knowledgeable and talented teachers, and strong parent and community involvement are essential ingredients to ensure successful schools.

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## **Professional Experience**

**Pueblo City Schools, Pueblo, CO**

**2014-2016**

**Superintendent**

**18,000 students in Pre-Kindergarten through Grade 12 (75% minority, 68% free/reduced meal eligible), \$210 million annual budget, and 2200 employees**

- Served as the Chief Executive Officer for 31 schools including two charter schools
- Increased academic performance and improved the district's state accountability rating which enabled all schools to maintain their accreditation.

**The School District of Lee County, Fort Myers, FL**

**2003 – 2014**

**Executive Director, School Development**

**Chief Academic Officer**

**85,000+ students in Pre-Kindergarten through Grade 12 and Adult Education (51% minority, 72% free/reduced lunch eligible), \$1.4 billion annual budget (\$770 million operating funds), and 9,000 employees**

- Oversaw the supervision of 119 schools – Prekindergarten through adult education
- Oversaw all academic departments including curriculum, accountability and testing, career and technical education, early childhood education, federal programs, adult education, online instruction, and charter schools

**Maryland State Department of Education, Baltimore, MD**

**2002 – 2003**

**Accreditation Specialist, Nonpublic School Approval Branch**

- Assisted nonpublic schools in obtaining approval to operate a general education program in the State of Maryland.
- Monitored compliance of nonpublic school programs with state regulations, provided technical assistance and training in establishing a nonpublic school, as well as aligning curriculum with state standards and making modifications for students with special education needs.

**Commonwealth Policy Institute Network, *Washington, DC***

**2001 – 2003**

**Director, Education Policy**

- Assisted in strategic planning for the startup of an internet-based think tank.
- Conducted research to determine the major issues facing American education and identified how various states deal with the issues.

**Core Knowledge Foundation, *Charlottesville, VA***

**1995 – 2001**

**Background:** The Core Knowledge Foundation, founded by E. D. Hirsch, is a national nonprofit, educational research foundation that provides staff development training for schools and publishes books and other materials for schools and the general public.

**Positions:**

**President/Interim**

- Responsible for hiring, assigning job duties, and supervising a staff of 20 employees.
- Oversaw operating budget, grants, and investments.
- Developed strategies to generate additional operating revenue to achieve self-supporting status.
- Wrote and obtained grants for development projects.

**Vice-President, Director of School Programs and Leadership Development**

- Developed and conducted school-based and district-wide training for teachers and principals to create a comprehensive curriculum that aligned state standards, testing objectives, and content guidelines. Training was conducted in several hundred public, charter, and private/parochial schools throughout the United States.
- Developed trainer training program to accommodate growth. Trained new director for teacher development to assume teacher-training responsibilities and built a cadre of 50+ national trainers.
- Responsible for planning and overseeing national conferences that grew from 350 participants in 1992 to 2600 participants in 2001. Responsibilities included contract negotiations, a program that consisted of three plenary sessions and over 300 breakout sessions during the three-day event and an exhibit hall with 60+ vendors. Each conference was held in a different major city throughout the United States.

**Three Oaks Elementary, *Fort Myers, FL***

**1988 – 1995**

**Elementary Principal**

Opened Three Oaks Elementary as a new school in the fall of 1988. The school started with 800 students and grew to 1200 students and 105 staff members in three years. Three Oaks Elementary became the first Core Knowledge School in the country. Our work received national recognition and the school hosted hundreds of visitors from across the country each year. It led to the need to develop a training program that would help other schools replicate the program.

**Lee County Public Schools, *Fort Myers, FL***

**1973-1988**

**Elementary Principal, Assistant Principal, Classroom Teacher**

**Additional Work Experience**

**Barry University, *Fort Myers, FL***

**2010 - 2014**

**Adjunct Professor**

Graduate level courses in Educational Leadership and Curriculum Design

**Nova University, *Fort Myers, FL***

**1985 - 1995**

**Adjunct Professor**

Graduate level courses in Educational Leadership, School Finance, and Curriculum Design



## **Education**

### **University of Virginia (2002)**

*Charlottesville, VA*

Postgraduate work in Education Policy

### **St. Leo University (1995)**

*St. Leo, FL*

Postgraduate work in Early Childhood Development

### **University of South Florida (1993)**

*Tampa, FL*

Doctor of Philosophy (Ph.D.) in Curriculum & Instruction, Department of Educational Leadership

### **University of South Florida (1977)**

*Tampa, FL*

Educational Specialist (Ed.S.) in Curriculum & Instruction, Emphasis in Educational Leadership

### **University of South Florida (1975)**

*Tampa, FL*

Masters of Education (M.Ed.) in Curriculum & Instruction, Emphasis in Mathematics and Science

### **Ball State University (1972)**

*Muncie, IN*

Bachelor of Science (B.S.) in Elementary Education, Minor in Music

## **Highlights of Recent Accomplishments in the Pueblo City Schools, Pueblo, CO**

### **Academic Achievement:**

- Pueblo City Schools' District accreditation rating had been in Priority Improvement for five years. In 2015-2016, the District moved up from Priority Improvement to Improvement which prevented State interventions and stopped the accountability "clock."
- In 2015-2016, the number of schools with a Priority Improvement or Turnaround status decreased by more than 50%, going from 15 schools in 2013-14 to 7 schools in 2015-16. In all, 14 schools improved by at least one performance rating. Seven schools who were at the highest level (Performance) maintained their status and 8 additional schools joined them to now make 15 schools (22% to 47%) in the highest rating.
- The district achieved AdvancED Accreditation and became the first district in Colorado to earn this designation. The STEM magnet school at Central HS was also recommended for STEM Accreditation through AdvancED making the program the first of its kind west of the Mississippi River.
- Scholarships – Students received more than \$14M in scholarship awards in 2015-2016. Top scholars earned awards from the Gates Foundation, Beottcher, Hurliman, Kane, Daniels Fund scholarships as well as appointments to the United States Air Force Academy. This was an increase of \$4 million over the previous year.
- Along with providing high school students with opportunities to earn industry certifications, the district increased the number of students taking college courses by 437 courses. The courses taken at CSU-Pueblo doubled in 2015-2016 and both the concurrent enrollment and early college programs at Pueblo Community College increased over the previous year. The success rate for students earning college credit was approximately 95%.

### **District initiatives:**

- Reading, math and science materials were updated in all schools during 2014-15 and 2015-16.
- A new progress monitoring system was implemented in 2015-2016 for reading, math, science and social studies in kindergarten through grade 12.
- Art classes were reintroduced in all elementary schools. The first districtwide Elementary Art show joined the annual Middle and High School Art Shows in 2015-2016.
- A new course called Freshmen Success was introduced in all four high schools to ensure that 9<sup>th</sup> grade students got off to a positive start in high school and stayed on track throughout the year to ensure they earned the credits needed to graduate in four years. The course also helped students

**Résumé**

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plan for their future and determine the courses they should take to pursue specific careers. The data from 2015-2016 showed that the 9<sup>th</sup> grade students increased the number of courses passed and discipline referrals decreased significantly.

- Career Academies were initiated in all four high schools in 2015-2016 with the addition of a second Health Academy at South HS along with the Video and Digital Design Academy. Culinary Arts at East and Central HS and a new Manufacturing program at East HS which has already contracted with the school system to manufacture metal signs to post at each school location.
- The first annual CTE Showcase where the public could tour all four high schools to see the Career and Technical Academies in action was offered. The students served as tour guides and they explained what they were learning in their programs.
- High School Graduation requirements were reviewed and updated to meet new state requirements and a new middle school progression plan was approved to increase the accountability and rigor of the middle school program of studies.
- Superintendent's Student Advisory Council – A newly formed group of students representing each of the high schools was established to advise the superintendent on student concerns and suggest improvements they'd like to see in the schools. Their first project was to come up with ways to improve student attendance and grade point averages.
- Ten schools received energy upgrades to become more energy efficient. The anticipated projects will generate savings of \$14M over the next 20 years. The first rebate check was received in the amount of \$650,000.00 for 2015-2016. Savings are guaranteed and will pay off the loan that was needed to pay for the upgrades in each building.
- Dutch Clark Stadium received a new facelift with a new scoreboard that is capable of generating revenue to help the stadium become self-supporting and provide students in South High School's new Video and Mass Communication Career Academy with the opportunity to develop commercials, video productions and operate the scoreboard during the many sports events held at the stadium. In three years, the scoreboard will be fully paid by the major sponsors and commercials generated by the students. The plan is to generate funds to make the stadium self-supporting so more general fund dollars can go to the classrooms.
- A Facilities Master Plan was developed in 2015-2016 and is now ready to share with the community. This will enable the District to pursue a Bond initiative to upgrade aging buildings and infrastructures.

**New partnerships formed or expanded:**

- Pride and Patriotism – More than 500 students performed and were featured at this community event which was held at Memorial Hall. Local veterans were honored as part of the event.
- The District and Sangre de Cristo Arts Center and the Buell Children's Museum formed a partnership to provide preschool and kindergarten students with readiness opportunities to help them get off to a positive start in school.
- The Pueblo Realtor's Association created a new mentoring program for middle school students.
- The United Way expanded their mentoring program for middle school students.
- A new volunteer program at Minnequa Elementary was created called HIPS, Heroes in the Pueblo Schools, which went right along with their Heroes art program that was displayed at the Sangre de Cristo Arts Center.
- History Connections of Pueblo – representing all of the local museums and organizations that provide field trip sites - adopted several schools and presented them with guest speakers, learning artifacts and lesson plans and field trips
- ConnectED Library Challenge - A collaborative partnership with the Pueblo City/County Library District that provided every student with a library card that enabled them to have full access to all library resources both at the library and through the internet was launched in 2015-2016. (The

Student Advisory Council members felt that it was important to seek permission for students to have free access to public transportation to be able to access the library, so preliminary discussions were begun to allow students to ride a bus for free if they showed their library cards.)

- The City Council approved the Pueblo City Schools to become an access provider for one of the COMCAST public cable channels, Channel 18, to begin broadcasting programming about the schools and special topics of interest to parents and the community in 2016-2017. South HS was designated to take the lead in teaching students to develop stories, conduct interviews, film the various stories, and then edit what they have filmed to create news stories and special interest features.

### **Previous Accomplishments in Lee County Public Schools, Fort Myers, FL**

#### **Academic Progress**

- Achieved the highest graduation rate and the lowest drop-out rate The School District of Lee County has had in the past ten years during the 2009-2010 school year.
- Achieved letter grades of “A” or “B” in 91% of the 88 elementary, middle and high schools graded by the Florida Accountability System during the 2010-2011 school year.
- Obtained an A+ rating and the designation of a “high performing district” from the State of Florida during the 2010-2011 through the 2012-2013 school years. Lee County was one of 13 out of 67 Florida School Districts to achieve this designation with the largest and most diverse student populations of the top-ranking school districts in 2010-2011.
- Obtained the distinction of being the only district of the State’s nine largest school districts in student population to not have a school in the lowest 5% academically in the state’s ranking system for two consecutive years in 2009 - 2010.
- Received state recognition for academic progress and the closing of the achievement gap in our Title I and *Reading First* schools.
- Recognized by the Brookings Institute for having the second-lowest achievement gap between students in high-income and low-income families when analyzing the nation’s 100 largest metropolitan areas. The Hispanic-white academic achievement gap was the 4th best nationally and the black-white gap was the 14<sup>th</sup> best.

#### **Quality Initiatives and Continuous Improvement**

- Achieved AdvancED (SACS CASI) district-wide accreditation in 93 elementary, middle and high schools for the first time in the history of the school district, spring 2007.
- Implemented a continuous improvement model called CSI:Lee that guides schools through the steps to conduct a self-study, host a site visit by a peer school, and visit a peer school to conduct a peer review. Schools receive feedback regarding their progress in establishing quality processes and practices for continuous improvement from their peer school.

**Fiscal Responsibility and Increased Efficiency**

- Completed the State Audit for compliance of the federal No Child Left Behind legislation with no findings in any of the 23 Title I schools. The visiting team referenced Lee County as a model district for implementation in several categories.
- Assisted with reducing the district's operational budget by \$100 million over a four-year period by consolidating district departments and reducing district level staff where there was an overlap of services to reduce redundancy of services and increase efficiency.
- Consolidated and standardized instructional resource purchases to reduce costs and increase flexibility in distributing materials.
- Improved internal processes for greater accountability and efficiency in all Academic Services departments.
- Served on the Executive Steering Committee for the implementation of the Oracle PeopleSoft system to manage and integrate the District's business and human resource processes with a budget of \$32 million. The project was fully implemented on time, under budget and is considered one of the largest ERP deployments in the nation.

**Systems Improvement**

- Developed district-wide academic plans for each subject and grade level, pre-kindergarten through grade 12 that addressed the Common Core State Standards and organized what should be taught in each grading period.
- Developed and implemented district-wide common assessments in reading, mathematics, science and writing that served as pretests, quarterly formative, and final assessments.
- Implemented a comprehensive data management system to provide a single source for administrators and teachers to access longitudinal data regarding student information and academic performance.

**Increased Program Opportunities for Students**

- Expanded STEM (Science, Technology, Engineering and Mathematics) programs at the elementary, middle and high school levels that include opportunities for field experiences and partnerships with the business community.
- Opened three comprehensive high schools. Each offers five career and technical academies for students in grades 9 – 12. Twenty-seven career and professional academies that lead to Industry Certifications have been added to the 13 high schools in the district. Opened career and technical academies at the middle school level that offer industry certifications.
- Received national recognition from the Ford Motor Foundation at the leadership level for career and technical education.
- Obtained a \$4,700,000.00 federal Magnet School grant to develop a Leadership Academy at East Lee County High School and an Academy for Gifted and Talented at Fort Myers Middle School.
- Implemented state-of-the-art technology in three schools serving disadvantaged students (elementary, middle, and high) through a \$3,000,000 federal Magnet School grant. Dunbar High School became the first school-wide Microsoft certified school in the world.
- Increased Advanced Placement courses in all high schools by 83% participation in the courses and testing over a seven-year period.
- Obtained a \$900,000 state competitive grant to increase Advanced Placement course opportunities for under-represented students in two high schools and two feeder middle schools.
- Obtained a \$732,000 Charting a Course for the Digital Science, Technology, Engineering and Mathematics (STEM) Classroom competitive grant through the Enhancing Education through Technology program.
- Obtained a Teaching American History grant of \$1.6 million over five years.

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- Expanded the International Baccalaureate Diploma Program from one high school to three high schools strategically located throughout the school district.
- Implemented the Cambridge International Diploma Program in three high schools strategically located throughout the school district.
- Increased advanced course offerings at the elementary and middle school level by starting the primary years and middle years International Baccalaureate programs in each of the three attendance zones in Lee County.
- Implemented the Advancement via Individual Determination (AVID) program in four high schools and 10 middle schools to encourage and support middle achieving students as they attempt more rigorous courses, by providing them with study skill strategies, mentors and instructional tutors. Two schools achieved national model school status.
- Implemented Dual Enrollment Academies in all 13 high schools.
- Opened the first Early Learning Center in Lee County to serve at-risk four year olds. Expanded to two additional centers strategically located in the county in 2011-2012.
- Expanded JROTC programs in 14 of Lee County's high schools. Currently 25% of the students in grades 9 through 12 are enrolled in a JROTC program.
- Implemented a virtual education program that offers courses for full and part time students.

**Staff Relations and Professional Development**

- Developed new teacher and administrator evaluation systems that include alignment to strategic plan goals, career development and opportunities for advancement, and measurable student performance outcomes.
- Negotiated and successfully implemented one of the seven state approved merit pay plans based on learning gains measured by district developed common assessments for all teachers.
- Implemented Leadership training through summer leadership institutes and bimonthly leadership training sessions that include group work and school site visits to model and practice leadership strategies to influence the improvement of teaching and learning.
- Increased on-line training opportunities for teachers.
- Participated in the successful Race to the Top grant proposal resulting in an award of \$9 million and the Teacher Incentive Fund grant proposal resulting in \$45 million. Served on the implementation steering committee.
- Received a \$1.25 million, multi-year "Closing the Achievement Gap" grant from the National Education Association (NEA) for collaborative work with the teachers' association, the district, and the business community. The district was invited to apply by the National Education Association (NEA) due to the highly effective work relationships that have been achieved with the teachers' union, the business community represented by the Foundation for Public Schools and the school district.

**Parent and Community Involvement**

- Established a District Parent Assistance Center to serve as a starting point for parents new to the community as well as parents who need guidance in obtaining information or resolving issues of concern.
- Assisted with the implementation of the ParentLink system that provides notifications to parents via email and telephone. It also provides parents with the ability to obtain real time information regarding their children's grades and academic progress on a daily basis.
- Increased resources available for parents on the district's website.
- Assisted the Hispanic American Business Alliance in establishing an annual principal of the year recognition program.
- Created new business advisory boards to support and advise the high schools and high tech centers with their career and technical academies.
- Serve as the district liaison for the Board appointed District Advisory Committee (DAC).

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- Serve on the Lee Memorial Health System Community Wellness Steering committee to help encourage healthy lifestyles and practices that will improve the quality of life and the economic wellbeing of our community.
- Serve on the regional Education task force whose mission is to better align the workforce needs of the region with the educational programs offered in the K-20 education system.

**Community Involvement**

**Pueblo, CO**

Pueblo Rotary 43 – member

Salvation Army of Pueblo – volunteer

The Latino Chamber of Commerce of Pueblo – member

Greater Pueblo Chamber of Commerce – member

Pueblo Workforce Development Board

Numerous presentations to local organizations regarding the Pueblo City Schools

**Past Community Involvement in Southwest Florida**

Junior Achievement of Southwest Florida – Board of Directors – Past Chair

Lee Memorial Health Systems Visioning Steering Committee

Greater Fort Myers Chamber of Commerce, Education Grant Committee

Greater Fort Myers Chamber of Commerce Women in Business, member

Southwest Florida Women's Legacy Fund, member

Southwest Florida Marine Institute – Board of Directors

Southwest Florida Workforce Development Board, Board of Directors

Horizon Council, Task force on Transportation and Education

Uncommon Friends, Education Committee member

Hispanic American Business Alliance – partner

CCMI Ministries Soup Kitchen – supporter

Art of the Olympians Museum – assisted with events

**State Involvement**

Colorado Association of School Executives (CASE) member

Florida Governor's State Sterling Quality Council, Board of Directors

Florida Organization of Instructional Leaders

Florida Association of School Administrators

**Professional Organizations**

American Association of School Administrators (AASA) member

Phi Delta Kappa – Local Chapter, Past Secretary, Vice-President, & President

Association of Supervision and Curriculum Development

American Academy for Liberal Arts Education – Past Advisory Board Member

**Committees and Task Forces for the School District of Lee County**

Education Advisory Committee for Florida Gulf Coast University – Fort Myers, FL

Core Student Outcome Writing Team – Florida Department of Education

Accountability and School Improvement Training – Florida Department of Education

Lee County Public Schools

Superintendent's Cabinet – Serve as Acting Superintendent, as needed

District's Negotiation Team member

Race to the Top Planning Committee

Marketing and Program Placement Advisory Committee

District School Advisory Representatives – District Liaison



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Curriculum Advisory Committee – District Liaison  
 Budget Development Committee  
 Long-range Planning Committee – Finance  
 Long-range Planning Committee – Capital Projects  
 Restructuring/School Improvement Committee  
 School Calendar Committee  
 Technology Task Force  
 Gifted/Talented Program Task Force  
 Energy Conservation Task Force

**Professional Presentations (highlights from recent years)**

National Quality Conference	Orlando, FL
Family Foundations National Conference	Orlando, FL
Center for Education Reform – National Conference	Washington, DC
Hoover Institute – Stanford University	Stanford, CA
Teacher’s College – Columbia University	New York, NY
US Department of Education	Washington, DC
America 2000 Satellite Town Meeting	Washington, DC
International Symposium on National Core Curricula	Houston, TX
National Conference on Desegregation	Durham, NC
Leadership New Mexico	Roswell, NM
Mississippi State Department of Education	Jackson, MS
Texas State Board of Education	Austin, TX
National Association of Elementary School Principals	San Francisco, CA
National Association of Elementary School Principals	New Orleans, LA
Home Show with Gary Collins – ABC Network	Hollywood, CA
Hudson Institute	Indianapolis, IN
Delta Consortium, Delta State University	Cleveland, MS
Association for Early Childhood, FL State Conference	Tampa, FL
New York Times Editors’ Conference	Tampa, FL
National Convention for Association for Supervision and Curriculum Development	New York, NY
Georgia State Convention of Curriculum Supervisors	Athens, GA
Superintendents’ Seminar, University of Virginia	Charlottesville, VA
Superintendents’ Seminar, Ohio State University	Columbus, OH

**Publications and Articles**

*Core Knowledge Leadership Manual*, Core Knowledge Foundation, 2001  
*Core Knowledge and Civic Education*, Basic Education, Council for Basic Education, Vol. 45, No. 7,  
 March 2001  
*Teaching Asia in Elementary Education: The Core Knowledge Curriculum*, Education about Asia, Vol.  
 4, No. 2, Fall 1999  
*Core Knowledge Teacher Training Manual*, Core Knowledge Foundation, 1995  
*Quality and Equity of Education Outcomes: The Effects of School-wide Content Specificity*,  
 Dissertation, University of South Florida, December 1993  
*Core Knowledge: Now It Can Be Taught*, Principal Magazine, January 1992  
*A School’s Guide to Core Knowledge: Ideas for Implementation*, Core Knowledge Foundation, 1991

**Awards and Recognitions**

APEX Award - by the Greater Fort Myers Chamber of Commerce – a recognition for women demonstrating outstanding leadership in the community, 2008

Lee County JROTC first annual STAR award for outstanding leadership and support of the JROTC program, Fort Myers, FL, 2008

Executive Educator 100 – selected as one of the top executive educators in North America by the National School Boards Association, 1993

Outstanding Alumni – Ball State University, Muncie, IN, 1993

Phi Delta Kappa – Outstanding Educator of the Year, 1993

A+ Break the Mold School – America 2000 Recognition Program, 1992

Executive Educator Profiles in Excellence Award, 1992

Redbook “Best Schools” program – selected as one of the top 21 school programs in the state of Florida, 1992

LIFE Magazine – feature story about Three Oaks Elementary, 1991

The Congressional Record – Washington, DC, 1991



Résumé

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**References**

Dr. James Browder

Regional Director for School Accountability and Improvement, FLDOE

Former Superintendent, The School District of Lee County

Fort Myers, FL

[REDACTED]

Jeanne Dozier

Former School Board Member, The School District of Lee County

Fort Myers, FL

[REDACTED]

Sheryl Clarke

Assistant Superintendent, Retired

Pueblo City Schools

Pueblo, CO

[REDACTED]

Mike Colucci

Former Board Member, Pueblo City Schools

Pueblo, CO

[REDACTED]

Dennis Flores

Former School Board Member, Pueblo City Schools

Pueblo, CO

[REDACTED]

Georgianna McDaniel

Executive Director of Personnel, Retired

The School District of Lee County

Fort Myers, FL

[REDACTED]

Sandy Gutierrez

Executive Director, Sycare

Former CEO for the Latino Chamber of Commerce, Pueblo

Pueblo, CO

[REDACTED]

Dennis Maes

Chief District Court Judge, Retired

Pueblo, CO

[REDACTED]

Constance A. Jones, Ph.D.

4403 Porta Fina Drive, Pueblo, CO 81001

Cell (239) 851-6088

connie20103@earthlink.net

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March 14, 2017

Members, Board of Education  
Flagler County School District  
1769 E. Moody Blvd.  
Bunnell, FL 32110

Dear Esteemed Members of the Board of Education:

It is with sincere commitment that I submit for your consideration my letter of application, resume, and letters of reference for the position of Superintendent of the Flagler County School District. My professional experiences and educational training are extensive and uniquely qualify me to serve the school district and community of Flagler County. I have successfully led organizations as a school-based, district-based, and national level executive administrator. I have led within a framework built upon the shared values of trust, transparency, civility, high academic rigor and high standards for all students.

I moved to Colorado two and a half years ago to serve as the superintendent for the Pueblo City Schools. The student population consisted of approximately 18,000 students of which 70% were Latino/Hispanic origin. Seventy-two percent qualified for free/reduced meals. When I arrived 15 of the 31 schools were designated in the state's two lowest performing categories. The district was also in danger of losing its accreditation from the state because it had been designated in Priority Improvement for four consecutive years. The district was in a downward trajectory adding low performing schools each of the previous three years in the state's accountability system. At the end of my second year, the district had shown significant growth as a district and was removed from the Priority Improvement status, thus eliminating the risk of losing accreditation, and the number of schools in the lowest two categories decreased from fifteen to seven. The District also achieved the highest graduation rate and lowest dropout rate in the last seven years.

During my tenure in Pueblo, I introduced the concept of 100% graduation rate as our ultimate goal. I initiated a Superintendent's Student Advisory Council, upgraded resources for the core subject areas, reintroduced art in the elementary grades and expanded the offering of career and technology programs in the high schools.

Many new partnerships were formed with businesses and community organizations. The first Pride and Patriotism event was held where more than 500 students performed for the community. Many of the local veterans were honored as part of the event. A partnership was formed with the local public library system to provide every student with a library card that enabled them to have full access to all library resources both at the library and through the internet. This also served as a rich resource for teachers' use in their classrooms. A Career and Technical Education Summit was held where over 140 local business leaders came together to discuss what was needed to meet the needs of the local workforce and how the community could partner to support the schools.

Prior to moving to Pueblo, I served as the Chief Academic Officer (CAO) for the Lee County Public Schools in Fort Myers, Florida, a highly diverse school district of 85,000 students and over 9,000 employees housed in 119 schools and departments with an annual budget of \$1.4 billion.

During my tenure as the CAO, we achieved improved student performance in all academic areas including the highest graduation rate and lowest dropout rate in the recent history of the school district. We saw the steady closing of the achievement gap among the various student populations as we implemented an accountability

system based on clear measurable goals and a strong data-driven decision model of continuous improvement in the schools and district departments.

I possess a deep understanding of fiscal responsibility and transparency. As we reduced the district's operating budget, decisions were made through a collaborative process and based on data to ensure that students and classrooms were the last to be impacted. I have worked closely with the bargaining units as we successfully negotiated ratified contracts in very challenging economic times.

I have always felt that it is important to be an active member of the community. In Pueblo, I became a member of Rotary, the Latino Chamber of Commerce, the Greater Pueblo Chamber of Pueblo and the Pueblo Workforce Development Board. I also became an active volunteer for the Salvation Army, and I made numerous presentations to organizations throughout the community to promote the school system and seek their support.

My focus has always been to bring out the best in others and showcase and celebrate their talents. People are our greatest resource and it is critically important to nurture, support and provide them with the training and tools to be effective in their work. I also recognize the importance of empowering parents and caregivers to be true partners in the education of their children and to feel a sense of self-efficacy in achieving the dreams and hopes they have for their children's futures.

Throughout my career, I have worked to build trust and confidence in our public school system through my actions and my commitment to always put students first when making decisions. I believe in leading by example and I have earned the support and confidence of parents, community members and employees by providing opportunities for open and honest two-way communication, through my willingness to listen and build consensus, and through my relentless drive to ensure all students are successful.

As I have reviewed the information regarding the Flagler County School District, I am very excited to see the positive school culture that has been created both within and outside of the District. You have my total commitment to support and help strengthen the implementation the District's Strategic Plan and initiatives to ensure that every student in the Flagler County School District successfully progresses through his/her program of studies and graduates with the skills and knowledge to be successful in post-secondary education and/or the workforce. I am committed to create a climate that encourages collaboration, innovation, genuine parent and community input and involvement, and an esprit de corps that conveys a "can do" attitude and a passion for making our school system the best that it can be.

My sincere desire is to serve you and the Flagler County School District as a respected leader who will build upon the District's great accomplishments and help take the school system to the next level in its pursuit of excellence!

Thank you for this opportunity to be considered.

Sincerely,

*Constance Jones*

Constance A. Jones, Ph.D.



# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED] Date of Birth: 06/24/1950  
Record of: Constance A. Jones

Date Issued: 01/29/2002  
OFFICIAL  
Page: 1

\*\*\*\*\* Test Scores \*\*\*\*\*  
No test scores  
\*\*\*\*\*

Summer 1974  
No College Designated  
Non-Degree  
Enrolled Non-degree Seeking

06/17/1974 - 08/23/1974

			CRED	GRD	Q.P.	R
EDC	681	Ds In Ap El Mth	2.66	A	10.64	
EDN	583	St Mth El Sc Ia	2.66	A	10.64	

GPA: 4.00 Ehrs: 5.32 GPAhrs: 5.32 21.28

Fall 1974  
Education  
Curriculum & Instruction

09/23/1974 - 12/12/1974

Admitted to Graduate Degree Program  
BS Degree Ball State University 1972  
Accepted to Master's Program in Curriculum and  
Instruction, Effective 09/74

			CRED	GRD	Q.P.	R
EDC	681	Dr/St/Var/Title	2.66	A	10.64	
EDF	605	Fndtns Measmnt	2.66	B	7.98	

GPA: 3.50 Ehrs: 5.32 GPAhrs: 5.32 18.62

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

Two USF Courses Taken as  
Non-Degree 06/74  
Accepted Toward Masters Program  
Winter 1975  
Education  
Curriculum & Instruction

01/06/1975 - 03/21/1975

			CRED	GRD	Q.P.	R
EDF	607	Fndtns Ed Rsch	2.66	B	7.98	
EDN	515	Lab Tec Tch Mth	2.66	A	10.64	

GPA: 3.50 Ehrs: 5.32 GPAhrs: 5.32 18.62

Spring 1975  
Education  
Curriculum & Instruction

03/31/1975 - 06/13/1975

			CRED	GRD	Q.P.	R
EDC	601	Thr Iss Cur Ins	2.66	A	10.64	
EDN	653	Sec Phy Ert Sci	2.66	A	10.64	

GPA: 4.00 Ehrs: 5.32 GPAhrs: 5.32 21.28

\*\*\*\*\* CONTINUED ON PAGE 2 \*\*\*\*\*





# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED] Date of Birth: 06/24/1950  
Record of: Constance A. Jones

Date Issued: 01/29/2002  
O F F I C I A L  
Page: 2

## Previous Credit

Summer 1975

Courses Accepted Toward Masters  
Degree

Ball State University 1972

Crs= Bas Conc El Gd=- (02.66)

Crs= Hist Thought Gd=- (02.00)

CRED GRD Q.P. R

BLK CRED Bulk Credit 4.66 NG 0.00

GPA: 0.00 Ehrs: 4.66 GPAhrs: 0.00 0.00

Summer 1975

Education

Curriculum & Instruction

06/23/1975 - 08/29/1975

CRED GRD Q.P. R

EDF 611 Psy Fndtns Educ 2.66 B 7.98

EDF 625 Phil Fnd Am Ed 2.66 A 10.64

EDN 583 Ut Sp Rs Sci Ed 3.34 A 13.36

Master of Education Degree Awarded

August 29, 1975

Program - Curriculum and Instruction

Master of Education Degree Awarded

August 29, 1975

Program - Curriculum and Instruction

Graduate Level:

USF Hrs/GPA at Degree: 29.94 3.73

Overall Hrs/GPA at Degree: 29.94 3.73

GPA: 3.69 Ehrs: 8.66 GPAhrs: 8.66 31.98

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

Fall 1975

No College Designated

Non-Degree

Enrolled Non-degree Seeking

09/22/1975 - 12/10/1975

CRED GRD Q.P. R

EDC 683 Sys Obs Of Tchg 2.66 A 10.64

GPA: 4.00 Ehrs: 2.66 GPAhrs: 2.66 10.64

Winter 1976

Education

Education

Admitted to Graduate Degree Program

Accepted to the Education Specialist Program,

Effective 1/76

01/06/1976 - 03/17/1976

CRED GRD Q.P. R

EDC 683 In Pgm Prep Tch 2.66 A 10.64

EDC 683 Sys Th & Inst I 2.66 A 10.64

GPA: 4.00 Ehrs: 5.32 GPAhrs: 5.32 21.28

Spring 1976

Education

Education

03/29/1976 - 06/09/1976

CRED GRD Q.P. R

EDC 674 Case St Sch Adm 2.66 B 7.98

EDC 781 Direct Research 0.67 A 2.68

GPA: 3.20 Ehrs: 3.33 GPAhrs: 3.33 10.66

\*\*\*\*\* CONTINUED ON PAGE 3 \*\*\*\*\*





# UNIVERSITY OF SOUTH FLORIDA

Student No: [REDACTED]  
Record of: Constance A. Jones

Date of Birth: 06/24/1950

Date Issued: 01/29/2002

O F F I C I A L

Page: 3

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Summer 1976 Education Education	06/21/1976 - 08/24/1976	Spring 1977 Education Education	03/28/1977 - 06/06/1977
	CRED GRD Q.P. R		CRED GRD Q.P. R
EDC 781 Direct Research	2.66 S 0.00	EDC 683 Human Rel/Curr	2.66 A 10.64
EDC 783 Organiz Develop	2.66 A 10.64	EDL 607 Curr Inst Tchnl	3.34 A 13.36
EDF 613 Principle Learn	3.34 A 13.36		
EDF 635 Bhv Thy Cl Lrng	2.66 A 10.64		
GPA: 4.00 Ehrrs: 11.32 GPAhrs: 8.66	34.64	Education Specialist Degree Awarded June 12, 1977 Program - Education Graduate Level: USF Hrs/GPA at Degree: 63.23 3.77 Overall Hrs/GPA at Degree: 67.89 3.77 GPA: 4.00 Ehrrs: 6.00 GPAhrs: 6.00	24.00
USF Course Taken Non-Degree 09/75 Accepted Toward Masters Program	09/20/1976 - 12/08/1976	Summer 1977 No College Designated Non-Degree Enrolled Non-degree Seeking	06/20/1977 - 08/24/1977
Fall 1976 Education Education	CRED GRD Q.P. R		CRED GRD Q.P. R
EDC 781 Direct Research	0.67 S 0.00	EDC 661 Prin Educ Suprv	3.34 B 10.02
EDC 783 Formative Eval	2.66 A 10.64	EDC 679 Admin Anal Chng	2.66 B 7.98
GPA: 4.00 Ehrrs: 3.33 GPAhrs: 2.66	10.64	GPA: 3.00 Ehrrs: 2.66 GPAhrs: 2.66	7.98
Winter 1977 Education Education	01/05/1977 - 03/16/1977	Spring 1978 No College Designated Non-Degree	03/27/1978 - 06/07/1978
	CRED GRD Q.P. R		CRED GRD Q.P. R
EDC 781 Direct Research	1.33 S 0.00	EDC 671 Prin Educ Admin	3.34 A 13.36
EDF 704 Clsscs Ed Rsrch	2.66 B 7.98		
GPA: 3.00 Ehrrs: 3.99 GPAhrs: 2.66	7.98	GPA: 4.00 Ehrrs: 3.34 GPAhrs: 3.34	13.36
***** CONTINUED ON NEXT COLUMN *****		***** CONTINUED ON PAGE 4 *****	



# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED]  
Record of: Constance A. Jones

Date of Birth: 06/24/1950

Date Issued: 01/29/2002

OFFICIAL

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Spring 1979 No College Designated Non-Degree		03/26/1979 - 06/06/1979		Summer 1982 Education Curriculum & Instruction Interdisciplinary Education		05/10/1982 - 08/13/1982	
		CRED	GRD	Q.P.	R		
EDS 6930	Probl Supervis	2.66	B	7.98		CRED	GRD
GPA: 3.00 Ehre: 2.66 GPAhrs: 2.66				7.98			
Fall 1981 No College Designated Non-Degree		08/31/1981 - 12/19/1981		Fall 1982 Education Curriculum & Instruction Interdisciplinary Education		08/30/1982 - 12/18/1982	
		CRED	GRD	Q.P.	R		
EDA 7233	Leg Dim Sch Adm	3.00	B	9.00		CRED	GRD
EDG 6906	Independ Study	1.00	B	3.00			Q.P. R
GPA: 3.00 Ehre: 4.00 GPAhrs: 4.00				12.00			
Three USF Courses Taken Non-Degree 06/77, 03/78, 03/79 Accepted Toward Master Degree		01/06/1982 - 04/29/1982		Spring 1983 Education Curriculum & Instruction Interdisciplinary Education		01/10/1983 - 04/30/1983	
Spring 1982 Education Admitted to Graduate Degree Program Accepted to the Doctoral Program in Interdisciplinary Education,		CRED	GRD	Q.P.	R		
EDA 7247	Adv School Fin	4.00	B	12.00		EDG 7937	Grad Seminar
EDG 7937	Grad Seminar	1.00	S	0.00			
GPA: 3.00 Ehre: 5.00 GPAhrs: 4.00				12.00		GPA: 3.00 Ehre: 4.00 GPAhrs: 4.00	
***** CONTINUED ON NEXT COLUMN *****						12.00	
				Summer 1983 Education Curriculum & Instruction Interdisciplinary Education		05/09/1983 - 08/12/1983	
		CRED	GRD	Q.P.	R		
LIS 5937	Micro Education	3.00	A	12.00			
GPA: 4.00 Ehre: 3.00 GPAhrs: 3.00				12.00			
***** CONTINUED ON PAGE 5 *****							

In accordance with the Family Educational Rights and Privacy Act of 1974,  
information from this transcript may not be released to a third party without  
written consent of the student.  
Explanatory Legend and authenticity confirmation information on back.

Signature below appears in white - Do not accept if signature is distorted.

Angela DeBose, Registrar

This officially sealed and signed transcript is printed on green SCRIP-SAFE® security  
paper with the signature printed in white. A raised seal is not required. When  
photocopied, a security statement containing the name of the institution will appear. A  
BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED!



# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, Fl 33620-6950 813-974-2000

Student No: [REDACTED]  
Record of: Constance A. Jones

Date of Birth: 06/24/1950

Date Issued: 01/29/2002

O F F I C I A L

Page: 5

Fall 1983  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/29/1983 - 12/17/1983

CRED GRD Q.P. R

EDF 6407 Stat Anal I 4.00 B 12.00

GPA: 3.00 Ehrs: 4.00 GPAhrs: 4.00 12.00

Spring 1984  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/09/1984 - 04/28/1984

CRED GRD Q.P. R

EDF 7408 Stat Anal Ed II 4.00 B 12.00

GPA: 3.00 Ehrs: 4.00 GPAhrs: 4.00 12.00

Fall 1984  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/27/1984 - 12/15/1984

CRED GRD Q.P. R

EDF 7410 Design Sys Stu 4.00 B 12.00

EDG 7937 Grad Seminar 4.00 A 16.00

GPA: 3.50 Ehrs: 8.00 GPAhrs: 8.00 28.00

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

Fall 1985  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/26/1985 - 12/14/1985

CRED GRD Q.P. R

EDG 7692 Iss Cur & Instr 3.00 A 12.00

GPA: 4.00 Ehrs: 3.00 GPAhrs: 3.00 12.00

Spring 1986  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/08/1986 - 05/01/1986

CRED GRD Q.P. R

EDA 6910 Direct Research 2.00 S 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Summer 1986  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/08/1986 - 08/13/1986

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 8.00 Z 0.00

GPA: 0.00 Ehrs: 8.00 GPAhrs: 0.00 0.00

Fall 1986  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/25/1986 - 12/13/1986

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 4.00 Z 0.00

GPA: 0.00 Ehrs: 4.00 GPAhrs: 0.00 0.00

\*\*\*\*\* CONTINUED ON PAGE 6 \*\*\*\*\*





# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar . SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED] Date of Birth: 06/24/1950  
Record of: Constance A. Jones

Date Issued: 01/29/2002

O F F I C I A L

Page: 6

Spring 1987  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/07/1987 - 04/30/1987

Summer 1988  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/09/1988 - 08/12/1988

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 2.00 Z 0.00

EDG 7980 Diss: Doctoral 2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Summer 1987  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/07/1987 - 08/12/1987

Spring 1989  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/09/1989 - 04/29/1989

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 2.00 Z 0.00

EDG 7980 Diss: Doctoral 2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Fall 1987  
Education  
Curriculum & Instruction  
Interdisciplinary Education

09/24/1987 - 12/12/1987

Summer 1989  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/08/1989 - 08/11/1989

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 2.00 Z 0.00

EDG 7980 Diss: Doctoral 2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Spring 1988  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/07/1988 - 04/28/1988

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral 2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

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\*\*\*\*\* CONTINUED ON PAGE 7 \*\*\*\*\*





# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED]  
Record of: Constance A. Jones

Date of Birth: 06/24/1950

Date Issued: 01/29/2002

O F F I C I A L

Page: 7

Fall 1989  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/28/1989 - 12/15/1989

Spring 1991  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/07/1991 - 04/26/1991

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

EDA 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Spring 1990  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/08/1990 - 04/27/1990

Summer 1991  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/06/1991 - 08/09/1991

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Summer 1990  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/07/1990 - 08/10/1990

Fall 1991  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/26/1991 - 12/17/1991

CRED GRD Q.P. R

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

\*\*\*\*\* CONTINUED ON PAGE 8 \*\*\*\*\*

Fall 1990  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/27/1990 - 12/14/1990

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

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





# UNIVERSITY OF SOUTH FLORIDA

Office of the Registrar SVC 1034  
Tampa, FL 33620-6950 813-974-2000

Student No: [REDACTED]  
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Date of Birth: 06/24/1950

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O F F I C I A L

Page: 8

Spring 1992  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/08/1992 - 05/01/1992

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Summer 1992  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/11/1992 - 08/07/1992

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Fall 1992  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/24/1992 - 12/15/1992

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Spring 1993  
Education  
Curriculum & Instruction  
Interdisciplinary Education

01/07/1993 - 05/03/1993

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

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

Summer 1993  
Education  
Curriculum & Instruction  
Interdisciplinary Education

05/12/1993 - 08/10/1993

CRED GRD Q.P. R

EDA 7980 Diss: Doctoral

2.00 Z 0.00

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

Fall 1993  
Education  
Curriculum & Instruction  
Interdisciplinary Education

08/23/1993 - 12/14/1993

CRED GRD Q.P. R

EDG 7980 Diss: Doctoral

2.00 S 0.00

The USF College of Education is Accredited by the  
National Council for Accreditation of Teacher  
Education (NCATE) for Basic and Advanced Programs.  
Doctor of Philosophy Degree Awarded  
December 14 1993  
Program: Curriculum and Instruction  
Emphasis in Interdisciplinary Education

GPA: 0.00 Ehrs: 2.00 GPAhrs: 0.00 0.00

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	167.55	107.89	388.94	3.60

TOTAL TRANSFER	4.66	0.00	0.00	0.00
----------------	------	------	------	------

OVERALL	172.21	107.89	388.94	3.60
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\*\*\*\*\*  
\*\*\*\*\* END OF TRANSCRIPT \*\*\*\*\*

**2011-2012 Officers and  
Executive Committee**

Robbie Roepstorff  
Chairman

Jon Cecil  
Vice Chairman

Steven Pontius  
Treasurer

Kimberly Presanzano  
Secretary

Kenneth A. O'Donnell\*  
Immediate Past Chairman

Marshall T. Bower, Esq.  
President & CEO

Joseph Burke, Ed.D.  
Barbara Calabro, Ph.D.  
Gary Griffin  
Richard G. Lewis, II, Ph.D.  
Steve Personette\*  
Nancy M. Solliday  
Gary V. Trippe\*

**Board Members**

Jennifer Berg  
Gregory J. Blurton  
Wilson G. Bradshaw, Ph.D.  
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Joseph R. Catti  
Heidi Colgate-Tamblyn  
Brent Crawford  
Kelli L. Eastman  
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David Carleton Hall  
John Hayes  
Gregory H. Jones  
Michele Laboda, D.M.D.  
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Heather Messmer  
Thomas A. Mueller  
Greg Pasanen  
Cole Peacock  
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**Emeritus**

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Charles K. Idelson\*  
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Harlan C. Parrish\*  
Jerry Schmoyer\*  
Steven C. Shimp\*  
E. Bruce Strayhorn\*  
Linda K. Taylor\*

\*Past Board Chairman

The Foundation for Lee County Schools, Inc., is a private, not for profit, 501(C)3 organization established in 1986. Its mission is to enhance and enrich the quality of public education in Lee County for students and educators through programs, resources and experiences made possible through corporate, individual and educational partnerships.

A COPY OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE 1-800-435-7352 WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL OR RECOMMENDATION BY THE STATE.



January 5, 2012

To Whom It May Concern:

Please accept this correspondence as my unqualified recommendation on behalf of Dr. Constance Jones for the position of Superintendent. I have had the pleasure to know and work with Dr. Jones for the past five years. I have come to know her as both a friend and a colleague.

Dr. Jones possesses all of the qualities necessary to be a successful and highly effective Superintendent of Schools. She inspires others to achieve while setting an example consisting of strong leadership and strong ethical standards. She possesses superior leadership skills and works collaboratively and elicits the highest effort that others have to offer to the task at hand.

One of the traits that becomes readily apparent when working with Dr. Jones is her passion for what is in the best interest of all involved, but most especially the students. She has a keen insight into what will work best and most effectively for all parties, including parents, district employees and the community at large. I have had the opportunity to see all of this first hand while working with Dr. Jones on such diverse issues and programs as various STEM (Science, Technology, Engineering and Math) initiatives, scholarship programs, our Career Days program for Middle school students and teacher training initiatives. I serve on the District's Quality Improvement Advisory Committee under the direction and leadership of Dr. Jones. Her ability to integrate and "weave together" the ideas of community members, principals, school board members and others into a cohesive and successful action plan is further evidence of her collaborative and leadership abilities.

Dr. Jones understands the importance of working in, and with, the community at large to the benefit of our students and teachers. She is present at a majority of our events and programs and enthusiastically supports them. As the Chief Academic Officer for the District, her presence and knowledge of our programs and events lends credibility to them. She works tirelessly with the business community to assure their involvement and support of our school district.



2266 Second Street | Fort Myers, Florida 33901 | P.O. Box 1608 | Fort Myers, Florida 33902

PHONE: 239.337.0433 | FAX: 239.337.7077

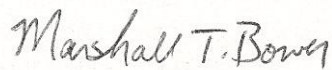
[www.LeeSchoolFoundation.org](http://www.LeeSchoolFoundation.org)



I have personally seen the positive results of Dr. Jones involvement with my Board of Directors and the implementation of programs involving leaders of the business community. This includes our Career Days Program (involving over 150 business people in the community) and our recent STEM initiatives involving a variety of professionals including engineers, scientists and post secondary educators. In addition to these and other examples, Dr. Jones has served on the Board of Junior Achievement and is a past chair of that Board. Her involvement has strengthened the ties between the school district and the business community.

I have never seen Dr. Jones exhibit anything but an optimistic and professional approach to everything she is involved in. Her people skills are only exceeded by the passion she has for student achievement and success. I know that those, including teachers and administrators, that work with Dr. Jones have nothing but admiration for her accomplishments and work ethic. Your District would be fortunate, indeed, to have Dr. Constance Jones as its Superintendent!

Sincerely,

A handwritten signature in cursive script that reads "Marshall T. Bower".

Marshall T. Bower, Esq.  
President & CEO

## School and District Accountability Ratings – Pueblo City Schools – Pueblo, Colorado

School	2015-16 Rating	2014-2015 Rating	Change
Fountain International	Performance	Performance	Maintained
Belmont Elem	Performance	Performance	Maintained
Sunset Park Elem	Performance	Improvement	Improved one rating
Goodnight (K-8)	Performance	Performance	Maintained
Corwin (4-8)	Performance	Performance	Maintained
Morton Elem	Performance	Priority Improvement	Improved two ratings
Haaft Elem	Performance	Performance	Maintained
PSAS Charter (K-8)	Performance	Performance	Maintained
Heritage Elem	Performance	Improvement	Improved one rating
Irving Elem	Performance	Turnaround	Improved three ratings
Franklin Elem	Performance	Turnaround	Improved three ratings
Centennial HS	Performance	Improvement	Improved one rating
CHPA Charter	Performance	Performance	Maintained
Baca Elem	Performance	Improvement	Improved one rating
Bradford Elem	Performance	Priority Improvement	Improved two ratings
South HS	Improvement	Improvement	Maintained
Carlile Elem	Improvement	Turnaround	Improved two ratings
South Park Elem	Improvement	Improvement	Maintained
Columbian Elem	Improvement	Priority Improvement	Improved one rating
Heaton MS	Improvement	Improvement	Maintained
Roncalli MS	Improvement	Turnaround	Improved two ratings
Parkview Elem	Improvement	Improvement	Maintained
East HS	Improvement	Improvement	Maintained
PAA (6-8)	Improvement	Turnaround	Improved two ratings
Beulah Heights Elem	Improvement	Priority Improvement	Improved one rating
<b>District Rating</b>	<b>Improvement</b>	<b>Priority Improvement</b>	<b>Improved one rating</b>
<b>Lowest two ratings which places a school or district on the State Accountability Clock</b>			
Bessemer (K-8)	Priority Improvement	Priority Improvement	Same
Highland Park Elem	Priority Improvement	Improvement	Declined one rating
Heroes 6-8	Priority Improvement	Turnaround	Improved one rating
Central HS	Turnaround	Priority Improvement	Declined one rating
Risley MS	Turnaround	Turnaround	Same
Minnequa Elem	Turnaround	Turnaround	Same
Heroes K-5	Turnaround	Priority Improvement	Declined one rating

The Colorado Accountability system has four ratings for schools. “Performance” is equivalent to an “A” in the Florida system. Improvement equals a “B,” “Priority Improvement” equals a “D,” and “Turnaround” equals an “F”

## Pueblo City Schools Graduation and Dropout Rates

Year	2010	2011	2012	2013	2014	2015	2016
Dropout	4.8%	5.2%	3.6%	3.7%	2.9%	3.8%	2.6%
Graduation 4-year	60.5%	62.9%	64.2%	70.1%	71.9%	71.3%	73.9%

## **The School District of Lee County – Fort Myers, Florida**

### **School Grade Summary**

#### **Number of Schools**

Year	2004	2005	2006	2007	2008	2009	2010	2011
A	33	35	38	40	47	60	54	60
B	12	13	23	18	27	11	22	21
C	16	13	15	18	10	14	12	7
D	1	6	1	5	1	3	0	1
F	0	1	0	0	0	0	0	1
Total Schools	62	68	77	81	85	88	88	90
District Grade	B	B	B	B	B	A	A	A



February 3, 2017

To Whom It May Concern:

This letter is one of recommendation for Dr. Constance Jones. As the school district family joins the community to assist school board members in the selection of the Superintendent, please consider the strong qualifications, vast experiences, and the natural leadership abilities of Dr. Jones. Her entire professional history is one of successful accomplishment in a plethora of areas that will be beneficial to move the school district to the next high level of achievement.

I am very fortunate to have known Dr. Jones professionally for approximately 20 years and have spent the past 12 years working closely with her in two public school districts. Most recently, Dr. Jones served the Pueblo City Schools (D60) as Superintendent. I enjoyed assisting her as Assistant Superintendent of Learning Services. Immediately, Dr. Jones went to work reviewing student data, assessing resource and staff needs, and becoming familiar with the student population. She wasted no time in her endeavors to work closely with District Board of Education members, as well as reaching out to the community leaders to provide a clear vision and a scope of work to ensure a high-quality education for all students in Pueblo City Schools. Her strong leadership and team effort approach resulted in an increase in academic growth and performance that enabled the district to increase its performance level in the State Accountability system and avoid state sanctions due to having been in Priority Improvement for the past five years. Of the 31 schools, 14 increased their performance level, 13 maintained their performance in the top two levels and the number of schools in priority improvement or turnaround decreased from 15 to 7.

In addition to improving student achievement, Dr. Jones led the District to achieve a system's accreditation from AdvancEd, which is recognized world-wide for accrediting high quality educational systems. She led a Career and Technical Education initiative that was very successful and resulted in Career and Technical Academies in every high school. Dr. Jones quickly discovered the need for placing art programs back into the elementary schools and was able to accomplish that the second year as Superintendent. Just to name a few other accomplishments; she addressed the dated resources and text books at every level and created a five-year academic plan to review and update instructional resources; established a traditional patriotic day that included students, families, and the entire community; worked closely with the Colorado Department of Education to improve the lowest performing schools, and implemented the first Superintendent's Student Advisory Committee. Dr. Jones' leadership style of inclusion and her clear focus on students led Pueblo City Schools toward a trend of increased student achievement in all areas.

Prior to joining the Pueblo City School District, Dr. Jones served the students, staff, and families as Chief Academic Officer in the School District of Lee County in Fort Myers, Florida. Her in-depth knowledge of curriculum, effective instructional programs, and other educational issues provided Lee County staff with guidance, coaching, and direction to achieve the state accountability grade of an "A", which is the highest level of performance. This accomplishment was a direct result of her leadership, commitment to team efforts, devotion to public education, and dedication to high quality education for ALL children. She led the District of over 80,000 students to implement programs such as the International Baccalaureate (K-12) in all three District zones. Advanced level programs such as Cambridge, Dual Enrollment, AVID, AICE, STEM and Career Technical Academies were established. These initiatives all had a positive impact on the graduations rate and overall student achievement. While Dr. Jones' expertise and experiences encompass Pre-K through 12, she had a special love for Early Childhood programs.

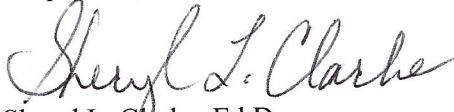
Under her leadership, she enhanced and expanded opportunities for youngsters in Voluntary PreK, Head Start, Title I and Migrant programs. Students in Lee County School District still participate and enjoy the highest level of educational opportunity that were all established under the leadership of Dr. Jones.

Truly, it is difficult to include all of Dr. Jones' many strengths that would clearly be an asset to any school district. She is a facilitative leader who knows how to focus everyone on solutions to difficult fiscal issues. She certainly proved that as Superintendent in Pueblo City Schools. She does not "shy away" from tough or unpopular decisions, but faces reality and seeks solutions. She is a professional of strong moral character and a desire to serve children, families, and the community in public education. This is evident in her every action. Her successes are noted, not only as she served as Superintendent, Chief Academic Officer, but as a school principal where she led an academic shift from a standard school program to a stronger academic specialty program; Core Knowledge by E. D. Hirsch. Her success in this endeavor paved the way for Dr. Jones, as a national trainer/coach/mentor, to lead other schools toward the implementation of Core Knowledge. Later she was able to continue sharing her knowledge and leadership with the Maryland State Department of Education.

Dr. Constance Jones has demonstrated her strong leadership abilities in every position in her career. In over 33 years, she has positively impacted thousands of children's educational lives. She has led thousands of teachers and other staff toward effective and successful careers. She also guided and assisted hundreds of administrators and aspiring teacher leaders toward personal development as school leaders. Dr. Jones has worked and communicated with community leaders to recruit and enhance partnerships in order to ensure the support of public school education. She has assisted in the successful negotiation and bargaining with teacher and staff unions with positive results. In her recent role as Superintendent, she used all of her knowledge, experiences, and leadership skills to ensure well-rounded learning opportunities for all students. While serving as Superintendent, Dr. Jones served the students, staff, and families of the district with dedication and loyalty to the vision and mission. I have been fortunate to have been able work with Dr. Jones and witness her exceptional leadership as Superintendent. Therefore, it is with confidence that I make this recommendation for the selection of Dr. Constance Jones as Superintendent.

Please do not hesitate to contact me with any questions via email, [REDACTED] or cell phone, [REDACTED]. Thank you for your consideration.

Respectfully,

  
Sheryl L. Clarke, Ed.D.



December 1, 2016

To Whom It May Concern:

I met Ms. Constance Jones shortly after she arrived in Pueblo, Colorado in 2014. Ms. Jones came to Pueblo City Schools at a challenging time in our school district's history. I worked with Ms. Jones and her team in my role as President and CEO of Parkview Medical Center. This came about because of Ms. Jones' effort to engage local leaders to provide insights and support in working to improve our school district. Ms. Jones worked hard to open up communications and pursue real solutions.

I found Ms. Jones to be someone who is willing to seek outside input and really listen to what others have to say. Ms. Jones is genuine, confident in her abilities, and focused on what is truly best for our students. She possesses great people skills and has a strong presentation and public speaking skill set.

It is for these reasons, and many more, I would recommend Ms. Jones for a future school superintendent position or other education opportunity she wishes to pursue. If I can provide further information, please do not hesitate to contact me directly at [REDACTED]

Sincerely,

A handwritten signature in black ink, appearing to read "Michael T. Baxter", with a long, sweeping horizontal line extending to the right.

Michael T. Baxter  
President/CEO



100 E. Abriendo Avenue  
Pueblo, CO 81004-4232

(719) 562-5600  
(719) 562-5610 Fax

[www.pueblolibrary.org](http://www.pueblolibrary.org)

Rawlings Library

Barkman Library

Giodone Library

Greenhorn Valley Library

Lamb Library

Library @ the Y

Lucero Library

Pueblo West Library

**Community Satellites:**

Avondale Elementary

Beulah School

December 1, 2016

To whom it may concern:

I am writing to you in reference to Dr. Constance Jones who is an applicant for a position with your institution.

I have known Connie for several years. She and I have worked directly together on a number of professional and community projects and activities. She was the Superintendent of Schools for Pueblo City Schools (Colorado School District 60). I am the Executive Director of the Pueblo City-County Library District.

Connie is an individual of outstanding personal integrity, acumen and engagement. Connie made a positive mark here in this community and with the schools. Pueblo is more ethnically diverse and economically poorer than state and national averages, and has suffered from many of the same problems as similarly situated American cities. This includes outcomes challenges in common education. There was real and measurable positive progress in our schools here during Connie's tenure. So much so that the school district, which had been under threat of direct takeover by the state, was removed from that watch list and is now considered to be in an overall "improvement" status. I attribute a good deal of this success to Connie's outstanding leadership.

I always find Connie to be accomplished, pleasant and tireless. During the time I have known her, she continuously is busy working to improve local education and our broader community, actively serving on a number of board and committees, and partnering with others to help bring about greater accomplishment for all involved. Most importantly, her ability to help guide Pueblo City Schools to new achievements is top notch and notable.

I write this letter of reference with the greatest enthusiasm. Connie is an adept, experienced and caring educator and community-minded professional. She will make a wonderful addition to any organization. I highly recommend Connie to you.

Sincerely,



Jon Walker  
Executive Director

To Whom It May Concern,

It's my absolute pleasure to recommend Constance Jones for Superintendent.

Dr Jones and I worked together at Pueblo City Schools from 2014-2016, where I was the Chief Financial Officer.

I thoroughly enjoyed my time working with Dr. Jones, and came to know her as a dynamic individual who would be a valuable asset to any school district. She is strongly committed to keeping the children first when making decisions.

Dr. Jones came to Pueblo City Schools facing many challenges. She was tasked with turning around a failing school district with a shrinking budget. She and I worked closely together to ensure that the implementation of her initiatives would fit within the constraints of a very tight budget.

Within the two years that Dr. Jones was with Pueblo City Schools, she was able to prioritize the budget to ensure that the District was able to purchase new Reading, Math, Science and Social Studies materials. She added Music back to the Elementary schools, a Freshman Success program to the High Schools and rejuvenated the Vocational Programs in the High Schools and Middle Schools.

While Dr. Jones was with Pueblo City Schools, she was able to build strong relationships within the community. Many businesses participated in a vocational summit with the School District where District leaders were able to hear from the local businesses what their needs were and what was needed by our District to ensure that our students were workforce ready upon graduation. She committed funds for the startup of several new and relevant vocational programs within the Pueblo school district.

Dr. Jones felt it was important for the children of Pueblo to display their talents to the community. The Pride and Patriotism program was created by Dr. Jones to honor the local veterans from our City. Children from every grade and every school performed in a community wide event honoring those veterans. The program proved to be one of the best additions to the city's annual Veteran's Days activities.

Pueblo City Schools is unique in that there are four Collective Bargaining groups and several other Meet and Confer groups. The relationships with these groups can sometimes be very contentious. Dr Jones was very successful working with these groups. She built a relationship of trust and respect. She always respected the importance of their mission and honored them. This led to successful outcomes for both sides of the bargaining table.

Dr. Jones was challenged with turning around a failing school district with aging facilities and limited resources. When she left Pueblo City Schools, the District had moved out of Priority Improvement and no longer faced the possibility of losing accreditation, the football stadium was changed into a showcase for the state offering learning opportunities for children and children began to believe that they could succeed. I am proud to say that I was part of her staff and had a small part in watching her turnaround the school district.

I would be happy to discuss further discuss Connie's attributes and skills.

Sincerely,



Karen E. Cordova  
Retired Chief Financial Officer  
Pueblo City Schools



February 14, 2017

To Whom It May Concern:

It is with the greatest pleasure that I write this letter of recommendation for Dr. Constance A. Jones.

I have known and worked with Dr. Jones for over two years in her capacity as the Superintendent of the Pueblo City Schools in my position as the CEO of the Sangre de Cristo Arts Center. Most obvious upon working with Dr. Jones is her strong passion for education and for the students she serves. She is tireless in her pursuit of opportunities and initiatives that will make a difference in the classrooms and the schools.

One such initiative was the partnership the Buell Children's Museum and the School District formed to help preschool children get off to a positive start in preparing for school. With her we created a program at the museum titled, "Get Ready for School at the Buell". Over the two years of the program more than 2,000 children and their caregivers were helped to be better prepared to start school and not too fear starting school.

The community was also thrilled that one of her first priorities was to reintroduce the arts back into the elementary schools by adding art teachers and expanding the staff to teach both choral and instrumental music.

Dr. Jones, from the minute she arrived in Pueblo, worked hard to form partnerships and develop relationships with members of the community in order to build trust and support for the public schools. She has been an active participant of many community events and she has been very generous in both her time and support for local causes to help promote a better life for students and their families. I was most impressed with the numerous times I saw her participating in community events. She was the face of our city school district!

I strongly encourage you to give Dr. Constance Jones your most serious consideration. It is rare to find someone with her experience, depth of knowledge and her ability to convey that knowledge in an effective manner to achieve significant results in a relatively short time. She is a strong advocate for students and a great role model for any community.

Email or call me anytime with questions at [REDACTED] or [REDACTED]

Sincerely,



Jim Richerson, CEO



## ReferenceChecks

No result available.