

GREG SCHWARTZ

125 COQUINA DR
ORMOND BEACH, FL 32176 USA

Primary Phone: (386) 852-3749
Alternate Phone:
PO Box: 32176

gregschwartz96@yahoo.com

Confidential Information

Social Security Number: [REDACTED]
Date of Birth:
Gender:
Marital Status:
Employee of the District: No
Local Race: WHITE, NOT HISPANIC
Hispanic/Latino Ethnicity: No
Federal Race: 5 - White
Veteran Status:

Conditions of Employment

1. Are you legally authorized to work in the U.S.? [Yes]
2. Do you understand that any false or misleading information in this application (or any omissions of information) shall be full and sufficient grounds to refuse to employ or, having been employed, shall be immediate cause for dismissal? [Yes]
3. Do you authorize those persons, agencies, or entities that the Flagler County School District contacts in conjunction with your employment application to fully provide FCSD with any information on your employment history, including without limitation, evaluations, criminal arrest and criminal history check, reference checks, and release of investigatory information possessed by any state, local, or federal agency? [Yes]
4. Do you understand that upon being hired, you will be required to submit to a Level II background screening which consists of an FDLE/FBI search? [Yes]
5. Do you understand that upon being hired, you will be required to pass a drug screening? [Yes]

Educational Background

High School Education

School Name: Lake Weir High School GPA: 0.00
City/State: Ocala, FL GPA Scale: 0.00
Graduated: Yes
Comments:

Post High School Education

#1 Degree: MASTER'S DEGREE Graduated: Yes
Institution: NOVA SOUTHEASTERN UNIVERSITY Expected Graduation:
Last Attended: 08/31/2008 GPA: 0.00
Major: EDUCATIONAL LEADERSHIP Credits: 0.00
Minor: Additional Credits: 0.00
Academic Years: 0.00

#2 Degree: BACHELOR'S DEGREE Graduated: Yes
Institution: Hanover College Expected Graduation:
Last Attended: 05/31/1996 GPA: 0.00
Major: PHYSICAL EDUCATION (6-12) Credits: 0.00
Minor: Additional Credits: 0.00
Academic Years: 0.00

Years Of Experience

of Years Teaching in Flagler?

0.00

# of Years Teaching in Florida Public School?	23.00
# of Years Teaching in Florida Non-Public School?	0.00
# of Years Teaching in any other Public School?	0.00
# of Years Teaching in any other Non-Public School?	0.00
# of Years Administrator Experience?	11.00
# of Years working as Non Instructional in Flagler?	0.00
# of Years working as Non Instructional anywhere else?	0.00

Certification/License Information

Employment History

#1 **Volusia County Schools** Title: **Principal**
200 N. Clara Ave Dates: **08/04/1997 - Present**
Deland, Fl. 32720 Salary: **\$25,000.00 - \$92,000.00**
Contact: **Carrie Crkvenac (386) 734-7190**
Email: **CLCrkven@volusia.k12.fl.us**
Duties: **Principal of the second largest elementary school in Volusia County.**
Currently Employed: **Yes** OK To Contact Employer: **Yes**
Reason For Leaving: **Opportunity to be principal at the flagship High School in Flagler County.**

Background Questions

1. 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
2. If you have retired from a state of Florida administered retirement plan, is the effective date July 1, 2010 or later?
No
3. Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?
No
4. If "Yes", please provide the dates of your previous employment with the District and your position
5. Is any member of your immediate family employed by the school district of Flagler County?
No
6. If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.
7. Been investigated for misconduct related to your employment?
No
8. If "Yes", please provide a detailed explanation.
9. Been arrested or charged (even if no contest or charges dropped or pled down) for a crime?
No
10. If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.
11. Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?
No
12. If "Yes", please provide details including the date of the charge, the court action, and the address of the court involved.
13. 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

Background Questions - Continued

14. If yes, please provide a detailed explanation.

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

No

16. If yes, please provide a detailed explanation

17. 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

18. If yes, please provide a detailed explanation

19. 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

20. If yes, please provide a detailed explanation

21. 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

22. If yes, please provide a detailed explanation.

23. Have you surrendered a professional license of any kind before its expiration?

No

24. If yes, please provide a detailed explanation

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

No

26. If yes, please provide a detailed explanation.

27. 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

28. If yes, please provide a detailed explanation.

29. 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

30. If yes, please provide a detailed explanation.

31. 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

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

No

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

34. 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

Background Questions - Continued

35. 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.
36. 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**
37. If Yes, you must specify the city where arrested, state, date of arrest, charge(s), and disposition(s).
38. Are you a veteran as defined by s. 295.07, Florida Statutes?
- No**
39. 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.
40. If you state that you were "A veteran of any war...", please indicate the war, according to these options:

General Information

1. In this position, you will be the leader of an administrative team helping to design, organize, and complete many projects. What tasks or responsibilities do you typically handle yourself?
- This is a tricky question as my responsibilities change from school to school based on the overall strength and size of my administrative team. Normally I handle observations, Title I, major parent issues, school evening/weekend events and outside school obligations like speaking at the Lions club or local organizations.**
2. What experiences have you had in assisting a principal or other administrator at a school?
- In my eleven-year administrative career, I have worked with many different principals: Bob Wallace from Seabreeze HS, Dr. Burhans, Dr. Newnam and Mrs. Bruner from South Daytona Elementary and Tammi Fisher from Pine Trail Elementary. After earning my principalship I have mentored several AP's as well as teachers working their way up the administrative ladder.**
3. A principal must possess evidence of effective decision making and management skills. Essential performance function includes communicating effectively. Explain how you would react or respond to a teacher or staff member who disputes your instruction.
- If a teacher or staff member disputes my instruction I would meet with that individual in my office. I would allow the teacher to "vent" or discuss and then I would present the data behind the decision I made. If at that time the teacher continues to dispute the instructions given, then I would have to move to disciplinary action. The vast majority of situations can be handled through common-sense communication.**

General Information - Continued

4. In this position, you will assist in the enforcement of proper student conduct, disciplinary policies and procedures. How would you handle a student who is improperly dressed?

I would adhere to the Flagler County Schools Code of Conduct and address the student professionally and out of ear shot of other students. I would then follow up with the discipline office and parent about the dress code violation.

5. How do you feel about professional dress for teachers and staff?

Teachers and staff should be professionally dressed and that starts with the administrative team. I also feel that it is important for the staff to participate in school wide events like homecoming week to show school spirit and to connect to the students and community.

6. Describe what you would do when called to a physical altercation.

I would address the students verbally to stop fighting, call on the radio to the administrative team a "22" (fight) and then break the altercation up. Once broken up I would have the students escorted to two different areas of the school to deescalate and investigate the cause of the altercation.

7. If we were to ask a fellow administrator to describe you, what would they say?

Greg is someone who really cares about the students, staff, and community of the school where he works. He builds a positive culture where everyone feels valued and loved and no one person is bigger than the other. Greg has a huge heart that will always do what is right for students and he will always fight for the underdog. During the school day you will find Greg in classrooms and commons areas and not in his office and he always attends after school activities and sporting events. Greg is data driven and makes decision based on data trends and best practices.

8. How would you lead your administrative team in maintaining a positive staff morale?

I think the most important way to increase staff morale is to be involved with all parts of school life. It starts with simple daily greetings, classroom visits and visibility throughout the school day. But it carries over individual birthday cards as well as Christmas and Hanukkah cards for every staff member. I also try and cook for the faculty and staff at least once a quarter and if I can cancel a meeting here and there, I will do that and give the staff a "gift of time". I would also try and host a staff gathering outside of school at least twice a year.

9. How do we know that you are THE individual for this position?

I feel that I am the best person for this job because of the vast experiences I have had throughout my career. The first fifteen years I taught, coached, and worked as an administrator at the high school level. The past nine-year years I have honed my skills as an Assistant Principal, Principal Intern and Principal. While principal of Pathways Elementary we moved the school's grade from a "B" to an "A". I then took on the challenge of a state "focus" monitored school where we've seen huge growth in both climate and culture and overall student success, projections for SDE are that we will move the school to at least a "C" for the 21-22 school year.

But I believe the most important thing that I can bring to Flagler Palm Coast HS is stability. FPC has had an extremely rough year with the loss of their beloved Principal Tom Russell as well as two students this spring, I feel the pain as I have lived it as a parent and community member. The school needs someone that is dedicated to the students, staff, and community and that can be counted on for the long haul. I have enjoyed my time as a parent of Bulldogs and now want to "officially" join the Bulldog family.

References

#1 Coates, Chuck

Email: Coatesc@flaglerschools.com

Phone: (386) 451-3569

Status: Completed

Relationship: Friend

Last Updated: 04/02/2021 7:22 AM

References - Continued

1. Name of Candidate
Greg Schwartz
2. How do you know this candidate?
Coaching football
3. What position and responsibilities did this person hold?
Coach, President Ormond Beach Pop Warner and teacher
4. How well would you say this person responds to supervision?
Highly Effective
5. How would you rate this person's attendance?
Highly Effective
6. How would you rate this person's dependability?
Highly Effective
7. How would you rate this person's willingness to assume responsibility?
Highly Effective
8. How would you rate this person's ability to follow instructions?
Highly Effective
9. How would you rate this person's quality of work?
Highly Effective
10. How would you rate the classroom management of this candidate?
Highly Effective
11. How well did the candidate integrate technology with instruction in the classroom?
Highly Effective
12. How would you rate the delivery of instruction in the classroom of this candidate?
Highly Effective
13. What are this person's strong points?
Greg Listens to everyone.
14. What are this person's weak points?
I have nothing to list for Greg.
15. What is the reason for this person's separation?
Not Applicable
16. If given the opportunity, would you re-employ this person?
Not Applicable

References - Continued

17. Would you like to add any additional comments?

Greg and I meet coaching football around 2011. When I arrived Greg was a coach and President of the league. I also was on the OBPW board where Greg was President. Out of the four years Greg and I coached on two teams together while on the board. Greg quickly became family Friends. My wife and Greg both work in VCSO and cross paths frequently. He is well liked in the school system. I would recommend Greg for any position in FCSO. You will get a mmm who is a dedicated, smart and a hard working employee.

18. How was this reference contacted?

Phone

19. Today's Date

4/2/21

20. Your Initials

CRC

#2 **Micallef, Mike**

Email: **michaelrmicallef@aol.com**

Phone: **(386) 212-0205**

Relationship: **Colleague**

Status: **Completed**

Last Updated: **04/01/2021 6:44 PM**

1. Name of Candidate

Greg Schwartz

2. How do you know this candidate?

Colleague/Principal

3. What position and responsibilities did this person hold?

Principal

4. How well would you say this person responds to supervision?

Highly Effective

5. How would you rate this person's attendance?

Highly Effective

6. How would you rate this person's dependability?

Highly Effective

7. How would you rate this person's willingness to assume responsibility?

Highly Effective

8. How would you rate this person's ability to follow instructions?

Highly Effective

9. How would you rate this person's quality of work?

Highly Effective

10. How would you rate the classroom management of this candidate?

Unknown

11. How well did the candidate integrate technology with instruction in the classroom?

Effective

12. How would you rate the delivery of instruction in the classroom of this candidate?

Unknown

13. What are this person's strong points?

Positive attitude, fosters relationships, understands the big picture and how to develop a plan for success. Understands what gets monitored will get done. Leads with passion and high expectations.

14. What are this person's weak points?

None that I am aware of

15. What is the reason for this person's separation?

Not Applicable

16. If given the opportunity, would you re-employ this person?

Yes

17. Would you like to add any additional comments?

Even though Greg has been out of HS division for sometime, I am confident he is ready to give Flagler HS sustainability and move them in a positive direction. He understands the importance of graduation and ensuring all students leave College and/or Career Ready.

18. How was this reference contacted?

Personal Contact

19. Today's Date

4/1-2021

20. Your Initials

MM

#3 Sims, Dustin

Email: **Dustin.sims@fldoe.org**

Phone: **(386) 931-8689**

Status: **Completed**

Relationship: **DOE supervisor**

Last Updated: **04/02/2021 1:14 PM**

1. Name of Candidate

Greg Schwartz

2. How do you know this candidate?

Supervise his school as a DOE turnaround school

3. What position and responsibilities did this person hold?

Principal

4. How well would you say this person responds to supervision?

Highly Effective

5. How would you rate this person's attendance?

Highly Effective

6. How would you rate this person's dependability?

Highly Effective

7. How would you rate this person's willingness to assume responsibility?

Highly Effective

8. How would you rate this person's ability to follow instructions?
Highly Effective
9. How would you rate this person's quality of work?
Highly Effective
10. How would you rate the classroom management of this candidate?
Unknown
11. How well did the candidate integrate technology with instruction in the classroom?
Unknown
12. How would you rate the delivery of instruction in the classroom of this candidate?
Unknown
13. What are this person's strong points?
Greg is an outstanding leader who has a great understanding of culture and climate.
14. What are this person's weak points?
Being new in Flagler would be a change and learning curve
15. What is the reason for this person's separation?
Voluntary
16. If given the opportunity, would you re-employ this person?
Yes
17. Would you like to add any additional comments?
Greg empowers his leadership and he is transformational in his development of others
18. How was this reference contacted?
Email
19. Today's Date
4/2/21
20. Your Initials
Ds

#4 **Flannery, Heidi**

Email: **hmsputh@hotmail.com**
Phone: **(386) 212-6148** Relationship: **colleague**
Status: **Completed** Last Updated: **04/01/2021 4:41 PM**

1. Name of Candidate
Greg Schwartz
2. How do you know this candidate?
I worked as the Instructional Coach for Mr. Schwartz while he was principal at Pathways Elementary.
3. What position and responsibilities did this person hold?
Principal
4. How well would you say this person responds to supervision?
Highly Effective

5. How would you rate this person's attendance?

Highly Effective

6. How would you rate this person's dependability?

Highly Effective

7. How would you rate this person's willingness to assume responsibility?

Highly Effective

8. How would you rate this person's ability to follow instructions?

Highly Effective

9. How would you rate this person's quality of work?

Highly Effective

10. How would you rate the classroom management of this candidate?

Highly Effective

11. How well did the candidate integrate technology with instruction in the classroom?

Highly Effective

12. How would you rate the delivery of instruction in the classroom of this candidate?

Highly Effective

13. What are this person's strong points?

Mr. Schwartz was a very visible principal throughout our campus. He had a positive vibe about him that was contagious. He had meaningful relationships with students, where he developed a trust with them. Teachers always knew he had an open door and policy and knew that they would be held to high standards. Parents trusted him and appreciated his willingness to hear them.

14. What are this person's weak points?

It's hard to find a weak point with Mr. Schwartz. He was a phenomenal leader at our school and one many strive to be like.

15. What is the reason for this person's separation?

Voluntary

16. If given the opportunity, would you re-employ this person?

Not Applicable

17. Would you like to add any additional comments?

In my 20+ years of teaching, I have never worked with a more upbeat, positive, and motivated leader. He changed the moral at our school and made our teachers feel like they could conquer anything. He was always the first one to jump in to help a teacher, lend a helping hand or be a listening ear for a student. He held all of his faculty and staff as well as himself to high standards with the attitude of we can do anything together. Doing what is best for students always drove his decisions. He would make an exceptional principal for any school.

18. How was this reference contacted?

Email

19. Today's Date

April 1, 2021

References - Continued

20. Your Initials
HF

#5 Beach, Marc

Email: mtbeach29@gmail.com
Phone: (386) 852-7877 Relationship: Worked with him at Seabreeze
Status: Completed Last Updated: 04/02/2021 1:38 PM

1. Name of Candidate
Greg Schwartz
2. How do you know this candidate?
We worked together at Seabreeze from 1996-2010.
3. What position and responsibilities did this person hold?
He was my defensive coordinator during my team as head football coach.
4. How well would you say this person responds to supervision?
Highly Effective
5. How would you rate this person's attendance?
Highly Effective
6. How would you rate this person's dependability?
Highly Effective
7. How would you rate this person's willingness to assume responsibility?
Highly Effective
8. How would you rate this person's ability to follow instructions?
Highly Effective
9. How would you rate this person's quality of work?
Highly Effective
10. How would you rate the classroom management of this candidate?
Highly Effective
11. How well did the candidate integrate technology with instruction in the classroom?
Highly Effective
12. How would you rate the delivery of instruction in the classroom of this candidate?
Highly Effective
13. What are this person's strong points?
I think he does a great job of relating to his staff. Every where he's been they have respect for what he does.
14. What are this person's weak points?
Stopping the fb trap. Lol.
15. What is the reason for this person's separation?
Voluntary

References - Continued

16. If given the opportunity, would you re-employ this person?

Yes

17. Would you like to add any additional comments?

I think Greg would be a great addition to the FPC school system.

18. How was this reference contacted?

Email

19. Today's Date

04/02/2021

20. Your Initials

MTB

***** End of report *****