

January 30, 2020

Janet McDonald  
Flagler County Schools School Board Chairperson  
1769 East Moody Blvd, Bldg #2  
Bunnell, FL 32110

Dear Janet McDonald, Chairperson, and Flagler County Schools Board,

*As long as a child who attends Flagler County schools has a single social, emotional, or academic need we have work to do!*

Returning home to the school system that gave me the opportunity, I am submitting my application to serve students and families as Flagler County Schools Superintendent. I bring relentless focus on leading a system *focused on a positive, collaborative, equitable, engaging learner-centered environment* with strong instructional leadership focused on ambitious instruction and growth of every student, and accountability of ourselves and others. My belief system centers around influencing stakeholders to impact a student's school experience and outcomes that provide consistent opportunities for grade-appropriate assignments, strong instructional strategies that empower students to do most of the thinking in a lesson, deep student engagement in what they're learning, and teachers who lead with high expectations for students and believe they can meet and exceed grade-level standards.

In my current role as principal of South Daytona Elementary, I am a turnaround leader of a school in district managed turnaround. With fewer than six months in my current role, the percentage of students on grade level in reading increased from 22% to 41% across all grades with almost 50% of improved grade level placement in each grade based on diagnostic #2 iReady formative assessment. Over the same time period, the percentage of students on grade level in math has increased from 14% to 30% across all grades with 35-40% of improved grade level placement on diagnostic #2 iReady formative assessment.

In addition to my experiences in school leadership, I bring a Masters of Accountancy with a background of finance and systems rooted in process improvement and cost reduction strategies with specific experience as a financial auditor, financial analyst, and systems analyst.

In my position as Principal of Port Orange Elementary, I focused on the instructional strategies and rigorous expectations that supported our 3<sup>rd</sup> grade students growing 22% in reading and 25% in math in one year. As Principal of Port Orange Elementary and as Principal of Sidener Academy within Indianapolis Public Schools I led the implementation of iReady and MAP Growth as formative assessments to guide and drive instruction as well as identify and remediate gaps in skills. In addition to leading the technical and professional learning aspects of the implementation, I transformed the educational practices within the school to target available resources and supports to intervene for every student in their areas of need growing student proficiency to 100% in reading and math across grades three through eight. In November 2017, I presented at the NWEA Fusion conference on the topic of "Using MAP Growth to accelerate school improvement and equity for all students". Within the presentation, I modeled a systematic approach to synthesizing MAP Growth data to impact student achievement. In addition, at Sidener Academy, we closed achievement gaps of all students by raising the passing rate of state assessment to 100%. And in 2014, we were honored with the National Blue Ribbon Award from the United States Department of Education.

As a servant leader, I continually work to improve the acquisition and retention of high-quality teachers and staff through connected relationships and ongoing recruitment. Developing connected relationships with Superintendents through ASCD's Superintendents conference and ASCD's leadership conference has assisted me in networking and amplifying my impact as an aspiring Superintendent and educational leader. As a member of the inaugural team of trainers for Jon Gordon's Power of Positive Leadership, I seek to lead others to develop the leadership potential within themselves. Through connected relationships with the community, we have increased our strategic partnerships with the community by 300% over two years. Serving on the South Daytona / Port Orange Chamber Education Committee, our strategic partnerships in our community have provided uniforms and meals for our underserved students, as an example.

Across multiple schools and districts, I have led with a consistent focus on leading a system focused on a positive, collaborative, equitable, engaging learner-centered environment, with strong instructional leadership focused on ambitious instruction and growth of every student, and accountability of ourselves and others. I believe that my creativity and problem-solving skills will support my systems thinking approach to finding solutions to grow and achieve and my strengths in building collaboration and a sense of community will develop strong teams with trust and collective efficacy of the goals set before us while serving the students, staff, and community within Flagler County Schools.

Sincerely,

Tennille Wallace



# Tennille Wallace

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303 N 12<sup>th</sup> St, Flagler Beach, FL 32136 (317) 914-3534 [twallace9424@gmail.com](mailto:twallace9424@gmail.com)

## Education

- 2019 Clemson University MBA / EdD Education Systems Improvement Science candidate
- 2019 Urban Superintendent's Academy, Cohort 5, Howard University / AASA
- 2019 Power of Positive Leadership and Power of Positive Team Train the Trainer, Jon Gordon Company
- 2018 Harvard Business School / Harvard Graduate School of Education – Certificate in School Management and Leadership – Leading Change
- 2018 National Superintendent's Academy / District Administration
- 2010 University of West Florida, Ed.S. in Educational Leadership
- 1998 University of Denver, M Acc in Accounting
- 1997 University of Alabama, BS Business

## PROFESSIONAL EXPERIENCE

**Principal of South Daytona Elementary** – Volusia County Schools 2019 – Current  
Instructional leader of an Elementary School with 870 students, 48% minority students, 81% FRL

### Progress Monitoring Gains

- Increased percentage of students on grade level in Reading from 22% to 41% across all grade levels with an average of 50% improved grade level placement in each grade level on Diagnostic #2 iReady formative assessment
- Increased percentage of students on grade level in Math from 14% to 30% across all grade level with 35-40% improved grade level placement in each grade level on Diagnostic #2 iReady formative assessment

### Other Accomplishments

- Collaborate with Florida Bureau of School Improvement as a Targeted School of Improvement
- Collaborate with Federal Programs and Grants in the implementation and monitoring of UniSIG, Title 1, Lowest 300 grants
- Collaboratively created a School Improvement Plan focused on Positive, Collaborative Environment, Ambitious Instruction, and Accountability of Ourselves and others
- Created a systemic staff structure of interdependent teams to create collaboration and stronger communication
- Developed strategic partnership with Learning Sciences International for faculty and leadership coaching focused on turnaround school improvement strategies
- Volusia County Schools District Title I Steering Committee
- Port Orange South Daytona Chamber of Commerce Education Committee
- Volusia County Schools District Professional Learning Committee collaborative focused on textbook adoption, SIS and ERP implementation
- Volusia County Schools District Elementary Scheduling Best Practices collaborative
- Volusia County Schools District Math Textbook District Administration team and implementation support

**Principal of Port Orange Elementary** – Volusia County Schools 2016 – 2019  
Instructional leader of an Elementary School with 400 students, 20% minority students, 21%  
FRL

**Climate Data**

- Increase Parent Survey results on AdvancEd survey from 2.976 to 4.316 over one year (2017 – 2018)
- Increase 5Essentials climate data from Partially Organized to Well Organized over two years (2017 – 2019)

**State Assessment Achievement**

- Increased 3<sup>rd</sup> grade ELA/Reading Proficiency by 22% (55% to 77%) over one year (2018 – 2019)
- Increased 3<sup>rd</sup> grade Math Proficiency by 25% (41% to 66%) over one year (2018 – 2019)
- Increased ELA Achievement, Math Learning Gains, and ELA Learning Gains of Lowest Quartile by 8% over one year (2018 – 2019)
- Increased ELA Learning Gains by 7% over one year (2018 – 2019)
- Increased Math Achievement 11% over one year (2018 – 2019)
- Increased 4<sup>th</sup> grade ELA/Reading achievement by 5% over one year (2017 – 2018)
- Increased average math achievement by 4% over one year (2016 – 2017)
- Increased 4<sup>th</sup> grade math achievement by 7% over one year (2016 – 2017)
- Increased 3<sup>rd</sup> grade math achievement by 9% over one year (2016 – 2017)

**State Assessment Learning Gains**

- Increased ELA/Reading percentage of students making learning gains by 6% over one year (2017 – 2018)
- Increased math percentage of student making learning gains by 5% over one year (2017 – 2018)
- Increased math learning gains for lowest quartile by 11% over one year (2016 – 2017)

**Progress Monitoring Gains**

- Reduced number of students Two Years Below or more in reading and math by 50% (Aug – Dec 2018)
- 58% of students in grades 1-5 reached individual stretch growth goals on iReady diagnostic assessments in reading and math (Fall 2018)

**Other Accomplishments**

- Implement Visible Learning and the research of John Hattie across grade levels
- Implement Canvas LMS for students, teachers, and parents
- Implement iReady and NWEA as a formative assessment tool to inform differentiated learning strategies to meet the needs of diverse learner groups
- Implement Restorative Practices, pilot for Elementary Schools within Volusia County
- Alliance for a Healthier Generation's list of 461 "America's Healthiest Schools"
- HealthierUS Schools Challenge Gold Award to promote healthy eating habits, Smarter Lunchrooms, and Smart Snacks

**Principal of Sidener Academy** - Indianapolis Public Schools 2012 - 2016  
Instructional leader of an Elementary / Middle High Ability Magnet School, 380 students, 50%  
minority students,



### **State Assessment Achievement**

- Increased student proficiency on ELA/Reading state assessment to 100%
- Maintained student proficiency on ELA/Reading state assessment at 100% over two years
- Increased student proficiency on Math state assessment to 100%
- Increased IREAD-3 passing rate to 100% over one year
- Maintained IREAD-3 passing rate of 100% over four years

### **Other Accomplishments**

- Awarded 2014 National Blue Ribbon School
- Maintained #1 ranking in Indiana based on ISTEP scores for four years
- Implemented 1-to-1 iPad program utilizing MDM device management system
- Implemented Canvas LMS including full configuration and training for students, teachers, and parents
- Aligned resources to provide additional support for Social Emotional Learning needs of High Ability students including executive functioning classes for students
- Implemented NWEA as a formative assessment tool in 22 schools across the district including full configuration, professional learning, and ongoing tech support

**Principal of American International Schools – ESOL Schools, Cairo, Egypt** 2011 - 2012  
Instructional leader of an Elementary School with 380 students

### **Accomplishments**

- Implemented standards based grading
- Aligned curriculum vertically and horizontally to ensure all students received rigorous instruction

**Flagler County Schools, Bunnell, FL**  
**STEM Curriculum Specialist**

2007 - 2011

K-12 Math and Science content specialist charged with leading and supporting changes to curriculum, instruction, and assessment that infuse STEM into the curriculum to meet the needs of all students

- Lead and support the integration of technology into a blended learning environment that supports learning in and out of school.
- Lead and support the creation of performance tasks, formative and summative assessments aligned to the Common Core and 21st century skills as well as task validation and calibration.
- Develop pathways of study that lead to post-secondary credit and industry certification where applicable.
- Create and implement high-leverage policies that support blended learning, virtual learning opportunities, 21st Century instruction and assessment techniques, and 21st Century graduation requirements for a global digital society.
- Ensure the effective operation of data teams that analyze classroom, departmental, and school wide assessment data to improve future instruction, including serving as the district leader on school based data teams.
- Use data to inform practice and drive decision-making and instruction at the school level.
- Implement a district wide science fair to bring together students from 3<sup>rd</sup> – 12<sup>th</sup> grade. Grow participation over three years from 55 students to 205 students.

- Developed STEM based themes at each elementary school to align with STEM programs and academies in secondary schools

**Middle School Math and Science Teacher, Indian Trails Middle School 2004 - 2007**

Adapted classroom activities and strategies to differentiate for each student's needs, capacities, and interests; understand and support each learner's strengths and style, and foster a setting in which they can each be their best self while also developing in areas of relative weakness. Applied a blend of learning pedagogy, including teaching for understanding, multi age, thematic, interdisciplinary, experiential, STEM oriented and partner in class learning experiences with computer based courseware that can be self-paced and leveraged at school and as homework.

**ADDITIONAL EXPERIENCE**

**Senior Systems Analyst, Siemens Westinghouse, Orlando, FL 2002 - 2004**

Supervise team of three to complete Financial Closing for Siemens Westinghouse N/A, Experience with SAP FI/CO/SD/MM/PM support for over 3000+ users, including two full life cycles of upgrades and updates, responsible for training across corporation for finance, engineering and support staff, Process Improvement Award for saving over \$10K per month in financial closing process.

**Advanced Financial Systems Analyst, Siemens Westinghouse, Fort Payne, AL 1999 - 2002**

Financial Analyst with heavy emphasis in inventory management, including cycle counting and inventory reduction, Cost savings implemented in reduction of on hand inventory required, lead trainer for SAP across departments and divisions.

**Senior Financial Auditor, Arthur Andersen, Chattanooga, TN 1998 - 1999**

Financial Auditing for Big 6 Financial Services Firm

**AWARDS AND HONORS**

- 2014 National Blue Ribbon Award – Sidener Academy
- Superintendent's Award for reducing Chronic Absenteeism by 3% at Port Orange Elementary, 2017 and 2019
- 2018 – 2019 Alliance for Healthier Generation List of America's Healthiest Schools

**PUBLICATIONS AND PRESENTATIONS**

- 2017 NWEA Fusion – Using MAP Growth to accelerate school improvement and equity for all students? Yes!

**PROFESSIONAL MEMBERSHIPS**

- NAESP, National Association of Elementary School Principals
- NCTM, National Council of Teachers of Mathematics
- AASA, American Association of School Administrators
- ASCD



To whom it may concern:

I am honored to compose a letter of recommendation on behalf of Ms. Tennille Wallace. I applaud her decision and strong desire to take her dedication, education, and administrative expertise to the next level. She has made a tremendous impact on our school community and supports our staff and students as we focus on meeting and exceeding the needs of every learner on campus.

Upon my arrival to Volusia County, I met Ms. Wallace. During one of our first conversations, I found her philosophy of education awe-inspiring. I immediately wanted to join her team and teach at South Daytona Elementary School. Ms. Tennille Wallace has had a tremendous impact on the educational practices and procedures in our low-income focus school. Her philosophy on education is transparent to all and truly focuses on what is in the best interest of the students. She strongly believes that all children can learn and that every child deserves an exceptional education.

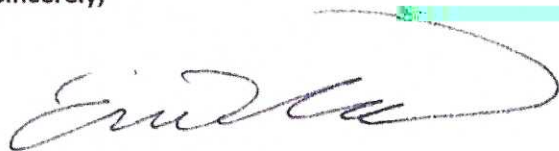
As a school community, we embrace the whole child in a positive and collaborative environment that fosters ambitious instruction with the accountability of ourselves and others. Ms. Wallace is our constant. She is always willing to listen, brainstorm, and help solve problems. Her open-door policy has invited us in and allowed us to form a connection of continual communication. We have been empowered to grow and challenge our students. She provides ongoing professional development that gives us opportunities to engage in cooperative structures, teaming activities, identifying success criteria, and analyzing data which helps fine tune our skills.

I have never felt so appreciated and inspired to be a part of the mission to turn our school around. Every day we are motivated to make an impact that lasts a lifetime with our students. We truly have a genuine and driven principal that is making an incredible difference at South Daytona Elementary.

I highly recommend Ms. Wallace as an exemplary candidate a district leadership position. I consider Ms. Wallace a highly effective lead learner who helps bring her educational vision to life.

If you have any questions regarding, Ms. Tennille Wallace, please do not hesitate to reach out. I would be happy to share with you how she has positively impacted student and faculty development at South Daytona Elementary.

Sincerely,



Erin Moulton

Academic Intervention

South Daytona Elementary School



January 30, 2020

To Whom It May Concern:

It is not often enough that I am able to write a recommendation letter for an educator that is as passionate and talented as Ms. Tennille Wallace. I was immediately thrilled for her and you when I found out she is applying to be a Superintendent; my deep understanding of the Superintendent and my knowledge of Tennille lead me to conclude that her presence would be a win for her, for you, and most importantly the children she will serve.

I have known Tennille for six years and have been her supervisor as well as her colleague on several projects. She is committed to her students at every turn; she advocates for, plans, and works towards their successes in their social, emotional, behavioral, and academic educations. She has a tireless work ethic and a relentless pursuit of optimism and belief.

I am elated that she wants to be a Superintendent; her application directly speaks to her creativity, excellence in systemic planning, and care to provide an amazing, impactful, and empowering education for all children. Tennille was a principal of Sidener Academy here in Indianapolis and was a leader among her peers and her school community; leading her school has provided her with diverse and varied levels of responsibility. Tennille goes about her day handling the variables of staff, parents, and students with grace, service, and situational awareness. Her becoming your Superintendent will energize your educators as she is personable, of integrity, and extremely hands on in providing examinations, and services to all. Tennille will be able to pour more of the best of herself into fulfilling the needs of her staff, students, and community.

I attended the National Superintendents Academy with Tennille and I was continually impressed with her growth as an educator and a leader. Within a room of top-level educators, Tennille was savvy, thoughtful, inquisitive, and insightful in her work with colleagues; moreover, she was impressive in extending the thoughts and plans of her colleagues' work. Her ability to genuinely listen and be vulnerable while being strong in her convictions is refreshing to see.

I am enamored with Tennille's vision for how to bring her strategic thinking, well-rounded knowledge of personnel, finance, and curriculum, and her genuine spirit as your next Superintendent. I can envision the impact that her experience will have on your students and the community. Everyone she serves will embrace her embodiment of educating the whole child.

As a District Leader, an aspiring superintendent, and a colleague and friend, I am truly supportive of her pursuit to better herself and the education of her students through becoming your next Assistant Superintendent. I am more than confident that you will come to be appreciative of her educational talents as well as of her as a person. Public education needs more leaders like Tennille Wallace. I consider myself fortunate to know and work with her.

Please do not hesitate to contact me with any questions. We thank you for your consideration.

Yours in Education,

Gregory A. Newlin  
Academic Improvement Officer

*Indianapolis Public Schools*  
120 East Walnut Street  
Indianapolis, IN 46204  
317.226.4000



To whom it may concern,

It is with great pleasure that I write this letter endorsing Tennille Wallace, Principal of South Daytona Elementary, for serious consideration for the position of Superintendent of Schools.

Ms. Wallace has a solid background in business administration and accounting, as well as in the field of education. This is a strong necessity for a person to lead a school system with its complexities. Not only will educational decisions need to be made, but so will business decisions. Ms. Wallace's background will be invaluable in both areas.

I have observed Ms. Wallace's leadership at Port Orange Elementary in Port Orange, Fl. and at South Daytona Elementary in South Daytona, Fl. and have been impressed with how quickly she gets to know the community and environment from which her students come. She is very passionate about creating the very best learning environment for students to succeed academically, emotionally and physically. A very positive and safe environment both for students and staff is most important. The holistic approach is very important. At the school level her staff understands its job and is treated with respect and being an integral part of the team achieving success.

Ms. Wallace understands that it takes an entire community to help students achieve and do their very best. To this end, she reaches out to businesses for their partnership and support, as well as to non-profit organizations, such as Kiwanis, Rotary, Lions, etc. for volunteers who are dedicated to improving a community by working with children in various ways to encourage academic success, leadership, and service to one's community.

Ms. Wallace is very compassionate about helping teachers get what they need to enhance student learning and success at the best level possible. She listens and keeps an open mind regarding new and innovative means of accomplishing student learning, growth, and success. She also realizes the importance of understanding each student's environment as it relates to student success or lack thereof.

Ms. Wallace is a people person who understands the holistic approach needed to create an invigorating climate for success. After my spending a career of 41 years in the classroom in Volusia County and seeing several superintendants leading our educational system, I would find Ms. Wallace's style of leadership very refreshing, positive, stimulating and rewarding.

It is my hope that you will give Ms. Wallace's application the serious consideration it deserves.

Sincerely,



James P. Rademacher





**THE UNIVERSITY OF WEST FLORIDA**

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(850) 474-2244

**ACADEMIC TRANSCRIPT**

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Ann Dziadon, Registrar

SEE REVERSE FOR AUTHENTICITY  
THE OFFICIAL SIGNATURE IS WHITE AND IS IMPOSED UPON THE INSTITUTIONAL SEAL

STUDENT SSN/ID NUMBER	STUDENT NAME
[REDACTED]	TENNILLE G WALLACE

BIRTH MONTH/DAY	RESIDENCY
12/18	FLORIDA RESIDENT

SCHOOL CODE	DATE PRINTED	PAGE NO
003955	12/20/2010	1 of 1

TENNILLE WALLACE  
14 BURNABY LANE  
PALM COAST FL 32137-3510  
UNITED STATES

CLASST	MATH	READING	WRITING	ESSAY
MONTH/YEAR				
TRANSFER HOURS ACCEPTED				
UNDERGRAD	MASTER'S	SPECIALIST	DOCTORAL	

COURSE NO	TYPE	PROG	TITLE	GRADE	SEM HRS CREDIT	SEM HRS EARNED	
UNIVERSITY OF WEST FLORIDA							
MAJOR: ED LEADRSHP/NON-DEG							
SPRING 2006							
NON-DEGREE							
ESE 3321	N		GEN METH TCH SEC	A-	3	3	
ESE 4322	N		INSTR MGT ASSES SEC	A-	3	3	
SEMESTER TOTALS					GPA 3.70	6	0
MAJOR: ED LDRSHP-ED SPECILST							
SUMMER 2009							
SPECIALIST							
EDA 6990			7INTRO ED LEADERSHIP	A	3	3	
EDF 6481			EDUCATIONAL RESEARCH	A-	3	3	
SEMESTER TOTALS					GPA 3.85	6	6
FALL 2009							
SPECIALIST							
EDA 6232			7LAW & EDUCATION	A	3	3	
EDA 6240			7INTRO SCH FINANCE	A-	3	3	
SEMESTER TOTALS					GPA 3.85	6	6
SPRING 2010							
SPECIALIST							
EDF 6460			7FOUND OF MEASUREMENT	A	3	3	
EDF 7685			FNDS: PHIL/MULT/ANLY	A	3	3	
EDG 6285			7DATA DRIVEN DECISION	A-	3	3	
EDG 7346			ADV ANALYS CURR/INST	A	3	3	
SEMESTER TOTALS					GPA 3.93	12	12
SUMMER 2010							
SPECIALIST							
EDA 5191			7LDRSHP/THEORIES-PRAC	A	3	3	
EDF 7407			EDUC STATISTICS II	A	3	3	
EME 6607			7INST TECH PLAN/CHNG	A	3	3	
SEMESTER TOTALS					GPA 4.00	9	9
FALL 2010							
SPECIALIST							
EDA 6222			7ADMIN SCH PERSONNEL	A	3	3	
EDA 6503			7THE PRINCIPALTY	A	3	3	
EDF 6475			7QUAL RES I-MTHDS	B	3	3	
SEMESTER TOTALS					GPA 3.57	9	9

COURSE NO	TYPE	PROG	TITLE	GRADE	SEM HRS CREDIT	SEM HRS EARNED
HOURS ATTEMPTED						
HOURS EARNED						
HOURS FOR GPA						
QUALITY POINTS						
UWF UNDERGRADUATE TOTALS:						
GPA 3.70	6.0	6.0	6.0	22.2		
UWF GRADUATE TOTALS:						
GPA 3.70	3.0	3.0	3.0	11.1		
UWF SPECIALIST TOTALS:						
GPA 3.85	39.0	39.0	39.0	150.3		

**DEGREES/MINORS AWARDED**

12/11/2010 SPECIALIST IN EDUCATION  
EDUCATIONAL LEADERSHIP

THIS PROGRAM IS APPROVED BY THE NATIONAL COUNCIL FOR ACCREDITATION OF TEACHER EDUCATION.

COMPLETED STATE APPROVED PROGRAM AT THE SPECIALIST LEVEL IN EDUCATIONAL LEADERSHIP

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