

Randy Shearouse
209 Kieffer Road
Springfield, Ga. 31329
912-661-3220
randyshearouse@gmail.com

January 30, 2020

Dear Flagler County Board of Education:

I am currently serving as Superintendent of the Effingham County School District located just north of Savannah, Georgia. My desire is to continue my career as Superintendent in a school district where students are the number one priority, and the community values a great educational system for all students. My belief is that my skills and talents coupled with the skills and talents of the School Board will lead to an effective governance team.

As the superintendent of a rapidly growing, large school district, with almost 13,000 students, I have witnessed, and been a part of the improved value of an education in Effingham County. Students leave our system prepared to attend college, enlist in the military, or enter the workforce. Our graduation rates have continuously improved through out my years as superintendent, and we are ranked as one of the top school systems in Georgia. Qualifying as one of the largest 35 public school systems in Georgia, Georgians for Educational Excellence ranked our school system as the 7th best system in the state on the College and Career Readiness Performance Index. However, the real success story is that our students are graduating with the necessary skills needed to be contributing members of society.

I am extremely proud of the improvements in our Career, Technical and Agricultural Education programs since the opening of the Effingham College and Career Academy. We have also improved rigor and increased academic excellence in the district by opening the STEM Academy. In 2016, we were recognized as the College and Career Academy of the Year in the State of Georgia. As part of our CTAE program, we purchased and currently maintain an operational farm where students receive hands-on experiences. Engaging learners is a top priority and we want to keep building on this success.

Through authentic partnerships, and a high value placed on stakeholder input, we have accomplished many great educational achievements in Effingham County. Please take a moment to review my resume. After review by the Board, I would appreciate an opportunity to discuss the future of Flagler Schools, and how we can work together for student and district success.

Sincerely,



Randy Shearouse, PhD.

RANDY SHEAROUSE

209 KIEFFER ROAD, SPRINGFIELD, GA 31329

(912) 661-3220 | randyshearouse@gmail.com

PROFESSIONAL SUMMARY

Accomplished leader with over 31 years of experience in education. Excellent reputation leading a high-performing school district that is innovative and responsive to the needs of the community.

SKILLS

Collaborative Leadership

Strategic Planner

Visionary Leadership

Community Focused Leadership

Financial Planning

Public Relations

Ethical Leadership

Caring and Compassionate

WORK HISTORY

EFFINGHAM COUNTY BOARD OF EDUCATION

School Superintendent | Springfield, GA | July 2005 - Current

Increased graduation rates from 69.4% in 2006 to 91.3% in 2018. African-American students had a graduation rate of 48.9% in 2006 which improved to 96.1% in 2018.

Completed over \$82,000,000 in construction projects with no long-term debt. Projects were completed on time and within budget.

The Effingham County School System was named the "Most Fabulous Company to Work For" in 2018 by the Effingham Herald.

The Effingham County School System received a 4 STAR rating in financial efficiency which translates to mean low expenses with high tests scores.

Received one of the first five Career Academy Grants in the state, and in 2016, the Effingham College and Career Academy was named the Georgia College and Career Academy of the Year.

Personally received the Community STAR Award from the Savannah Technical College Foundation in 2019.

Opened the STEM Academy in 2016 to provide an educational environment for high-achieving students.

Over 400 students currently attend this specialized school.

LINCOLN MEMORIAL UNIVERSITY

Adjunct Professor | Ducktown, TN | January 2013 - December 2014

Taught school law courses, providing instruction to graduate level students.

EFFINGHAM COUNTY BOARD OF EDUCATION

High School Principal | Springfield, GA | July 2003 - June 2005

Improved discipline and supported teachers by having department meetings on a monthly basis.

Increased the number of students participating in Career and Technical education.

Established an active student council that met on a regular basis to discuss issues related to students and school.

Implemented the school improvement initiative "Learning Focused Schools" which encouraged teachers to start each lesson with an essential question that related to the learning objective.

EFFINGHAM COUNTY BOARD OF EDUCATION

Elementary School Principal | Guyton, GA | July 1995 - June 2003

Opened the new Sand Hill Elementary School and remained the school's principal for eight years.

In 2000, personally named as the Region 12 Georgia School Counselors' Advocate of the Year and the Georgia School Counselors' Association State Child Advocate of the Year.

Established a lasting partnership with the 165th Airlift Wing.

Led the South Effingham Lady Mustang Basketball team to the state playoffs for the first time in school history.

EFFINGHAM COUNTY BOARD OF EDUCATION

Elementary School Assistant Principal | Guyton, GA | July 1992 - June 1995

Mentored by an outstanding elementary school principal who taught me the importance of reading instruction and being visible to everyone on a daily basis.

EFFINGHAM COUNTY BOARD OF EDUCATION

Social Studies Teacher and Coach | Springfield, GA | August 1988 - June 1992

Set class objectives and monitored daily performance to offer equal access to education.

Implemented prepared lesson plans in established classrooms.

EDUCATION

PH.D. Educational Leadership

Capella University

Minneapolis, MN | January 2012

- Dissertation: Project ExPreSS: Social Studies and Science Remediation Program for the Georgia High School Graduation Test

SPECIALIST OF EDUCATION Educational Leadership

Georgia Southern University

Statesboro, GA 1995

MASTER OF EDUCATION Educational Leadership

Georgia Southern University

Statesboro, GA 1991

BACHELOR OF SCIENCE Social Science
Georgia Southern College
Statesboro, GA 1988

ACCOMPLISHMENTS

2000 Georgia School Counselors Advocate of the Year Award
2009-2010 President of the Effingham Sunrise Rotary Club
2011 Coastal Empire Diabetes Association Runner-Up
2010-2011 Relay for Life Superintendent of the Year
2010-2011 Effingham County Chamber of Commerce President
2013 Designated as a Ford Next Generation Learning Community
2014 Good Scout Award
2014 Georgia School Superintendents Association President's Award
2015 Georgia School Superintendents Association Superintendent of the Year State Finalist
2016 Effingham College and Career Academy of the Year
2017 Honorary Graduate Parent University
2018 Superintendent Award Georgia Head Start Association
2018 GSBA Quality School Board
2018 Most Fabulous Company to Work For
2019 Community Star Award
2019 Effingham Chapter Crown Jewel Community Beautification Emerald Award
2019 GAEL Outstanding Educator Award
2019 Governance Team of the Year Finalist
2019 Cognia(AdvancED) Values Driven Award of Excellence
2019 Friend of Farm Bureau Award

ADDITIONAL INFORMATION

Administrative Board Chair and Sunday School teacher at the Springfield United Methodist Church
Georgia Tech Savannah Advisory Board Member
Chair of New Ebenezer Retreat Board
Chair of Junior Achievement Savannah
Member of Effingham Health System Foundation Board
Chair of the Effingham County Health Board



South Effingham Elementary School
767 Kolic Helmey Road
Guyton, Ga. 31312

Phone: (912) 728-3801

Fax: (912) 728-4487

Bobbie Tootle
Assistant Principal

Anna Barton
Principal

Jessica Javo
Instructional Supervisor

November 2, 2019

To Whom It May Concern:

It is with great pleasure and without hesitation that I write a letter of recommendation for Dr. Randy Shearouse, Effingham County Superintendent of Schools. I was hired as a classroom teacher in 2007 when my family left South Carolina and moved to Effingham County, GA. I left the only home I had known for fourteen years for the sole purpose of my own children attending Effingham County schools. Not only was this the best decision I have ever made for my children, but it was also the best decision for my own career in education. It was immediately apparent to my family and me why the Effingham County School System has the wonderful reputation it had back in 2007. What is even more amazing is that the county still maintains its reputation of excellence in 2019. This is due to the outstanding leadership that Dr. Randy Shearouse has continued to provide since his reign as Superintendent began.

Dr. Shearouse has a gift of making everyone around him feel important and valued regardless of whether they are a building level principal or a custodian. He understands that building relationships with his employees is the foundation for a successful school system. The sense of a positive climate is felt the minute you walk into the Central Office building. Dr. Shearouse has assembled a Central Office staff that fully embraces their roles as servant leaders to all fifteen schools across the county. Every individual understands that his or her primary responsibility is to support schools and the leaders and staff members within those buildings. Dr. Shearouse has created this climate, which infiltrates out into every school in the county. A positive climate is the key to a successful school system.

Not only have I worked under Randy Shearouse as a classroom teacher, but I have also spent the last 8 years working under him as an administrator. I was hired as the Instructional Supervisor/Assistant Principal at Springfield Elementary in 2012. Two years later, I applied for the Principal position at South Effingham Elementary School. Not many superintendents would hire someone for a principal position with only 2 years of experience as an administrator, but Dr. Shearouse did just that. He believed in me and gave me the opportunity because he thought I had what it took to lead a school like South Effingham Elementary. This speaks to the kind of person that Randy Shearouse is. Dr. Shearouse not only listens to what his principals have to say, but he allows them the autonomy to do what is best for his or her individual school. Dr. Shearouse is the kind of leader that anyone would want in any type of setting because he understands that leadership is about empowering and inspiring others. He leads with heart and by example.

I cannot speak highly enough about Dr. Randy Shearouse and the leadership he provides for Effingham County Schools. Should you have any further questions, please feel free to contact me.

Sincerely,

Mrs. Anna Barton, Principal
abarton@effingham.k12.ga.us
(912) 728-3801

Vickie Decker
Effingham County Board of Education
District 5 Representative
211 Saint Andrews Road
Rincon, GA 31326

January 27, 2020

To Whom It May Concern:

It is my honor to provide this letter of reference for Dr. Randy Shearouse for the position of Superintendent of Schools.

For the past eleven years, I have served as one of five School Board members for the Effingham County School District and have had the distinct pleasure of working alongside Dr. Shearouse. Together, Dr. Shearouse and the Board members have navigated through an array of challenging issues inherent to a rapidly growing community. Throughout our growth, Dr. Shearouse has secured resources necessary for our students' post-secondary success through 1) the development of mutually beneficial partnerships with community stakeholders both within and outside the school system, 2) the employment of some of the best and brightest highly qualified educators, and 3) a willingness to listen to and collaborate with the families we serve.

During his almost 15-year tenure, the graduation rate for Effingham County students has increased considerably from 63% to 80%. This success is largely due to Dr. Shearouse's vision of the school district as well as his ability to engage stakeholders in efforts to improve current programs and create new learning opportunities. Several outstanding accomplishments for our school district include the establishment of the Effingham College and Career Academy, development of our STEM Academy for advanced learners and Crossroads Academy for nontraditional learners, and the procurement of the Honey Ridge Agricenter for the promotion and study of the agricultural and related sciences.

Dr. Shearouse is more than a visionary who champions the needs of our district's students. He is also a man of integrity who leads by example both personally and professionally. I have certainly admired his composure and confidence in making decisions that are in the best for Effingham's students and families.

In closing, I highly recommend Dr. Shearouse for the position of Superintendent of Schools. He has a strong record of accomplishment and is a proven educational leader. His love of children and passion for education and learning makes him an asset for any organization.

Sincerely,



Vickie G. Decker
Board Member



January 14, 2020

To Whom It May Concern;

It is my pleasure to offer a recommendation for Dr. Randy Shearouse. I have known Dr. Shearouse over the 27 years of his professional life within the Effingham County School District and since joining AdvancED, now Cognia in 2015. Randy Shearouse and I both taught high school social studies together at Effingham County High School as our entry position into teaching. It was clear from the outset that Randy quickly engaged students in his classes and sought to bring his classes to life with interactive activities prior to the dawn of the internet age.

Our career tracks mirrored each other, as we both moved from the classroom to Assistant Principalships. Randy was able to learn core essentials of instructional leadership from a highly skilled and respected elementary school principal in our system. His understanding of leading a school whose focus was on instruction, student learning and teacher effectiveness was honed during the period. We both became principals at high poverty elementary schools and saw firsthand the impact of poverty on students entering the Georgia Gifted and Talented Program and Kindergarten. His work under the highly skilled principal would be invaluable during his tenure as principal at Sand Hill Elementary.

I left the principalship to become the first Director of Instruction and Technology for the Effingham County School System. In that role, I observed Principal Shearouse rise from the role of elementary principal to that of principal at the system's flagship high school, Effingham County High. Dr. Shearouse was actively engaged in all aspects of the school and successfully led the school in establishing an instructional focus and a redirection of staff time to align with the renewed academic focus for the faculty.

Dr. Shearouse became the successful applicant for Superintendent of the Effingham County School System following the retirement of a superintendent who had guided the system for approximately 29 years. Dr. Shearouse offered me the one of two Assistant Superintendent positions and I accepted to continue to lead instruction and technology for the remainder of my thirty-two year career with the system. During this period, Dr. Shearouse continued to lead the system in innovative initiatives. Dr. Shearouse focused everyone on the need to address the graduation rate, which had become evident as a result of the No Child Left Behind federal legislation. The focus established it was everyone's mission, Pre-K – 12, to contribute to the success of each child resulting in a high school diploma.

He has continued an ambitious building program across the system to replace aged school facilities equitably across all school district attendance zones. One of Dr. Shearouse's greatest accomplishments may be the acquisition of a multimillion dollar grant by the Technical College System of Georgia to fund and construct a state of the art College and Career Academy. The program has now developed into a College and Career STEM Academy to support students from both system high schools in obtaining the requisite skills necessary to complete aligned career pathways designed to connect students for entry into viable careers needed in the coastal region of Georgia, as well as, STEM aligned post-secondary programs. The impact of the College and Career STEM Academy has been lauded by both parents and local community leaders. This is supported by

business leaders within the county and the coastal region due to the business connections established, work based learning opportunities developed and the broader range of student options provided. Students now have options straight from high school into work if that is the path they choose.

The work done to date in the Effingham County School System by Dr. Shearouse has been accomplished by his steady focus, the inordinate amount of time invested in the many community organizations he is active in or supports as a Superintendent of Schools of the Effingham County School System.

Dr. Shearouse has much to offer schools seeking steady, thoughtful, collaborative and visionary leadership. I commend his application to you.

Respectfully,

Gregory E. Arnsdorff

Gregory E. Arnsdorff, Ed. D.

Regional Director

Cognia

Prepared for: Randall Shearouse on 02/27/2012
 DID#: TR41ZC1
 Docufide Student ID: 1759272
 Page 1 of 5



Jeffrey Harris
 Jeffrey Harris, Registrar



Student Name: Charles Randall Shearouse
Student ID: [REDACTED]
Date of Birth: XXXX-10-06
Student Address: 209 Kleffer Road Springfield, GA 31329 United States

Capella University
225 South 6th Street
Minneapolis, MN 55402
Tel: 888-227-3552

Degrees Awarded	
Degree:	Doctor of Philosophy
Program:	PhD in Education
Confer Date:	2012-01-31
Dissertation Title:	Project Express: Social Studies and Science Remediation Program for the Georgia High School Graduation Test
Plan:	Specialization in Leadership in Educational Administration

Transfer Credits	
Transfer Credit from Georgia Southern University	
Applied Toward PhD in Education Program	
Transfer Totals CrAtt:	50.00
Transfer Totals CrE:	48.00
Transfer Totals QPts:	0.00

Crs ID	Course Title	Grade	CrAtt	CrE	QPts
Beginning of Graduate Record					
Summer Quarter 2006					
ED 8005	Doctoral Learner Success Lab	S		0.00	
ED 8004	Societal and Cultural Change	B	4.00	4.00	12.000
	Term GPA: 3.000		Term Totals:	4.00	4.00 12.000
	Cum GPA: 3.000		Cum Totals:	4.00	52.00 12.000
Fall Quarter 2006					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
COL-R 8921	PhD Colloquium Track I	S		0.00	
	Term GPA: 0.000		Term Totals:	0.00	0.00 0.000
	Cum GPA: 3.000		Cum Totals:	4.00	52.00 12.000
Winter Quarter 2007					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 7541	Teacher Superv & Evaluation	A	4.00	4.00	16.000
ED 7545	Special Education Admin	A	4.00	4.00	16.000
	Term GPA: 4.000		Term Totals:	8.00	8.00 32.000
	Cum GPA: 3.667		Cum Totals:	12.00	80.00 44.000
Summer Quarter 2007					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 823	Education and the Law	A	4.00	4.00	16.000
ED 857	Personnel Administration	B	4.00	4.00	12.000
ED 7542	The Politics of K-12 Education	A	4.00	4.00	16.000
COL-R 8922	PhD Colloquium Track II	S		0.00	
	Term GPA: 3.667		Term Totals:	12.00	12.00 44.000
	Cum GPA: 3.667		Cum Totals:	24.00	72.00 88.000
Fall Quarter 2007					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 854	Secondary School Admin	A	4.00	4.00	16.000
ED 8111	Hist & Social Found of Educ	A	4.00	4.00	16.000
	Term GPA: 4.000		Term Totals:	8.00	8.00 32.000
	Cum GPA: 3.750		Cum Totals:	32.00	80.00 120.000
Spring Quarter 2008					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 7822	Funding of Ed Institutions	B	4.00	4.00	12.000
ED 7903	Internship in Superintendency I	A	4.00	4.00	16.000
COL-R 8923	PhD Colloquium Track III	S		0.00	
	Term GPA: 3.500		Term Totals:	8.00	8.00 28.000
	Cum GPA: 3.700		Cum Totals:	40.00	88.00 148.000
Summer Quarter 2008					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 7904	Internship in the Superint II	A	4.00	4.00	16.000
ED 8113	Adv Study in Research Methods	B	4.00	4.00	12.000
	Term GPA: 3.500		Term Totals:	8.00	8.00 28.000

Crs ID	Course Title	Grade	CrAtt	CrE	QPts
Fall Quarter 2008					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9919	Doctoral Comprehensive Exam	S	4.00	4.00	0.000
	Term GPA: 0.000		Term Totals:	4.00	4.00 0.000
	Cum GPA: 3.667		Cum Totals:	52.00	100.00 176.000
Winter Quarter 2009					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9921	Dissertation Research 1	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	57.00	105.00 176.000
Spring Quarter 2009					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9922	Dissertation Research 2	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	62.00	110.00 176.000
Summer Quarter 2009					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9923	Dissertation Research 3	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	67.00	115.00 176.000
Winter Quarter 2010					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9924	Dissertation Research 4	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	72.00	120.00 176.000
Spring Quarter 2010					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9925	Dissertation Research 5	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	77.00	125.00 176.000
Summer Quarter 2010					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9926	Dissertation Research 6	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	82.00	130.00 176.000
Fall Quarter 2010					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9927	Dissertation Research 7	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	87.00	135.00 176.000
Winter Quarter 2011					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9928	Dissertation Research 8	R	5.00	5.00	0.000
	Term GPA: 0.000		Term Totals:	5.00	5.00 0.000
	Cum GPA: 3.667		Cum Totals:	92.00	140.00 176.000
Spring Quarter 2011					
Program:	PhD in Education Specialization in Leadership in Educational Administration				
Plan:	Specialization in Leadership in Educational Administration				
ED 9920	Dissertation Courseroom	R		0.00	
ED 9929	Dissertation Research 9	R	5.00	5.00	0.000

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Jeffrey Harris
 Jeffrey Harris, Registrar



Student Name: Charles Randall Shearouse
Student ID: [REDACTED]
Date of Birth: XXXX-10-06
Student Address: 209 Kieffer Road Springfield, GA 31329 United States

Capella University
225 South 6th Street
Minneapolis, MN 55402
Tel: 888-227-3552

Crs ID	Course Title	Grade	CrAtt	CrE	QPts
Term GPA: 0.000		Term Totals:	5.00	5.00	0.000
Cum GPA: 3.667		Cum Totals:	97.00	145.00	176.000
Summer Quarter 2011					
Program: PhD in Education Plan: Specialization in Leadership in Educational Administration					
ED 9920	Dissertation Courseroom	R		0.00	
ED 9930	Dissertation Research 10	R	5.00	5.00	
Term GPA: 0.000		Term Totals:	5.00	5.00	0.000
Cum GPA: 3.667		Cum Totals:	102.00	150.00	176.000
Fall Quarter 2011					
Program: PhD in Education Plan: Specialization in Leadership in Educational Administration					
ED 9920	Dissertation Courseroom	R		0.00	
ED 9931	Dissertation Research 11	R	5.00	5.00	
Term GPA: 0.000		Term Totals:	5.00	5.00	0.000
Cum GPA: 3.667		Cum Totals:	107.00	155.00	176.000

Academic Program Summary

Level:		GPA	CrAtt	CrE	Pts
Graduate Career Totals		3.667	107.00	155.00	176.000

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