

Vincent Cotter
Superintendent of Schools (Superintendent 021317)

vinnyssup@aol.com
(610) 656-8762

PERSONAL INFORMATION

Contact Information

<i>First Name</i>	Vincent	<i>Last Name</i>	Cotter
<i>Middle Name</i>	F	<i>Email</i>	vinnyssup@aol.com
<i>Primary Phone</i>	610-656-8762	<i>Alternate Phone</i>	610-656-8762
<i>Preferred Contact Method</i>	Phone		

Address

<i>Street</i>	355 Compass Point Drive Unit 201	<i>City</i>	Bradenton
<i>State</i>	Florida	<i>Zip Code/Postal Code</i>	34209

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

CERTIFICATION

Certification Information #1

<i>Certification Area</i>	Ed Leadership	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	K-12	<i>Certification State</i>	Pennsylvania

Certification Information #2

<i>Certification Area</i>	Social Science 6-12	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	Secondary	<i>Certification State</i>	Pennsylvania

Certification Information #3

<i>Certification Area</i>	ESE - Varying Exceptionalisties	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	K-12	<i>Certification State</i>	Pennsylvania

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**Details**Certification State***Computer Skills**

<i>Years of Experience</i>	20	<i>Keyboarding Words Per Minute</i>	60
<i>Word Processing</i>	Yes	<i>Spreadsheets</i>	Yes
<i>Database</i>	Yes	<i>Web / Internet Browser</i>	Yes
<i>E-mail</i>	Yes	<i>Graphics</i>	Yes
<i>Microsoft Windows</i>	Yes	<i>Apple Macintosh</i>	No

EMPLOYMENT HISTORY**Present Position**

<i>Present Title</i>	Educational Consultant	<i>Name of Employer</i>	Exemplary Schools Organization
<i>Start Date</i>	09/09/2014	<i>Supervisor Name</i>	Vincent F. Cotter (founder)
<i>Supervisor Phone Number</i>	610-65-87621		

*Duties and Responsibilities***Founded a consulting company to improve student achievement levels and student proficiency levels in challenged school districts**

<i>Reasons for Leaving</i>	Currently active
<i>May we Contact this Employer</i>	Yes

Experience in Education #1

<i>From (mm/yyyy)</i>	11/2000	<i>To (mm/yyyy)</i>	06/2011
<i>Employer Name</i>	Colonial School District	<i>Assignment</i>	Superintendent of Schools
<i>Reason For Leaving</i>	Founded Consulting Company	<i>Supervisor Name</i>	Marc Orlow
<i>Supervisor Phone Number</i>	610-220-5540		
<i>Duties and Responsibilities</i>	K-12 school district: entire organizational and instructional responsibility		
<i>May we Contact this Employer</i>	Yes		

Experience in Education #2

<i>From (mm/yyyy)</i>	08/1996	<i>To (mm/yyyy)</i>	11/2000
<i>Employer Name</i>	North Penn High School	<i>Assignment</i>	High School Principal
<i>Reason For Leaving</i>	Accepted Superintendent position	<i>Supervisor Name</i>	Dr. Bob Hassler
<i>Supervisor Phone Number</i>	267-218-6448		
<i>Duties and Responsibilities</i>	Grades 10-12: 3,000 student high school within a 13,300 school district; full instructional and operational responsibility		
<i>May we Contact this Employer</i>	Yes		

Experience in Education #3

<i>From (mm/yyyy)</i>	08/1991	<i>To (mm/yyyy)</i>	08/1996
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<i>Employer Name</i>	Colonial School District	<i>Assignment</i>	Middle School Principal
<i>Reason For Leaving</i>	Accepted High School Principal position	<i>Supervisor Name</i>	Dr. Stan Durtan
<i>Supervisor Phone Number</i>	215-460-0024		

Duties and Responsibilities

**Grade 6-12: entire instructional and operational responsibility.
Assistant Principal and Curriculum Social Studies Coordinator K-12.**

May we Contact this Employer **Yes**

Work Experience #1

<i>Employed from (mm/yyyy)</i>	09/1976	<i>Employed to (mm/yyyy)</i>	08/1991
<i>Employer</i>	School District of Philadelphia	<i>Title</i>	Asst. Principal; Dept. Chair; Teacher
<i>Reason For Leaving</i>	Position at Colonial Middle School	<i>Supervisor Name</i>	Jim Peters; Louis DiVicaris
<i>Supervisor Phone Number</i>	NA	<i>Supervisor Email</i>	jpeters@phila.pa.us

Duties and Responsibilities

Assistant Principal at two inner city high schools; department chairperson in special education

May we Contact this Employer **Yes**

Work Experience #2

<i>Employed from (mm/yyyy)</i>	09/1972	<i>Employed to (mm/yyyy)</i>	08/1976
<i>Employer</i>	Southeastern School District	<i>Title</i>	Teacher
<i>Reason For Leaving</i>	Lateral move to home district	<i>Supervisor Name</i>	Luther Sowers
<i>Supervisor Phone Number</i>	NA	<i>Supervisor Email</i>	kaufmannr@sesd.k12.pa.us

Duties and Responsibilities **Secondary Teacher 9-12; Middle School Teacher 6-8.**

Experience Summary

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

<i>Years of teaching experience</i>	15	<i>Years of student teaching experience</i>	1
<i>Years of administrative experience</i>	24		

EDUCATION**Secondary/High School Information**

<i>School Attended</i>	Roxborough High School	<i>City/State</i>	Philadelphia, Pa. 19128
<i>Activities/Honors</i>	Sports, Honor Society		
<i>Degree</i>	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	Other: Millersville University	<i>Attended From (mm/yyyy)</i>	09/1968
<i>Attended To (mm/yyyy)</i>	05/1972	<i>Degree</i>	Bachelor of Science
<i>Subject</i>	Social Science		

College/University/Vocational Institution #2

Name of School	Other: Millersville University	Attended From (mm/yyyy)	08/1973
Attended To (mm/yyyy)	08/1976	Degree	Master of Science
Subject	Exceptional Student Education		

College/University/Vocational Institution #3

Name of School	Other: Temple University	Attended From (mm/yyyy)	06/1983
Attended To (mm/yyyy)	08/1992	Degree	Doctorate - PhD
Subject	Educational Leadership		

Student Teaching #1

Name of School	Subject
Grade	Semester
Year	

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.

Terese Boegly

Title	Dr.	Relationship	Colleague
Address	[REDACTED]	City	Plymouth Meeting
State	Pennsylvania	Zip	19462
Email	[REDACTED]	Phone	[REDACTED]
From	11/2000	To	present
Reference Letter	[REDACTED]		

Marc Orlow

Title	ESQ	Relationship	Supervisor
Address	[REDACTED]	City	Lafayette Hill
State	Pennsylvania	Zip	1944
Country	United States		
Email	[REDACTED]	Phone	[REDACTED]
From	11/2000	To	present
Reference Letter	[REDACTED]		

DISTRICT QUESTIONS**District Questions**

Have you retired from any State of Florida administered retirement plan? You are considered retired if: 1) You have received any benefits under the FRS Pension Plan (including DROP). 2) You have taken any distribution (including a rollover) from the FRS Investment Plan, or alternative retirement programs offered by state universities (SUSORP), state community colleges (CCORP), state government (SMSOAP), or local governments.

No

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

No

Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?

No

If "Yes", please provide the dates of your previous employment with the District and your position.

Is any member of your immediate family employed by the school district of Flagler County? **No**

If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.

Been investigated for misconduct related to your employment? **No**

If "Yes", please provide a detailed explanation.

Been arrested or charged(even if no contest or charges dropped or pled down) for a crime? **No**

If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.

Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?

No

If "Yes", please provide details including the date of the charge, the court action, and the address of the court involved.

Are you under investigation by any local, county, state, federal, or international agency for any reason (including any violation of the Florida Code of Ethics)?

No

If yes, please provide a detailed explanation.

Been named by a state agency responsible for child welfare as a perpetrator in an indicated report of child abuse or neglect?

No

If yes, please provide a detailed explanation.

Had a report of child abuse or sexual activities involving a K-12 student or minor filed against you with a school district, a state or federal agency, a police agency, or in court?

No

If yes, please provide a detailed explanation.

Have you ever had a professional certificate, credential or license (of any kind) revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct. Are there any pending adverse actions against you?

No

If yes, please provide a detailed explanation.

Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?

No

If yes, please provide a detailed explanation.

Have you surrendered a professional license of any kind before its expiration? **No**

If yes, please provide a detailed explanation.

Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?

No

If yes, please provide a detailed explanation.

Have you ever been suspended, terminated, non-reappointed, released during a probationary period or resigned in lieu of termination or non-reappointment from an educational institution, the State of Florida, or any other employer/organization including the military?

No

If yes, please provide a detailed explanation.

Have you ever been placed on leave by your employer or left such employment prior to the end of the contract term due to any reason other than the Family Medical Leave Act or a physical disability?

No

If yes, please provide a detailed explanation.

Is your physical/mental health condition such that you can fulfill the essential job functions of the position for which you are applying (either with or without reasonable accommodations)?

No

Are you considered a "High Risk" offender, according to Senate Bill 988? **No**

If you answered YES to the question above, please explain in the space provided, including the date of your last conviction.

Have you ever had any record sealed or expunged in which you were convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the City Where Arrested, State, Date of Arrest, Charge(s), and Disposition(s). Please NOTE: Sealed or expunged records must be reported pursuant ss. 943.0585 and 943.059, FS. However, the existence of such records will not be disclosed nor made part of your certification file which is public record.

Have you ever been convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.

No

If Yes, you must specify the city where arrested, state, date of arrest, charge(s), and disposition(s).

Are you a veteran as defined by s. 295.07, Florida Statutes? **No**

Are you claiming Veteran's Preference? If yes, a DD214 must be submitted under attachments.

No

If you are claiming Veteran's Preference, please indicate the provision under which you qualify.

Provision 1 – A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.

Provision 2 – A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.

Provision 3 – Receipt of any Armed Forces Expeditionary Medal is qualifying for veterans' preference.

Provision 4– The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.

Provision 5 – The unremarried widow or widower of a veteran who died of a service-connected disability.

If you state that you were "A veteran of any war...", please indicate the war, according to these options:

Korean Conflict: June 27, 1950 to January 31, 1955

Vietnam Era: February 28, 1961 to May 7, 1975

Persian Gulf War: August 2, 1990 to January 2, 1992

Operation Enduring Freedom: October 7, 2001 to date to be determined

Operation Iraqi Freedom: March 19, 2003 to date to be determined

ATTACHMENTS

Attachment

Resume

Cover Letter

Transcript

Reference Ltrs (Include All)

Other

Other

DISCLAIMERS AND AFFIRMATION

District Policy

We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, disability status, Genetic Information & Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law. We prohibit Retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.

Application Confirmation Statement

I affirm that all information set forth in this application is accurate, truthful and complete. If I am employed by Flagler County School District, I will abide by all Board of Education and school policies, work on assigned committees, and continue my professional growth to the best of my ability and within reasonable and personal standards. I grant permission for school officials to obtain a personal record check from the federal, state, county, and/or local law enforcement agencies and Division of Family Services. I understand that references may be contacted as soon as I submit an application. I release individuals listed as references and current or former employers from any liability for information given in response to a request for an employment reference.

I understand that I will be required to take a drug test and that some positions in the district require a physical exam prior to assuming any position for which I may be employed. In the event that I am employed by the District and in the further event that I have provided false or misleading information in this application or in subsequent employment interviews, I understand that my employment may be terminated at any time after the discovery of the false or misleading information.

*I agree to the terms
above*

Affirm

Initials

VFC

Affirmation Date

03/16/2017

Vincent F. Cotter, Ed. D

355 Compass Point Drive, Unit 201
Bradenton, FL 34209
H. 610-656-8762
vinnyssup@aol.com

PROFESSIONAL EXPERIENCE

Exemplary Schools Organization: Co-Founder 2014-Present
www.ExemplarySchoolsOrg.com

Gwynedd-Mercy College, Gwynedd Valley, Pa. (Phila.) 2011-Present
Administrator for Special Projects, Consultant
Adjunct Professor Educational Leadership
Accomplishments: Electronic Online Course Development for Principal Practicum
Restructured Graduate Program for Principals and Supervisors

Colonial School District, Plymouth Meeting, Pa. 2000-2011
Superintendent of Schools: K-12 organization with Vo-Tech. facility
Accomplishments: Dramatic improvement in student achievement
Implemented a systemic "continuous improvement" model
Nationally recognized Integrated Technology program
Nurtured a culture of "best pedagogical practices"
Initiated innovative curriculum and student personnel programs
Developed internal accountability and empowerment initiatives
Maintained a high level of fiscal management and standards
Recognized for a nationally renowned communications plan
Instituted a culture of data-driven decision making
Fostered a climate of tolerance and respect
Implemented a Strategic Plan for High Performance Outcomes
Collaborative/Visionary Leadership
Student-Centered Philosophy: "Students First"/"All Children can Succeed"

North Penn School District, Lansdale, Pa. (4 years)
North Penn High School-Principal: 13,300 student district/ grades 10-12
Accomplishments: Improved student achievement on state and national assessments
Instituted an Academic Academies program: Engineering, Communication
Integrated Technology and Learning software and programs
Created a career pathways/internship and mentoring initiative
Maintained a national Blue Ribbon designation and accreditation
Instituted High Performance Outcomes
Established Alternative Disciplinary High School

Colonial School District, Plymouth Meeting, Pa. (6 years)

Colonial Middle School- Principal, grades 6-8 (1,500 students)

Accomplishments: Improved the teaching and learning environment

Designated a USDOE Blue Ribbon School

Plymouth Whitmarsh High School- Assistant Principal: 2,300 student/grades 9-12

Central Office Social Studies Curriculum Coordinator: 5000 students/K-12

Created On-Site Alternative High School

School District of Philadelphia, Philadelphia, Pa. (200,000 student district) (15 years)

Frankford High School/M. L. King High School: Assistant Principal

M.L. King High School/Turner Middle/Leeds Middle: Special Education Department Chair, Teacher

Southeastern School District, York County, Pa.

(3.5 years)

Kennard Dale Junior/Senior High School-Social Studies Teacher/Coach: grades 6-12

EDUCATION

Post Graduate: Harvard University Administrative Institutes

University of Pennsylvania Study Council

Graduate Studies: Temple University, Philadelphia, Pa.

Doctorate of Education, Educational Leadership, 1992

Millersville University, Millersville, Pa.

Master of Education, Special Education, 1979

Undergraduate School: Millersville University, Millersville, Pa.

Bachelor of Science, Secondary Social Studies, 1972

PROFESSIONAL AFFILIATIONS AND AWARDS

Awards

American Society for Quality International Juran Medalist 2011

Pennsylvania Legislature Exemplary Service Award 2011

Colonial School District Patriot Award for Community Service 2011

E-School News "Tech Savvy" Superintendent Award 2009

Philadelphia Magazine Regional Superintendent of the Year 2009

National School Public Relations Association National Communications Award 2009

Telly Cable Communication for Television Production Award 2006

Pennsylvania Staff Development Council Best Practices Award 2006

Montgomery County Outstanding Educator Award 2002

Publications/Feature Articles

“Using Curriculum Mapping and Assessment Data to Improve Learning” with Bena Kallick
Metro Kids: featured article on Merit Pay, November 2009
Anti-Defamation League Annual Report, 2006
“Connecting the Links: The Essential Elements to High Performing Schools” (2017)

Associations

Pennsylvania Association of School Administrators (Board of Governors)
American Association of School Administrators
University of Pennsylvania Study Council and the Consortium for Policy Research

Presentations: “Building Exemplary Schools”

Keystone Alliance, Penn State University, October 2015
American Society for Quality (ASQ), Houston, TX, 2015
Title I National Conference, Houston, TX, 2016
American Association of School Administrators, Phoenix, AZ, 2016
National School Board Association, Boston, MA, 2016

Flagler Schools Superintendent Search Committee, FSBA
Ms. Andrea Messina, Executive Director
Dr. Bill Vogel, Consultant
Mr. John Reichert, Consultant

Letter of Application

RE: Superintendent of Schools---Flagler County Schools

Please consider this communication as a letter of application and interest in the position of Superintendent of Schools in the Flagler County School District.

As a superintendent of schools for 11 years in a nationally acclaimed school district and as a superintendent with a recognized record of success, excellence and accomplishment in moving schools and districts forward toward higher student achievement outcomes, this position appears to align with my past experience as well as those desired by the Flagler County School District for the position of Superintendent.

My record of experience is consistent with Flagler School's expectation of an academic leader who is a skilled communicator and is committed to student achievement by ensuring that all learners will be fully prepared to succeed in a diverse and ever-changing world. What sets me apart as a leader is often my ability to strategically position a district to **"Reach Above and Beyond"** so that students will have greater opportunities upon completion of their education.

Evidence of this success in improving student achievement is as follows:

- ***Continuously improving student achievement over a 10 year period;***
- ***Increasing Proficiency Levels between 30 to 40% on state assessments;***
- ***Closing Achievement Gaps for all demographic groups;***
- ***Increasing Graduation rates to over the 90th percentile;***
- ***Improving Post-Secondary Training Enrollment and College Attendance;***
- ***Increasing SAT/ACT and AP performance;***
- ***Improving the average student GPA and Honor Roll recognition.***

Having led a district of diverse socio-economic demographics, we reallocated resources, and refocused our priorities and mobilized the staff and community to attain higher performance outcomes. This success did not occur in isolation but rather through a collaborative approach that empowered staff and recognized the importance of teamwork.

During my tenure as superintendent, while student achievement improved exponentially a culture of respect and tolerance was also nurtured. Technology was embedded in the classroom along with

teaching strategies that increased student engagement, even at a time of declining revenue, to place the Colonial School District among the elite performing districts in the region. Fundamental to this record of success was the ability to instill a belief system that **“ALL Children can Learn and Succeed.”**

As a group we endorsed an operational philosophy of “continuous improvement.” By creating a motivational vision and collaborative framework, student and staff potential was maximized and operational efficiency improved. A participatory management style, which empowers all staff, was an absolute component to this success. Not only were all schools aligned to the district’s vision and mission but each developed individual paths to accomplish their goals. Overall, the prevailing positive attitude expedited the district’s ability to achieve and maximize student potential.

More specifically, while superintendent, the district progressed from a lower tier achieving district to one of the highest achieving districts in the region. Long and short range goals, as part of an inclusive systemic plan, were developed that focused on student achievement, technology, curriculum, accountability and fiscal responsibility. The utilization of data was critical to our success and record of excellence. Teams of teachers, supervisors and administrators collaboratively developed a K-12 curriculum that included 21st Century Skills, embedded standards and benchmarks; developed assessment systems that provided “real time” feedback for teachers and administrators allowing them to develop lesson plans and goals for improving instruction. “State of the art” methodology and pedagogy was delivered through an aligned plan of professional development.

Much of the district’s achievement was highlighted by national researcher and author Bena Kalick in a publication entitled, **“Using Curriculum Mapping & Assessment Data to Improve Learning”**. Additionally, Dr. Nancy Streim, Associate Dean of the University of Pennsylvania’s Graduate School of Education, noted that the curriculum and associated **“Pathways to Excellence”** sets clear goals, has a manageable process for moving all schools toward reaching higher goals and gives schools an important role in examining their strengths and charts paths toward improvement. While also highlighted by such groups such as **Chicago’s Insight**, and the **University of Wisconsin’s CPRE** for programs related to school accountability and other organizations such as the **American Society for Quality**, the district developed a national reputation for improving student achievement, accountability and results. Additionally, a communication plan recognized by the **National School Public Relations Association** kept community members informed of all initiatives and focused on quality, pride and student outcomes in the schools. Further initiatives included the implementation of Balanced Literacy, Integrated Math, Curriculum Mapping, Kagan’s student engagement strategies, **“Response to Intervention”** as well as research practices associated with Charlotte Danielson’s model of observation/supervision. Furthermore, the **“Respect the Difference”** program for diversity was recognized for its inclusionary practices by the local NACCP and Anti-Defamation League. Over the years, we have also internally developed the capacity of the administrative team through seminars and workshops along with personalized plans and tiered structures for professional growth and development.

As evidence of the aforementioned record of success, major organizations have awarded me with the following: **American Society for Quality's International Juran Medal** (Baldrige Quality Award); **National School Public Relations Association's Bob Grossman Communication Award**; E-news Tech Savvy Award; Philadelphia Magazine Regional Superintendent Award; Pennsylvania Best Practices Award; Pennsylvania School Boards Association's Exemplary Technology District Award; Montgomery County Outstanding Educator Award and the Pennsylvania State Legislator Outstanding Service Recognition Award.

Please note that previous experience includes principal positions at a nationally recognized "*Blue Ribbon*" high school and a "*Blue Ribbon*" middle level school as well as extensive supervisory experience in Special Education. It should be further noted that career experience includes success in urban Philadelphia, diverse suburban and rural environments as well as organizations of various size and demographics. As an administrator, every school and district in which I served improved its overall academic performance and community perception, often as a result of various personal initiatives implemented on behalf of the school or district.

Having also been a consultant and adjunct in the Educational Leadership program at Gwynedd-Mercy University, I assisted in the restructuring of the graduate Education Leadership program through the development of graduate level courses for principals, supervisors and superintendents as well as implementing the practicum components of it. Most recently, I have co-founded a consulting group, the Exemplary Schools Organization, which focuses on creating a network of Exemplary Schools with the goal of moving them toward Higher Performance and by assisting administrators and other inspiring leaders through a variety of support services that focus on Alignment, Atmosphere/Culture, Accountability and Adept Leadership.

With a record of success and an ability to take a school or district to the next level, I believe that my skills and experience provide me with a foundation to make a difference in the lives of all children in Flagler County Schools by continuing to strengthen student learning opportunities while maintaining a collaborative, inclusive environment as we work toward this goal.

Finally, as a member of a leadership team, I will always serve the Board of Directors, community, and all stakeholders of the Flagler County School District (parents, students, employees, etc.) in the execution of its vision with integrity and respect for the betterment of its children and community.

If further clarification is required regarding this application, please do not hesitate to contact me.

Sincerely,

Vincent F. Cotter, Ed.D.
355 Compass Point Drive
Unit 201
Bradenton, FL 34209
C. 610-656-8762
vinnysup@aol.com

Commonwealth of Pennsylvania**Department of Education****Harrisburg, Pa****Certification*****Vincent F. Cotter XXX-XX-1459**

Subject Area	Type	Issue Date	Length
History	Instructional I	9/74	Permanent
Special Education	Instructional II	9/76	Permanent
Superintendent	Instructional II	9/93	Permanent

Secretary of Education

Professional Certificate

This certificate entitles
VINCENT F COTTER

to practice the "art of teaching" and render professional service in the
endorsement areas hereon in the schools of the Commonwealth of Pennsylvania

TEMPLE UNIVERSITY

Years Valid	Date Issued	Area of Certification	Type Code	Years Valid	Date Issued	Area of Certification
99	05/75	HISTORY	62	99	08/77	SOCIALLY & EMOTIONALLY DI
99	02/85	MENT AND/OR PHYS HANDICAPPED	84	99	11/90	SECONDARY PRINCIPAL
99	02/91	SUPERINTENDENT				*****
		*****				*****

*No Longer Issued
40 91-003815
OF ELIGIBILITY ISSUED IN ACCORDANCE WITH 6/1/87 REGS
Authorized by the Secretary of Education

Temple University

(*Unofficial Transcript)

of the Commonwealth System of Higher Education
Philadelphia, Pennsylvania 19122

Cotter, Vincent F.

612 Fountain Street

Philadelphia, Pa. 19128 ID #

College of Education: ED ADMIN

Graduation Status: Doctors 3/82

Transfer Credit:

Millersville ST College: Transfer Hours 30.0

Millersville ST College: Transfer Hours 8.0

1973-1979

COURSE	TITLE	CREDIT	GRADE	GPA
982 3 rd SS				
ED ADM 500	Introduction to Ed. Administration	3	A	4.00
982 Fall				
ED ADM 514	Sec. School Supervision	3	A	4.00
983 Spring				
ED ADM 503	Sec. School Administration	3	A-	3.67
983 2 nd SS				
ED ADM 651	School Plant	3	A	4.00
983 Fall				
ED ADM 641	School Finance	3	A-	3.67
984 Spring				
FND ED 0451	Philos. Analysis in ED	3	B+	
ED ADM 0531	School System Adm.	3	A-	
ED ADM 0959	Residency Seminar	3	A	3.67
984 1 st SS				
EDU 0500	Research Design in ED	3	A	
ED ADM 0894	Problem Solving	3	CR	4.00

984 2 nd SS				
DEV-S 570	Curriculum Dev. & Writing	3	B+	3.33
984 Fall				
ED ADM 0661	Personnel Administration	3	A	4.00
985 Spring				
ED ADM 0775	Public Relations	3	A-	3.67
985 1 st SS				
ED ADM 0681	School Law	3	B+	3.33
985 2 nd SS				
EDU 0525	Applied Statistics in ED	3	A	4.00
985 Fall				
ED ADM 0905	Adm. Process Seminar	3	A	4.00

CUM HRS CPD 48.0 PSD 48.0 PTS 170.01 GPA 3.78
TOTAL HOURS 86

*** * Student Transcript sent to electronically to consultant**

September 2015

To Whom It May Concern:

I am a Professor of Systems Engineering at Penn State's Great Valley School of Graduate Professional Studies in Malvern, Pa. and a Fellow of ASQ. I'm writing to endorse Dr. Vincent F. Cotter for the 2009-2010 Juran Medal. As District Superintendent, Dr. Cotter has achieved notable success in improving the performance in Pennsylvania's Colonial School District.

Dr. Cotter's "Above and Beyond" program captures the spirit of Dr. Juran's teachings and applies them to the task, so vital to the country's progress, of educating young people. Dr. Cotter is quite aware of these parallels to Juran's work and led a discussion of "Quality in the Public School Classroom and School District" at a meeting of the Philadelphia Chapter of ASQ in 2005. He is an active proponent of sharing Best Practices with school leaders in other districts. He believes that every student can learn, that every district can improve and that change is a process.

Of particular resonance to me is the concept undergirding his "Above and Beyond" program that change should be based on sound research and data driven decision making. As part of the process we find a strong system for performance assessment and continuous Professional Development for staff and faculty and elevated expectations for students. Improvement teams are in place at both the district and school levels.

In Dr. Cotter's vision, maximum performance requires addressing and balancing four main areas:

Outcomes and Standards
Curriculum
Assessment
Instruction

He has developed a reasoned approach to the improvement of education, implemented it and produced impressive measurable results. To me, that is what Quality is all about in any field.

Dr. Cotter is richly deserving of the high honor that is the Juran Medal.

Tom Davis 
School Board Member
Penn State Professor

February 2013

To whom it may concern:

I am pleased to comment on the professional capabilities and personal qualities of Dr. Vince Cotter. My affiliation with Dr. Cotter began more than fifteen years ago when I hired him to serve as an assistant principal in the Colonial School District. Since that time he has served as a middle school principal under my supervision, high school principal in another district and then was my successor as superintendent of the Colonial School District. After serving as Dr. Cotter's supervisor and his colleague, I feel that I know him very well.

Vince is extremely hard working, serious minded and conscientious in performing his work responsibilities. He has worked effectively in each of his professional assignments to create a high performance climate for both staff and student productivity. He works diligently to ensure that each staff member exerts maximum potential to facilitate the achievement of both social and academic goals by students.

Vince has experienced great success throughout his career and come to be particularly highly regarded during that time he has been superintendent of the Colonial School District. During his tenure as superintendent, he has dramatically enhanced student achievement, placed an emphasis on staff accountability, and established an exemplary communications program in his district. He has emerged as a leader among Montgomery County superintendents and has served in a variety of roles in which his leadership has been formalized. As a result of his determination, the Colonial School District is widely recognized as a highly effective and desirable organization.

In summary, I can readily recommend Dr. Vince Cotter for any leadership role in the field of education. He is a consummate professional and any organization would be enhanced by his involvement in it. I would be very happy to discuss his qualifications and strengths with you at any time. Do not hesitate to contact me if clarification is required.

Thank you.

Dr. Stan Durtan
Former Superintendent
Education Consultant

[REDACTED]

[REDACTED]

References

Denise Marks
Colonial School District
Community Outreach Coordinator
Conshohocken Elementary Principal

[REDACTED]

[REDACTED]

Terese Boegly, Principal

[REDACTED]

[REDACTED]

[REDACTED]

Drew Boegly, Director of Technology

[REDACTED]

[REDACTED]

[REDACTED]

Dr. Darlene Groves Davis, former Superintendent

[REDACTED]

Mr. Charles Forster, Athletic Director
Plymouth Whitemarsh High School

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To whom it may concern

April 2016

Re: Dr. Vincent F. Cotter

I write this letter on behalf of Dr. Vincent F. Cotter. I believe that I can provide a unique assessment of Dr. Cotter's abilities. Let me take a moment to provide a brief summary of my background and association with Dr. Cotter, which I will explain why I believe my insight has a unique perspective.

I had the privilege and honor of serving as a member of the Colonial Board of School Directors (the "Board") for fifteen years from November 1993 until January 2009. During my tenure I served as vice president of the Board from 1998 to 2000. From December 2000 until my retirement in January 2009, a period of nine years, I served as Board President. In addition to the foregoing, I served as Chair of every Committee of the Board, except curriculum, at one time or another. Based on the foregoing, I believe that I am uniquely qualified to provide a complete and thorough assessment of his abilities, character and performance as Superintendent of the Colonial School District (CSD).

Before I discuss Dr. Cotter, it is critical to provide you with some insight to our community and the perception of the Board to truly understand the impact Dr. Cotter had. In the mid 90's CSD had a decent reputation but had the resources and desire to be a "top tier" school district. It was a district that was experiencing steady growth that began in 1989 after many years of declining enrollment. Being a suburban district adjacent to Philadelphia, CSD was routinely measured against many of the districts in Montgomery County. From my perspective, when I joined the Board in 1993, there was a strong belief that we were a good district, but had the potential to be much better. It was not until Dr. Cotter became our superintendent in 2000 that our renaissance began. With his leadership, CSD was on its way to becoming a "top tier" district.

I first met Dr. Cotter in the early 90's when he was an assistant principal at our high school. Shortly thereafter, he was appointed as the principal of our middle school. Although his tenure was brief, his impact was significant. He provided much needed leadership, refocused the staff and inspired confidence among the community. His efforts were noticed beyond the borders of

our district. North Penn School District, one of the largest in the county, quickly solicited him to become their high school principal. Despite our inability to match this position, several Board members were willing to disrupt our salary schedule to attempt to retain him in CSD. While we were unable to do so, it was clear to me that Dr. Cotter was a true “star” and that a superintendent position was in his future.

During his absence from CSD, the Board grew increasingly impatient with the progress CSD was making in our performance and standing relative to neighboring school districts. This impatience led the Board to pursue a “merit pay” program that was ultimately implemented amid much controversy in 1998. Shortly thereafter, in 2000, our superintendent gave the board notice of his departure.

Within moments of the superintendent’s notice, I immediately contacted Dr. Cotter to bring him back to CSD to become our superintendent. Dr. Cotter assumed the leadership of CSD at a time when the district was in turmoil. The staff was demoralized over the merit pay plan that had also divided the Board and the community. Moreover, negotiations over a new labor contract were about to begin with a union that was in no mood to compromise. It is from this low point that Dr. Cotter’s value to CSD must be measured. By 2007, CSD had become widely regarded as a “top tier” district and was routinely approached by other districts who wanted to know how CSD had achieved such success. At the end of the day, while many people assisted and played an important role in this renaissance, the answer to their question was simple: Dr. Cotter’s leadership! I can say, without hesitation, that Dr. Cotter possesses and demonstrated during his tenure with CSD a rare combination of being a strategic thinker, creative innovator and problem solver, prudent manager of resources and a demanding and effective leader.

Upon his return to CSD in 2000, Dr. Cotter quickly assessed the needs of the District and provided a plan that allowed the District to move away from the merit pay plan and brought the Board, professional staff, administration and community together focused on the same goals. While this was significant on its own, the success would have been short lived without being able to successfully implement his plan. Dr. Cotter’s plan, widely known as “Above and Beyond”, was based on strengthening the curriculum, improving instruction and providing meaningful assessment and accountability at all levels of the district. There were many inherent and systemic challenges to this reform. During my tenure as Board President, I spoke with Dr. Cotter on a daily basis and first hand observed how he strategically implemented change and overcame the many challenges that inevitably occur when reform is attempted. In doing so, he skillfully employed techniques that ranged from collaboration to confrontation. In each case, he was keenly aware of the planning and preparation necessary to skillfully implement change and did so in a thoughtful and effective manner. As we know, no amount of

planning and preparation can ensure success. When problems arose or unforeseen events surfaced, Dr. Cotter routinely found an innovative solution to solve the problems. Often, he used these problems as opportunities.

The reforms that were implemented required a commitment of significant resources. The commitment of these resources certainly came with risk. However, because Dr. Cotter was skillful in managing the resources that were committed, CSD maintained, from 2000 through 2009, the second lowest tax burden among all Montgomery County districts. We were able to achieve this through Dr. Cotter being able to assess the programs that were working and providing value to the district and cutting ineffective programs that simply consumed resources.

Lastly, and important as his skills and experience is, Dr. Cotter's character, which I believe is the foundation to his success. His integrity, honesty and credibility are beyond question, and I believe is fundamental to the success Dr. Cotter has had as such an effective leader.

I hope and trust that you find this helpful. In my view, the opportunity to bring Dr. Cotter into your organization is one that you should not let go. Please do not hesitate to contact me to discuss or thoughts that you may have. I am happy to provide any additional information that you need or desire.

Marc. M. Orlow, Esquire
Colonial School Board President 2000-2009

Terese Boegly, Ed.D.

ReferenceChecks

No result available.