

Steve Benton
Superintendent of Schools (Superintendent 021317)

steve.benton53@gmail.com
(850) 209-1372

PERSONAL INFORMATION

Contact Information

<i>First Name</i>	Steve	<i>Last Name</i>	Benton
<i>Middle Name</i>	Randall	<i>Email</i>	steve.benton53@gmail.com
<i>Primary Phone</i>	850-209-1372	<i>Alternate Phone</i>	850-579-2306
<i>Preferred Contact Method</i>	Email		

Address

<i>Street</i>	2346 Martha Lane	<i>City</i>	Cottondale
<i>State</i>	Florida	<i>Zip Code/Postal Code</i>	32431

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>	All levels	<i>Certification State</i>	Florida

Certification Information #2

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

Certification Information #3

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

Certification Information #4

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

Certification Information #5

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

ADDITIONAL CERTIFICATION AREAS

Certification Area **Florida Superintendent Special Certification Program**

Details

I have meet all of F.A.D.S.S. in accordance with Florida Statues and State Board of Education to be a certified superintendent in the state of Florida.

Certification State **Florida**

Computer Skills

<i>Years of Experience</i>	44.5	<i>Keyboarding Words Per Minute</i>	40
<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>	Yes

EMPLOYMENT HISTORY**Present Position**

Present Title **Retired Superintendent of Jackson County Florida** *Name of Employer* **Jackson County School Board**

Start Date **11/22/2012** *Supervisor Name* **Governor Rick Scott**

Supervisor Phone Number

Duties and Responsibilities

Jackson County Schools Superintendent is an elected position. I was elected to supervise 17 schools with 6500 students and 1125 employees with a \$78 million yearly budget.

Reasons for Leaving **Elected postion**

May we Contact this Employer **Yes**

Experience in Education #1

<i>From (mm/yyyy)</i>	08/1975	<i>To (mm/yyyy)</i>	06/2005
<i>Employer Name</i>	Jackson County School Board	<i>Assignment</i>	Elementary classroom teacher/high school boys and girls coach/ administrator all .levels

Reason For Leaving **Retired** *Supervisor Name* **Cheryl McDaniel**

Supervisor Phone Number **850-482-1200**

Duties and Responsibilities

I was an elementary classroom teacher for 17 years and boys and girls high school coach. I was an administrator at all levels for 13 years.

May we Contact this Employer **Yes**

Experience in Education #2

<i>From (mm/yyyy)</i>	07/2005	<i>To (mm/yyyy)</i>	06/2009
<i>Employer Name</i>	Houston County Alabama School Board	<i>Assignment</i>	Administrator
<i>Reason For Leaving</i>	Moved to Geneva County Schools closer to home	<i>Supervisor Name</i>	Mr. David Sewell

Supervisor Phone Number **334-792-8331**

Duties and Responsibilities

One year assistant principal Rehobeth High 9-12, three years principal Wicksburg High School K-12

May we Contact this Employer **Yes**

Experience in Education #3

From (mm/yyyy)	07/2009	To (mm/yyyy)	11/2012
Employer Name	Geneva County Alabama School Board	Assignment	Principal Slocomb Elementary
Reason For Leaving	Elected Jackson County Florida Superintendent	Supervisor Name	Mrs. Becky Birdsong
Supervisor Phone Number	334-726-9757		
Duties and Responsibilities	Principal Slocomb Elementary		
May we Contact this Employer	Yes		

Work Experience #1

Employed from (mm/yyyy)	11/2012	Employed to (mm/yyyy)	11/2016
Employer	Jackson County School Board	Title	Superintendent of Schools
Reason For Leaving	elected position	Supervisor Name	Governor Rick Scott
Supervisor Phone Number		Supervisor Email	
Duties and Responsibilities			
May we Contact this Employer	Yes		

Work Experience #2

Employed from (mm/yyyy)	Employed to (mm/yyyy)
Employer	Title
Reason For Leaving	Supervisor Name
Supervisor Phone Number	Supervisor Email
Duties and Responsibilities	

Experience Summary

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

Years of teaching experience	17	Years of student teaching experience	
Years of administrative experience	24.5		

EDUCATION

Secondary/High School Information

School Attended	Malone High School	City/State	Malone Florida
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Activities/Honors Sports, FFA,Band
Degree High School Diploma or GED

College/University/Vocational Institution #1

Name of School	Other: Chipola College	Attended From (mm/yyyy)	08/1971
Attended To (mm/yyyy)	05/1973	Degree	Associates Degree
Subject	Elementary Ed		

College/University/Vocational Institution #2

Name of School	Other: Florida State University	Attended From (mm/yyyy)	08/1973
Attended To (mm/yyyy)	05/1975	Degree	Bachelor of Arts
Subject	Elementary Ed		

College/University/Vocational Institution #3

Name of School	Other: Troy State University	Attended From (mm/yyyy)	08/1976
Attended To (mm/yyyy)	05/1978	Degree	Master of Arts
Subject	Educational Leadership		

Student Teaching #1

Name of School	Marianna Middle School	Subject	grade five all subjects
Grade	5	Semester	spring
Year	1975		

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.

Cheryl McDaniel

Title	Assistant Superintendent	Relationship	Colleague
Address	[REDACTED]	City	Marianna
State	Florida	Zip	32446
Country	USA		
Email	[REDACTED]	Phone	[REDACTED]
From	11/2012	To	11/2016
Reference Letter	[REDACTED]		

Kathy Sneads

Title	Finance Director	Relationship	Colleague
Address	[REDACTED]	City	Marianna
State	Florida	Zip	32446
Country	USA		
Email	[REDACTED]	Phone	[REDACTED]
From	11/2012	To	11/2016
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.

Yes

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)?

Yes

Are you considered a "High Risk" offender, according to Senate Bill 988?

No

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

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

No

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

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

No

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

Are you a veteran as defined by s. 295.07, Florida Statutes?

No

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

No

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

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

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

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

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

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

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

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

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

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

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

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

ATTACHMENTS

Attachment

Resume	[REDACTED]
Cover Letter	[REDACTED]
Transcript	[REDACTED]
Reference Ltrs (Include All)	[REDACTED]
Other	[REDACTED] df
Other	[REDACTED]

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 **SRB**

Affirmation Date **02/15/2017**

Steve R. Benton Sr.

2346 Martha Lane, Cottondale, FL 32431

H: 850-209-1372

steve.benton53@gmail.com

Professional Summary

Dynamic educator with demonstrated capabilities in all areas of administration K-12 and superintendent

Skills

- Active Listening
- Administration and Management
- Personnel and Human Resources
- Judgment and Decision Making
- Building and Construction

Experience

Superintendent of Schools

11/ 2012 to 11/2016

Jackson County School Board – Marianna, Fl

- Direct or coordinate an organization's financial or budget activities to fund operations, maximize investments, or increase efficiency.
- Confer with board members, organization officials, or staff members to discuss issues, coordinate activities, or resolve problems.
- Analyze operations to evaluate performance of a company or its staff in meeting objectives or to determine areas of potential cost reduction, program improvement, or policy change.
- Prepare budgets for approval, including those for funding or implementation of programs.
- Review and analyze legislation, laws, and public policy, and recommend changes to promote and support interests of both the general population and special groups.
- Review reports submitted by staff members to recommend approval or to suggest changes.

Principal

07/2009 to 11/2012

Geneva County School Board – Geneva, AL

- Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- Enforce discipline and attendance rules.
- Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.
- Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency, and utilization, and to ensure that school activities comply with federal, state, and local regulations.

Principal

07/2006 to 06/2009

Houston County School Board – Dothan, AL

- Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.
- Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency, and utilization, and to ensure that school activities comply with federal, state, and local regulations.
- Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.

Assistant Principal

07/2005 to 06/2006

Houston County School Board – Dothan, AL

- Enforce discipline and attendance rules.
- Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.
- Participate in special education-related activities such as attending meetings and providing support to special

educators throughout the district.

Principal

07/1994 to 06/2005

Jackson County School Board – Marianna, Fl

- Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- Enforce discipline and attendance rules.
- Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.
- Collaborate with teachers to develop and maintain curriculum standards, develop mission statements, and set performance goals and objectives.
- Determine allocations of funds for staff, supplies, materials, and equipment, and authorize purchases.

Assistant Principal

01/1993 to 06/1994

Jackson County School Board – Marianna , Fl

- Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- Enforce discipline and attendance rules.
- Observe teaching methods and examine learning materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed.
- Counsel and provide guidance to students regarding personal, academic, vocational, or behavioral issues.

Elementary classroom teacher/High school boys and girls coach

08/1975 to 12/1992

Jackson County School Board – Marianna, Fl

- Attend professional meetings, educational conferences, or teacher training workshops to maintain or improve professional competence.
- Confer with other staff members to plan or schedule lessons promoting learning, following approved

curricula.

- Develop or implement strategies to meet the needs of students with a variety of disabilities.
- Observe and evaluate students' performance, behavior, social development, and physical health.

Bus driver

08/1973 to 03/1975

Leon County School Board – Tallahassee, Fl

- Comply with traffic regulations to operate vehicles in a safe and courteous manner.
- Follow safety rules as students board and exit buses or cross streets near bus stops.
- Maintain order among pupils during trips to ensure safety.
- Check the condition of a vehicle's tires, brakes, windshield wipers, lights, oil, fuel, water, and safety equipment to ensure that everything is in working order.

Bus driver

08/1972 to 06/1973

Jackson County School Board – Marianna, Fl

- Comply with traffic regulations to operate vehicles in a safe and courteous manner.
- Follow safety rules as students board and exit buses or cross streets near bus stops.
- Maintain order among pupils during trips to ensure safety.
- Check the condition of a vehicle's tires, brakes, windshield wipers, lights, oil, fuel, water, and safety equipment to ensure that everything is in working order.

Education

Master of Arts: School Administration/Supervision 06/1978

Troy State University – Dothan, Al

Bachelor of Arts: Elementary Education

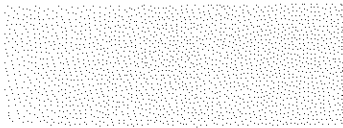
05/1975

Florida State University – Tallahassee, Fl

Associate of Arts: General

05/1973

Chipola Jr. College – Marianna, Fl



High School Diploma: General
Malone High School – Malone, Fl

06/1971

Steve R. Benton Sr.

2346 Martha Ln. Cottdale, Fl. 32431 850-209-1372 steve.benton53@gmail.com

February 15, 2017

Flagler County School Board

1769 East Moody Blvd. Bldg. #2

Bunnell, Fl. 32110

Dear Board Members:

I appreciate the opportunity to apply for the position of Flagler County School Board superintendent. I am completing forty-five years of service working with public school children. I have a B.A. degree in elementary education from Florida State University and a M.A. degree in school administration and education leadership from Troy State University. I have also completed all the training of F.A.D.S.S. superintendents program and I am certified in the state of Florida. Under the authority vested Florida Statutes, the Florida Legislature, the Florida Department of Education and the Florida Association of District School Superintendents I have successfully completed the Chief Executive Officer Development Program. I have also completed the ethics training for Florida School Superintendents.

I started my career at the age of nineteen years old as a full-time bus driver while attending college. I have taught elementary classes and coached boys and girls high school sports for seventeen years. I have been a school based administrator at all levels for twenty years and I have completed a four year term as superintendent of Jackson County Florida.

I have spent my entire adult life working with children. I enjoy it today as much as I did when I started forty years ago. I feel with my experience I will have a lot to offer the Flagler County Schools. I am very approachable to students, parents, community, and school personnel. Most of all I love children and I have always made decisions based on what will benefit children. I understand the Florida legislature's mandates and I will keep a balanced budget. I feel I can be a great asset to your school district.

Sincerely,

Steve R. Benton Sr.

P.S. I am excited about the possibility of a personal interview to further discuss my qualifications with you. I am immediately available and can be reached at 850-209-1372. Thank you in advance for your consideration.



WARNING: THE BACK OF THIS DOCUMENT CONTAINS HEAT SENSITIVE INK. DO NOT ACCEPT IF NOT PRESENT.

TROY STATE UNIVERSITY
Troy, Alabama 36081

**GRADUATE DIVISION
RECORD**

Student: BENTON, Steve R.
Address: P.O. Box 336
City/State: Malone, FL. 32445

Student No.: [REDACTED]
Date Entered: June 14, 1976
Class: Sex: Male Race: Cauc.
Place of Birth:
Date of Birth: June 19, 1953
Religion:
Parents:
Address:
City/State:

NCATE APPROVED PROGRAM
STATE APPROVED PROGRAM

GRADING SYSTEM:

- A Excellent
- B Above Average
- C Average
- F Failure
- IN Incomplete
- WP Withdrew passing
- WF Withdrew failing
- NG No Grade

ONE HOUR CREDIT IS EQUIVA-
LENT TO ONE RECITATION PER
WEEK FOR 12 WEEKS.

QUALITY POINTS:

- A 3 points per hour
- B 2 points per hour
- C 1 point per hour

Student is entitled to honorable
dismissal unless otherwise in-
dicated.

Registrar

Date:

GRADUATE RECORD:

DATE ADMITTED:

June 23, 1976

UNDERGRADUATE DEGREE:

Bachelor of Science

DATE:

June 14, 1975

WHERE OBTAINED:

Florida State Univ

Tallahassee

ADMITTED TO CANDIDACY:

March 24, 1978

DEGREE: Master of Sci

in Education

DATE OF GRADUATION:

June 9, 1978

DIPLOMA DATED:

June 9, 1978

MAJOR: School

Administration

MINOR: xx

COURSE TITLE: TEMPORARY ADMISSION TO THE GRADUATE DIVISION OF TROY STATE UNIVERSITY AT FORT RUCKER. MUST BE CLEARED PRIOR TO END OF FIRST QUARTER OF ATTENDANCE.

BENTON STEVE R
SUMMER QUARTER 1976
CURRIC CONSTR&THEORY
MAY NOT REENROLL
Cleared 9/13/1976

R02

EDU

685

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COURSE TITLE: UNCONDITIONAL ADMISSION TO THE GRADUATE DIVISION OF TROY STATE UNIVERSITY AT FORT RUCKER.

BENTON STEVE R
FALL QUARTER 1976
PSYCH FOUNDA OF EDUC

R02

PSY

631

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15

BENTON STEVE R
WINTER QUARTER 1977
PRINCIPAL&SCH ADMIN

R02

EDU

602

5

B

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10

BENTON STEVE R
SPRING QUARTER 1977
SUPERVISION IN EDUC
EDUCATIONAL RESEARCH

R02

EDU

610

5

B

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10

R02

EDU

691

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20

BENTON STEVE
FALL QUARTER 1977
SCHL DISTRICT SUPERV
SCH FINANCE&TAXATION

R02

EDU

611

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R01

EDU

605

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BENTON STEVE
WINTER QUARTER 1978
STATE&LOCAL SCH ADM

R02

EDU

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BENTON STEVE
SPRING QUARTER 1978
SOC FOUNDA AMERIC ED

R02

EDU

615

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Student Name BENTON, Steve R.

Dickie M. Miles
University Registrar

Personal references for Superintendent Steve Benton

Senator William J. "Bill" Montford

Chief Executive Officer F.A.D.S.S.

[REDACTED]

Superintendent Mark A. Rains Dixie County

[REDACTED]

Cross City, Fl. 32628

[REDACTED]

Superintendent Kurt Browning Pasco County

[REDACTED]

Land O'Lakes Fl.34638

[REDACTED]

Superintendent James T. Russell Volusia County

[REDACTED]

Deland, Fl. 32720-2118

[REDACTED]



**STATE OF ALABAMA
DEPARTMENT OF EDUCATION**

Date Generated: 02-10-2011

PROFESSIONAL LEADERSHIP CERTIFICATE

THIS CERTIFIES THAT:

STEVE R BENTON

Geneva Co

P O Box 250

Geneva AL 36340-0250

TEACHER NUMBER:

383320

SOCIAL SECURITY NUMBER:

XXX-XX-5909

Class AA = Sixth-year Program

Class A = Master's Degree

Class B = Bachelor's Degree

has met the requirements prescribed for the type(s) of certificate(s) listed below and is authorized to teach or otherwise serve in the schools of Alabama as indicated during the specified valid period.

Certification	Date Issued Mo-Day-Yr	Valid Period	
		Effective July 1	Expires - June 30
Class A, Educational Administrator (081) Grades P-12	03/02/2007	2011-2016	

Given under our hands in accordance with rules and regulations of the State Board of Education

Sarah P. Justice

State Teacher Certification Officer

Joseph B. White

State Superintendent of Education

Any change, erasure, or mutilation of the certificate will render it null and void.

State of Florida Department of Education
Professional Educator's Certificate

This Certifies That

STEVE R BENTON

*Has satisfactorily completed all requirements of Florida Statutes and
State Board of Education Rules for the coverages or endorsements listed below:*

EDUCATIONAL LEADERSHIP / (ALL LEVELS)

July 01, 2013 - June 30, 2018
Department of Education Number 388729



Pam Stewart
Chancellor, Public Schools



Dr. Tony Bennett
Commissioner of Education

Issued July 23, 2013

CERTIFICATE

The Florida Association of District School Superintendents in accordance with Florida Statutes and State Board of Education Rules, hereby certifies that

Steve Benton, Sr.

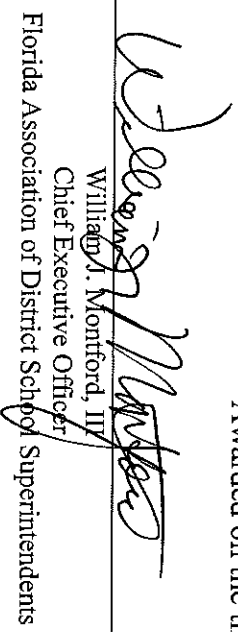
has successfully completed program and certification requirements of the

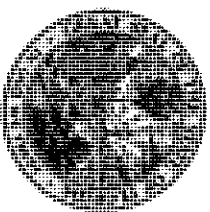
Florida Superintendent Special Certification Program

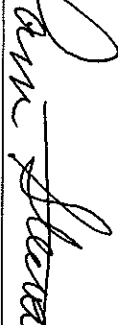
with all the honors, rights and privileges therunto appertaining.

In witness thereof, the Seal of the State of Florida and the signatures of duly authorized officers are hereto affixed.

Awarded on the thirteenth day of September, two thousand and thirteen.


William J. Montford, III
Chief Executive Officer
Florida Association of District School Superintendents




Pam Stewart
Commissioner of Education

October 26, 2016

To Whom It May Concern,

I am pleased to write this letter of recommendation for employment for Mr. Steve Benton. I have had the pleasure of working under Mr. Benton for the past four years during his tenure as Superintendent of Schools of Jackson County. During this time I have come to know him as someone who truly has the best interest of students as the core of his decision making. While he held the highest position in our school district he was, at heart, a teacher and it showed in the way he dealt with children and their families, employees, and the community at large. Because he has served at all levels in the education system- bus driver, teacher, principal, and Superintendent- he has an insight and perspective that is rare and that make him an exceptional administrator. Not only does his work experience make him an asset in any educational role, Mr. Benton has worked with and had to communicate with many different stakeholder groups. I have observed him maintain his composure when confronted with an angry parent; I have observed him show empathy to an employee who was in the middle of personal struggles that were causing difficulties; I have seen him be very straight-forward to a student who needed to be told what expectations were.; I have seen him meet with a community group to share concerns. He has the skills to know how to deal with every individual situation. He is supportive of teachers and his staff. He is fiscally responsible, bringing our district out of deficit spending for the first time in many years. The skills and experiences he has will lend himself to be successful in working with people across many different settings and the skills he possesses are an asset in any employment setting.

I know that Mr. Benton will be an asset to any organization he works with in the future and I hope you will consider him for your employment.

Sincerely,



Cheryl McDaniel, Deputy Superintendent
Jackson County School District



THE SCHOOL BOARD OF JACKSON COUNTY



Steve R. Benton Sr.
Superintendent of Schools

2903 Jefferson Street
P.O. Box 5958
Marianna, Florida 32447
Telephone 850-482-1200
Fax 850-482-1299

October 31, 2016

To whom it may concern:

I am writing this letter in reference to Steve R. Benton. I would like to take this opportunity to recommend Steve based on his educational success and work ethic. I have had the pleasure of working under Steve's direction for the past 4 years. I began to know Steve when I started working in the District and he was working in the school district as a Principal. It has been a joy to work with him and under his direction.

Mr. Benton has held many roles within the education role. I have learned from him the importance of seeing the big picture concerning education and community by the ways that Steve has responded to the community and the children within it. Mr. Benton has experience in preparing and managing the annual budget, decision on the use of facilities dollars, and administrating a school. Steve has always been very personable and knowledgeable and takes his duties and responsibilities at work seriously.

I feel Steve Benton would be a welcome addition to any organization. The combination of his core values and work experience, coupled with his ability to communicate with all genres of people serves as the basis of his professionalism. Please feel free to contact me if you have any further questions.

Sincerely,

Kathy L. Sneads
Director of Finance
(850)482-1200
Kathy.sneads@jcsb.org

Terry E. Nichols
District 1

Kenneth R. Griffin
District 2

Stacey B. Goodson
District 3

Chris M. Johnson
District 4

Charlotte M. Gardner
District 5

ReferenceChecks

No result available.

Academic Progress & Improvements

During my tenure as superintendent from 2012 – 2016, there were many circumstances that changed and/or directly impacted academic progress and measurement. The State of Florida changed academic standards from Next Generation Sunshine State Standards to Common Core Standards and then to “Florida Standards”. With that change came new course descriptions, more rigor and a substantially more rigorous accountability system for schools and districts. In the span of just a few years, the changes made at the state level resulted in decreased “levels of performance” all over the state because of the new school grading system. Our superintendents association made sure the parents of our students understood their children had not ceased learning, rather, the rules of the game changed in the middle of the game. If a student decreased on the FSA due to the more rigorous test, we were able to show parents student growth through other programs such as iReady, Think through Math, and Stanford 10 scores. Florida schools, parents, and all stakeholders have had to learn a lot about the accountability process in order to understand that our kids are still learning and our schools are still doing a good job.

Even with all of that upheaval, I am pleased that our schools stayed on level with surrounding districts and showed significant progress in grades K-2. School year 2014-2015 was the first year we began utilizing digital devices for each student in grades K-3. The teachers used the devices to integrate project-based learning into their curriculum. Our Stanford 10 Scores showed significant positive changes in both reading and math. Our highest poverty elementary school showed the most growth and best achievement in Kindergarten in the entire district for two years running. I am convinced the excitement generated by the classroom teachers in utilizing the technology transferred to the students and made their learning more authentic and enjoyable.

One of my schools, Sneads Elementary School, maintained a grade of “A” during my entire tenure even with all of the changes from the state level. Those teachers have shared their curriculum maps and progress monitoring tools to help other teachers in the district change their instructional practices to best meet their students’ needs and ensure students are ready for rigorous Florida Standards Assessments. The elementary curriculum director I hired during my tenure is a seasoned veteran teacher and administrator from that school, and I have already seen improvements she’s made to elementary curriculum for the district.

One of my secondary schools, Sneads High School, was recognized as the only secondary school in the state of Florida to be named as a National Title I Distinguished School because of the success of their educational programs and progress made by the students.

Jackson County maintained a district grade of B during my tenure and I feel confident with some of the initiatives that I began, they are on their way to being an A district very soon.

October 31, 2016

To Whom It May Concern:

It is my honor and privilege to recommend Mr. Steve Benton for your vacant position. Mr. Benton has forty-five years' experience in education and has worked his entire life for the betterment of the children he has served. He is knowledgeable in all areas of public education having served as a district superintendent, a principal, an assistant principal, a coach, a teacher and even a bus driver. Mr. Benton is compassionate and truly cares for the well-being of his employees and strives for a harmonious work environment.

During his tenure as superintendent for Jackson County School Board, he began new initiatives that have benefitted our schools. He researched, read, observed and visited schools with a one-to-one digital environment and brought personal computer devices to students in Jackson County. As an elementary director, I am amazed at the way classroom environments have changed for the better with this initiative and under his leadership.

Another very successful initiative Mr. Benton brought to our district was the implementation of a short-term alternative program which served our students who would have been suspended out of school for discipline infractions. Instead, this program removed the student from their home school but made them attend classes in an alternate setting which benefited the student academically. This program has been very successful in that our rate of students returning to the short term alternative program is very low.

Mr. Benton is a wise fiscal manager. Our district's budget has maintained a responsible reserve while still finding ways to cut costs and give teachers and all staff yearly raises and a recent cost of living allowance for the first time in the twenty-six years I've worked for our district.

I've no doubt Mr. Benton will serve you well as a leader in your district and you will be very pleased you hired him for the position. Personally, I will miss him greatly as he is a wonderful person for whom to work.

Sincerely,



Mrs. Carolyn Pilcher
Director of Elementary Education
Jackson County Schools

THE SCHOOL BOARD OF JACKSON COUNTY



Steve R. Benton Sr.
Superintendent of Schools

2903 Jefferson Street
P. O. Box 5958
Marianna, Florida 32447
Telephone 850-482-1200
Fax 850-482-1299

October 31, 2016

To whom it may concern:

I would like to take this opportunity to recommend Steve R. Benton, Sr. for employment. I have known Mr. Benton both personally and professionally for many years. I had the pleasure of serving as a teacher under his administration while he was Principal at Cottondale High School. My admiration and respect for him continued to grow as he helped transform from me from an eager to please young scholar to a self-driven individual bound for success. I attribute my success today to his guidance as my Direct Supervisor. His knowledge of quality classroom instruction and his ability to speak with parents compares to none other. He is a very calming and reassuring presence on a campus quietly urging all students to strive for success and not settle for anything less than their dead level best and in the office by listening to the concerns of parents while managing to support the teachers and administrators and not undermine their authority.

I could easily spend countless hours and use an infinite array of words to recount Mr. Benton's professional contributions to the Jackson County schools and community. My opinion of Mr. Benton is best expressed by the old saying, "To know him is to love him." I can think of no other educator or individual who is more deserving of being selected to be part of an organization or successful program. His abundant knowledge and grasp of the "big picture" in education puts him in a level of expertise few have the privilege of ever attaining.

Sincerely,

Jennifer D. See

Director

MIS, Middle and Secondary Education

Terry E. Nichols
District 1

Kenneth R. Griffin
District 2

Stacey B. Goodson
District 3

Chris M. Johnson
District 4

Charlotte M. Gardner
District 5

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