



**ANTONIUS G. BARNES**

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November 22, 2024

Dear Members of the City Commission,

I am writing to express my interest in the City Manager position with Palm Coast. With over 25 years of leadership experience in both educational and civic environments, I have developed a strong track record in overseeing operations, managing budgets, implementing strategic plans, and fostering collaborative relationships with elected officials and community stakeholders. I am excited about the opportunity to bring my skills and experience to your team and contribute to the continued success and growth of your community.

In my previous roles as both an Assistant Principal and City Commissioner, I have gained valuable experience in the areas of organizational management, policy development, strategic planning, and community engagement. As a City Commissioner for Lynn Haven, FL, I successfully worked with a five-person elected legislative body to manage a \$23 million budget, ensuring that resources were effectively allocated to promote the city's growth and improve the quality of life for its residents. I was involved in budget planning, vendor contract approvals, and the allocation of resources for various city initiatives, including economic development, public safety, and infrastructure.

In my leadership roles in education, I managed large teams and budgets, developed strategic plans, and worked collaboratively with department heads to align organizational goals. I have extensive experience in driving performance improvements and ensuring that the needs of the community and stakeholders are met. I am confident that my experience in overseeing departments, coordinating special projects, and ensuring that strategic objectives are met will make me an effective City Manager.

I am particularly drawn to your focus on providing exceptional municipal services across a wide range of departments, including utilities, public works, economic development, parks and recreation, and emergency management. I am experienced in leading cross-functional teams, managing complex initiatives, and fostering a culture of accountability and service excellence. Additionally, my background in fostering collaboration with diverse community groups will allow me to ensure that the City's Comprehensive Plan and Strategic Plan are effectively implemented, with measurable results that reflect the needs and priorities of the community.

I look forward to the opportunity to discuss how my leadership experience and vision align with the City's goals. Thank you for considering my application. I am excited about the prospect of contributing to the continued development and success of Palm Coast as City Manager.

Sincerely,

Antonius G. Barnes

# Antonius G. Barnes EDS, MA

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## Summary & Personal Statement

Dynamic and results-oriented educational leader with over 25 years of experience in fostering community-driven, student-focused initiatives across diverse educational and civic environments. Proven track record in leading faculty, students, and staff to success through data-driven decision-making, strategic planning, and budget management. Strong expertise in enrollment management, program development, and operational efficiency. Adept at building collaborative relationships across academic, administrative, and community sectors. Passionate about creating inclusive, equitable learning environments and advocating for responsible financial practices to ensure sustainable growth and student success.

[www.linkedin.com/in/antoniusbarnes](http://www.linkedin.com/in/antoniusbarnes)

## Education & Professional Certifications

- **Ed.S. - Curriculum & Instruction** – University of West Florida, Pensacola, FL (2005)
- **M.A. - History** – Florida State University, Tallahassee, FL (2000)
- **B.S. - Social Science** – Florida State University, Tallahassee, FL (1989)
- **FL Professional Educator Certificate** – FL Dept. of Education #643917, Expires 06/30/2026
- **GA Professional Educator Certificate** – Georgia Professional Standards Commission #387540, Expires 06/25/2025

## Professional Experience

### **CLASSROOM TEACHER - JINKS MIDDLE SCHOOL, BAY DISTRICT SCHOOLS, PANAMA CITY, FL, November 2022 – Present**

- Develop and implement curriculum-aligned lesson plans for 7th-grade American Civics, improving student engagement and learning outcomes.
- Mentor and support students to promote both personal growth and academic success, creating a positive, student-centered learning environment.
- Collaborate with parents, staff, and administrators to customize educational approaches based on individual student needs, improving overall learning outcomes.
- Utilize digital tools and data-driven assessments to track student progress and continuously refine teaching strategies.

### **ASSISTANT PRINCIPAL - J.R. ARNOLD HIGH SCHOOL, BAY DISTRICT SCHOOLS, PANAMA CITY, FL, August 2017 - June 2021**

- Led a faculty and staff team of 95 members, serving approximately 1,600 students, with a focus on maintaining a positive school culture and promoting student success.
- Spearheaded recruitment and retention strategies aimed at increasing student enrollment and improving academic outcomes.
- Managed a \$300k budget, ensuring resource allocation aligned with academic programs, professional development and student engagement initiatives.
- Acted as principal in their absence, coordinating school activities, student engagement programs, and fostering alignment with district and state policies.
- Utilized data and strategic planning to foster continuous improvement in school operations and student achievement.
- Acted as principal in their absence, overseeing all school operations, fostering alignment with district goals, and ensuring day-to-day academic and extracurricular activities were carried out effectively.

### **ASSISTANT PRINCIPAL - TOM P. HANEY TECHNICAL COLLEGE, BAY DISTRICT SCHOOLS, PANAMA CITY, FL, August 2010 - July 2017**

- Led the evaluation, enhancement, and expansion of Career and Technical Education (CTE) programs, resulting in improved student enrollment, retention, and graduation rates.
- Managed a \$400k budget, overseeing faculty, staff, and a student body of approximately 900, ensuring alignment with accreditation standards and institutional goals.
- Designed and implemented strategic plans that improved program effectiveness, enhanced recruitment, and increased retention rates for CTE programs.

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- Worked with community partners to align curriculum with local workforce needs, creating direct pathways for students to enter successful careers.

#### **ASSISTANT PRINCIPAL - EVERITT MIDDLE SCHOOL, BAY DISTRICT SCHOOLS, PANAMA CITY, FL, December 2006 - August 2010**

- Supervised the daily operations of the school, ensuring alignment with district educational policies and state laws.
- Led the development and implementation of student discipline procedures and safety measures, creating a conducive learning environment for academic excellence.
- Coordinated school events and student activities, promoting student engagement and reinforcing the school's mission of providing quality education.

### **Community Service & Achievements**

#### **CITY COMMISSIONER - LYNN HAVEN FL, April 1996 - April 2019**

- Elected at the age of 30 to serve as the youngest member of a five-person elected legislative body. Oversaw \$23 million budget to assure accountability, identified opportunities to enhance funding, authorized purchases, and approved/monitored vendor contracts to achieve optimal value and safeguard public dollars, conducted research, received staff/citizen comments, considered issues to build consensus, and reached determinations on the allocation of funds, interpretation/adoption of city ordinances, and other matters impacting quality of life, e.g., economic development, environmental protection, land use, parks and recreation, public safety, public works, taxation, transportation, and zoning.
- Fostered community collaboration, working with various stakeholders to address critical issues and effectively allocate resources for the city's development.
- Stayed knowledgeable of the needs and changes in the community to ensure effective debates and discussions among commissioners, as well as garnered support for specific issues.
- Assisted in the development of budgets and voted on these budgets for those upcoming fiscal years and ensured the city stayed in good financial condition.

### **Key Skills & Competencies**

- **Strategic Leadership & Planning:** Expertise in developing and executing long-term strategies that enhance educational quality and align with organizational goals.
- **Learning & Development Program Design:** Experience in creating innovative, effective, and scalable educational programs that meet diverse learning needs.
- **Team Leadership & Staff Development:** Proven ability to lead, mentor, and develop teams through professional growth and collaborative initiatives.
- **Data-Driven Decision Making:** Skilled in leveraging data to assess program effectiveness, optimize resource allocation, and improve student and organizational outcomes.
- **Budget & Resource Management:** Strong financial management skills, including budget development, monitoring, and optimizing resource allocation to achieve goals.
- **Regulatory & Compliance Knowledge:** Deep understanding of educational policies, accreditation standards, and regulatory requirements.
- **Stakeholder Engagement:** Expertise in building relationships with internal and external stakeholders, including faculty, administrators, students, community organizations, and government entities.
- **Change Management:** Experience in leading change initiatives, improving processes, and driving innovation in educational settings.

### **Selected Professional Development & Training**

- Human Resource Management in Education
- Leadership in Education and Administration Workshops
- Strategic Planning for Educational Leaders
- Budget Management for Educational Institutions
- Data-Driven Decision Making for Academic Success
- Regulatory Compliance and Accreditation Standards for Educational Institutions