

Christopher Quinn
SUPERINTENDENT (000100054 Super 121813)

chrisquinn72@gmail.com
(540) 379-3638

PERSONAL INFORMATION

Contact Information

First Name	Christopher	Last Name	Quinn
Middle Name	Randolph	Email	chrisquinn72@gmail.com
Primary Phone	540.379.3638	Alternate Phone	
Preferred Contact Method	Phone		

Address

Street	12 Matio Cove	City	Stafford
State	Virginia	Zip Code	22554

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.'

Ethnicity	Not Hispanic/Latino	American Indian or Alaska Native	
Asian		Black or African American	
Native Hawaiian or Other Pacific Islander		White	Yes

CERTIFICATION

Certification Information #1

Certification Area	Ed Leadership	Certification Area Type	Professional Certification
Grade Level	ALL	Certification State	Virginia

Certification Information #2

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #3

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #4

Certification Area		Certification Area Type	
Grade Level		Certification State	

Certification Information #5

Certification Area		Certification Area Type	
Grade Level		Certification State	

ADDITIONAL CERTIFICATION AREAS

Certification Area
Details
Certification State

Computer Skills

Years of Experience	30	Keyboarding Words Per Minute	60
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<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**

<i>Present Title</i>	Asst Supt for Instruction	<i>Name of Employer</i>	Stafford County Public Schools
<i>Start Date</i>	08/01/2005	<i>Supervisor Name</i>	Dr. William Symons, Supt
<i>Supervisor Phone Number</i>	540.658.6000		
<i>Duties and Responsibilities</i>			

Supervise 18 curriculum coordinators, serves as superintendent's designee; federal programs, budgeting, summer school, school board policies, staff development, K-12 curriculum, testing, strategic planning, Career and Technical Education, assisting with principal hiring and evaluations, and school improvement. (Responsibilities have also included alternative education, guidance, instructional technology and gifted education.)

Reasons for Leaving

May we Contact this Employer **Yes**

Experience in Education #1

<i>From (mm/yyyy)</i>	07/2003	<i>To (mm/yyyy)</i>	06/2005
<i>Employer Name</i>	Dublin City Schools	<i>Assignment</i>	Exec Asst to Supt, and Superintendent
<i>Reason For Leaving</i>	Out of state opportunities	<i>Supervisor Name</i>	Dr. Richard Sheffield, SB Chair
<i>Supervisor Phone Number</i>	(478) 278-9456		
<i>Duties and Responsibilities</i>			

Supervised six K-12 principals and eight central office administrators; worked with the school improvement teams to develop data-drive school improvement plans; worked with the Board to develop strategic plan, annual budget, policies, and improvement of facilities.

May we Contact this Employer **Yes**

Experience in Education #2

<i>From (mm/yyyy)</i>	08/2001	<i>To (mm/yyyy)</i>	06/2003
<i>Employer Name</i>	Buffalo City Public Schools	<i>Assignment</i>	Asst Supt for Leadership and Evaluation
<i>Reason For Leaving</i>	Advancement	<i>Supervisor Name</i>	Dr. Marion Canedo, Supt (retired)
<i>Supervisor Phone Number</i>	(716) 851-3575		
<i>Duties and Responsibilities</i>			

Supervised 24 K-12 school principals; worked with principals to develop data-driven school improvement plans; supervised the 9-12 CTE department and summer school; staffing, hiring, staff development, leadership development, budgeting, evaluation and assessment.

May we Contact this Employer **Yes**

Experience in Education #3

<i>From (mm/yyyy)</i>	07/1998	<i>To (mm/yyyy)</i>	06/2001
<i>Employer Name</i>	Liberty County Public Schools	<i>Assignment</i>	Exec Director of Curriculum
<i>Reason For Leaving</i>	Advancement	<i>Supervisor Name</i>	Dr. Don O'Neil, Supt (retired)
<i>Supervisor Phone Number</i>	(912) 876-2161		
<i>Duties and Responsibilities</i>			

Supervised Title 1 director and assistant, special education director, technology director, and pre-K director; testing and evaluation, staff development, K-12 curriculum, and school improvement.

May we Contact this Employer **Yes**

Work Experience #1

<i>Employed from (mm/yyyy)</i>	07/1997	<i>Employed to (mm/yyyy)</i>	06/1998
<i>Employer</i>	Appling County Public Schools	<i>Title</i>	High School Principal
<i>Reason For Leaving</i>	Advancement	<i>Supervisor Name</i>	Sheila Tillman, Supt (retired)
<i>Supervisor Phone Number</i>	(912) 367-3521	<i>Supervisor Email</i>	
<i>Duties and Responsibilities</i>			

Supervised and evaluated all school staff; school budgeting, student discipline, athletics, staff development, school improvement, testing and evaluation, accreditation, parent involvement, maintenance and safety.

May we Contact this Employer **Yes**

Work Experience #2

<i>Employed from (mm/yyyy)</i>	07/2005	<i>Employed to (mm/yyyy)</i>	06/2007
<i>Employer</i>	Bartow County Public Schools	<i>Title</i>	Middle and High School Principal
<i>Reason For Leaving</i>	Advancement	<i>Supervisor Name</i>	Dr. Nelson Davis, Supt (retired)
<i>Supervisor Phone Number</i>	(770) 606-5800	<i>Supervisor Email</i>	
<i>Duties and Responsibilities</i>			

Supervised and evaluated all school staff; school budgeting, student discipline, athletics, staff development, school improvement, testing and evaluation, accreditation, parent involvement, maintenance and safety.

Experience Summary

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

<i>Years of teaching experience</i>	5	<i>Years of student teaching experience</i>	1
<i>Years of administrative experience</i>	29		

EDUCATION**Secondary/High School Information**

<i>School Attended</i>	Evans High School	<i>City/State</i>	Evans, Ga
<i>Activities/Honors</i>	Extra-curricular clubs, Salutatorian		
<i>Degree</i>	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	Other: Augusta College	<i>Attended From (mm/yyyy)</i>	08/1972
<i>Attended To (mm/yyyy)</i>	06/1976	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	History		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: Augusta College	<i>Attended From (mm/yyyy)</i>	08/1981
<i>Attended To (mm/yyyy)</i>	06/1983	<i>Degree</i>	Master of Arts
<i>Subject</i>	Secondary Education		

College/University/Vocational Institution #3

<i>Name of School</i>	Other: State Univ of NY at Buffalo	<i>Attended From (mm/yyyy)</i>	08/1984
<i>Attended To (mm/yyyy)</i>	06/1988	<i>Degree</i>	Doctorate - PhD
<i>Subject</i>	Educational Leadership		

Student Teaching #1

<i>Name of School</i>	Glenn Hills High School	<i>Subject</i>	Social Studies
<i>Grade</i>	9	<i>Semester</i>	Spring
<i>Year</i>	1076		

REFERENCES

Dr. Randy Bridges

Title	Stafford County Schools Supt, retired	Relationship	Supervisor
Address	4120 Dublin Court	City	Burlington
State	North Carolina	Zip	27215
Email	bridges280z@gmail.com	Phone	336.343.9470
From	02/2012	To	present
Reference Letter	<u>Quinn RB Ref 1.7.14.pdf</u>		

Stephanie Johnson

Title	Former Stafford County Schools Board Chair	Relationship	Other - School Board Chairperson
Address	1414 Washington Drive	City	Stafford
State	Virginia	Zip	22554
Email	steph@artcoretech.com	Phone	540.295.0233
From	01/2009	To	present
Reference Letter	<u>Quinn SJ Ref 1.7.14.pdf</u>		

Dr. Andre Nougaret

Title	Stafford County Schools Deputy Supt, retired	Relationship	Supervisor
Address	216 Hampton Lake Drive	City	Bluffton
State	South Carolina	Zip	29910
Email	anougaret@aol.com	Phone	(540) 845-1085
From	8/2005	To	present

Sheila Tillman

Title	Appling County Schools Ga Supt, retired	Relationship	Supervisor
Address	60 Andrea Street	City	Baxley
State	Georgia	Zip	31513
Email	sdbtillman@aol.com	Phone	(912) 367-3521
From	7/1998	To	present

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?

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 assigned a term 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?

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

TEACHER/CERTIFIED QUESTIONS

Teacher/Certified Questions

Have you ever had a teaching certificate revoked, suspended or placed on probation by any state Department of Education?

No

If "yes", please provide details including state, dates, and action(s) taken or pending.

ATTACHMENTS

Attachment

Certification (Recommended)	Quinn Trans.Certif 6.1.13.pdf
Transcripts (Required)	Quinn Trans.Certif 6.1.13.pdf
Other	Q Applet FlaglerFL 1.7.14.pdf

DISCLAIMERS AND AFFIRMATION

District Policy

The Flagler County School District strives for a balanced, productive workforce, that is diverse in terms of age, gender, and cultural identity. We do not base hiring or promotional decisions on factors other than performance and professional growth potential.

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 **cq**

Affirmation Date **01/06/2014**

Christopher R. Quinn
12 Matio Cove
Stafford, Virginia 22554
Ph.: (540) 720-9420
E-mail: chrisquinn72@gmail.com

January 7, 2014

Dear Flagler County Board of Education:

*I would like to be considered for the position of **Superintendent of the Flagler County Schools**. I have a broad experience base that would allow me to provide the necessary leadership for an educational system that places an emphasis on high standards of excellence and innovation. As a teacher, I served on curriculum committees to incorporate effective teaching practices into the system curriculum guides in Augusta, Georgia.*

My interest in innovative methods was further developed early in my career. In New York state, I was involved in five separate consolidation studies commissioned by the state education department that enabled me to become familiar with the quality of education throughout New York. I was exposed to the possibilities of distant learning technology and the sharing of services between rural school districts. In another project, I helped develop a school-within-a-school structure in an urban secondary high school. As an administrative assistant to the superintendent in Williamsville, New York, a wealthy, growing suburban district of Buffalo, I assisted with the development of a long-range facilities plan that included a fifty million dollar bond referendum. In addition, I was a member of a committee that worked with IBM to develop a proposal for incorporating technology for administrative and instructional uses in the school system consisting of eleven schools.

As a high school administrator in Georgia for nine years, I placed an emphasis on innovation with the faculties that I worked with. In Washington, Georgia, I developed a cadre of teachers who were trained to use teaching models that promoted higher-order thinking skills. I worked closely with central office personnel to implement a pilot project of the National Science Foundation to introduce technology into mathematics instruction through an algebra computer lab. I also assisted with the planning for the implementation of a computer information system for student records and attendance.

In Walton County, Georgia, I restructured the school to better meet the needs of ninth graders by dedicating a wing of the building for their classes, and having those teachers share in-service experiences that would make them effective in helping these students make a successful transition into high school. Included in this effort was a new computer lab that addressed deficiencies in writing skills. One of the most exciting adventures that we embarked upon as a faculty and staff was shared decision-making. We used the concepts of the total quality management approach to bring about change. Through the High Schools That Work program we made significant curriculum changes that included raising expectations for students in the vocational program of study by not only teaching all courses at an advanced level but also developing applied academic courses.

In Bartow County, Georgia, after a year of research and planning we implemented a block schedule in both the middle school and high school that made classes 90 minutes in length. In working with the School Improvement Team and the Parent Advisory Council, we became convinced that students would have the opportunity to become active learners under the block plan. These school improvement efforts require a leader who can educate various groups to understand that change is necessary. In addition, we implemented through a state grant a career academy in the high school

that focused on the environmental sciences. To promote accountability, we developed a "pay-for-performance" plan that was submitted for state approval.

During my three years as Assistant to the Superintendent and Executive Director of Curriculum in Liberty County, Georgia, I initiated a system-wide school improvement process, curriculum alignment and a skills-based K-12 curriculum sequence. During two years as Assistant Superintendent for Evaluation and Leadership in Buffalo, New York, I worked with twenty-eight K-12 principals in Zone A in an effort to raise student achievement. I established a school improvement process that focused on internal causes, measurable objectives, realistic benchmarks, efficient use of resources, and research-based strategies. During the 2003-04 school year as Dublin City Schools Superintendent, I implemented the same kind of school improvement process. In addition, I evaluated all administrative staff with a process requiring evidences, scoring rubrics, and self-evaluation. Also, a community reading campaign was implemented to establish neighborhood reading clubs.

I have continued my commitment to continuous improvement of student achievement in my responsibilities as Assistant Superintendent in the Stafford County Schools, Virginia. I have provided leadership for implementing elementary standards-based report cards that use performance on standards rather than typical averaging, effective teacher workshops, a teacher evaluation process incorporating measures of student progress, STEM and 21st century learning activities, an International Baccalaureate program, professional learning communities, guided reading, Response to Intervention, a new strategic plan, and a new school improvement process. During the past nine years, reading scores and mathematics state scores have demonstrated marked improvement, and the achievement gap has been cut by 10 points in reading and five points in mathematics. Exam scores on Advanced Placement, International Baccalaureate, and SAT tests have all improved. In addition, the on-time graduation rate has improved by five points to 92 percent.

I believe that my competencies in the areas of communications, curriculum, technology, supervision, staffing, planning and operations analysis give me the tools that would make any school system an even better place for students to learn, and teachers to work. I welcome the opportunity to discuss my qualifications and experiences personally.

Sincerely,

Christopher R. Quinn

References:

- 1. Dr. Randy Bridges, (Former Superintendent, Stafford County Public Schools Superintendent), 4120 Dublin Court, Burlington, North Carolina 27215, (336) 343-9470.*
- 2. Stephanie Johnson, (Former Stafford County Public Schools School Board Chairperson), 1414 Washington Drive, Stafford, Virginia 22554, (540) 295-0233*
- 3. Dewayne McOsler, Stafford County Public Schools School Board Member, 72 Briarwood Drive, Falmouth, Virginia 22405-2823, (703) 297-6657*
- 4. Dr. Andre Nougaret, (Former Acting Superintendent, Stafford County Public Schools), 216 Hampton Lake Drive, Bluffton, South Carolina 29910 (540) 845-1085*
- 5. Bill Stephens, (Former School Administrator), Community Leader, 34 Morning Dove Road, Stafford, Virginia 22554, (540) 659-9252*
- 6. Sheila Tillman, (Former Appling County Schools Superintendent), 60 Andrea Street, Baxley, Georgia 31513, (912) 367-3521*
- 7. Rev. Horace Austin, Pastor, 203 Cypress Drive, Dublin, Georgia 31021, (478) 290-2925*
- 8. Rev. Richard Sheffield, Dublin City Schools Board Chair, 703 Hayes Street, Dublin, Georgia 31021 (478) 278-9456*

Christopher Randolph Quinn
12 Matio Cove
Stafford, Virginia 22554

Born: [REDACTED] Augusta, Georgia
Personal: Married to Nancy Stiefeler of Buffalo, NY
2 children: Ryan, 33; Julian, 31
Tel. No.: (540) 720-9420



ACADEMIC PREPARATION:

Evans High School, Evans, Ga.	B.A.	1972
Augusta State University	M.Ed.	1976
	Ph.D.	1983
SUNY at Buffalo		1988

PROFESSIONAL EXPERIENCE:

Richmond County Schools Augusta, Georgia	Teacher	1979-84
SUNY at Buffalo Buffalo, New York	Graduate Research Asst.	1984-87
Williamsville Central Schools Williamsville, New York	Administrative Assistant to the Supt. (Intern)	1987-88
WNY Educational Service Council Buffalo, New York	Research Associate	1988-89
Wilkes County Schools Washington, Georgia	High School Assistant Principal	1989-92
Walton County Schools Monroe, Georgia	High School Principal	1992-95
Bartow County Schools Cartersville, Georgia	Middle-High School Principal	1995-97
Appling County Schools Baxley, Georgia	High School Principal	1997-98
Liberty County Schools Hinesville, Georgia	Asst. to the Supt. and Exec. Dir. of Curriculum	1998-01
Buffalo Public Schools Buffalo, New York	Asst. Superintendent	2001-03
Dublin City Schools Dublin, Georgia	Exec. Asst. to the Supt. and Superintendent	2003-05
Stafford County Schools Stafford, Virginia	Exec. Dir. of Curriculum and Asst. Superintendent	2005-present

PROFESSIONAL MEMBERSHIPS:

Phi Kappa Phi National Honor Society, Georgia Association of Secondary School Principals (District 4 President, 1994-95), Georgia School Superintendents Association, Georgia Association of Curriculum and Instructional Supervisors (District 1 Vice-Pres., 2000-01).

SELECTED PROFESSIONAL GROWTH EXPERIENCES:

*NASSP Principals' Assessment Center; Regional Educational Services Agency, Dearing, Georgia; September 1991 to March 1992.
*School Superintendents Professional Development Program, sponsored by GSSA, University of Georgia, 126 Aderhold Hall, Athens, Georgia; April 1995 to August 1997.
*American Productivity and Quality Center Benchmarking Project; Presenter, "Lessons on Developing a Leadership Development Program"; Omni Hotel, Houston, Texas; December 12-14, 2001.
*Virginia Mathematics Specialists Annual Conference; Presenter, "Effective Leadership in a Professional Learning Community"; Rosslyn Center, Richmond, Va.; November 2-3, 2006.
*Virginia Governor's Conference; Co-presenter, "How Mathematics Specialists Promote 21st Century Skills," Richmond, Va.; July 26, 2011.
*Forum on Teacher Evaluation; Panelist, "Documentation of Student Progress," University of Mary Washington, Fredericksburg, Va.; April 26, 2012.
*Education Week Leadership Series; Roundtable discussion, "Formative Assessment," Washington, DC; October 24, 2013.

EMPLOYMENT HISTORY AND DESCRIPTION:

Stafford County Schools, Va. 31 Stafford Avenue, Stafford, Va. 22554 (540) 658-6000
Exec. Dir. of Curriculum and Asst. Supt. 2005 to present (8 years) Salary: 149,000
Responsibilities: Supervise 18 curriculum coordinators, serves as superintendent's designee; federal programs, budgeting, summer school, school board policies, staff development, K-12 curriculum, testing, strategic planning, Career and Technical Education, assisting with principal hiring and evaluations, and school improvement.
(Responsibilities have also included alternative education, guidance, instructional technology and gifted education.)
Accomplishments: K-5 Standards-Based Report Card, 6-12 Ten Point Grading Scale, Skillful Teacher Training Program, Teacher Evaluation Program, "Agents of Change" Character Education Program, STEM Academies, added Advanced Placement and International Baccalaureate courses, Response to Intervention Process, core content curriculum revision, and benchmark testing program.

Dublin City Schools, Ga. 207 Shamrock Drive, Dublin, Ga. 31021 (478) 272-3440
Exec. Asst. to Supt. and Superintendent 2003 to 2005 (2 years) Salary: 130,000
Responsibilities: Supervised six K-12 principals and eight central office administrators; worked with the school improvement teams to develop data-drive school improvement plans; worked with the Board to develop strategic plan, annual budget, policies, and improvement of facilities.
Accomplishments: Community Reading Campaign, budget planning for new high school, Administrator Evaluation Program, and School Improvement Planning Process.

Buffalo Public Schools, NY 712 City Hall, Buffalo, NY 14202 (716) 851-3575
Asst. Supt. for Leadership and Evaluation 2001 to 2003 (2 years)
Responsibilities: Supervised 24 K-12 school principals; worked with principals to develop data-driven school improvement plans; supervised the 9-12 CTE department and summer school; staffing, hiring, staff development, leadership development, budgeting, evaluation and assessment.
Accomplishments: Administrator Evaluation and Training Program, and School Improvement Planning Process.

Liberty County Schools, Ga. 200 Bradwell Street, Hinesville, Ga. 31313 (912) 876-2161
Asst. to Supt./Ex. Dir. of Curriculum 1998 to 2001 (3 years)
Responsibilities: Supervised Title 1 director and assistant, special education director, technology director, and pre-K director; testing and evaluation, staff development, K-12 curriculum, and school improvement.
Accomplishments: High School Block Scheduling, Teacher Evaluation Program, Teacher Induction Programs (Troops to Teachers and Teach for America), English and Mathematics curriculum revision, and benchmark testing program.

Appling County Schools, Ga. 249 Blackshear Highway, Baxley, Ga. 31513 (912) 367-8600
High School Principal 1997 to 1998 (1 year)
Responsibilities: Supervised and evaluated all school staff; school budgeting, student discipline, athletics, staff development, school improvement, testing and evaluation, accreditation, parent involvement, maintenance and safety.
Accomplishments: Block Scheduling, Advanced Placement courses, and School Improvement Planning Process.

Bartow County Schools, Ga. 65 Gilreath Road NW, Cartersville, Ga. 30120 (770) 606-5800
6-12 Principal 1995 to 1997 (2 years)
Responsibilities: Supervised and evaluated all school staff; school budgeting, student discipline, athletics, staff development, school improvement, testing and evaluation, accreditation, parent involvement, maintenance and safety.
Accomplishments: Middle and High School Block Scheduling, added Advanced Placement courses, High Schools that Work Program, and implemented Environmental Sciences Academy based on state academy grant.

Walton County Schools, Ga. 200 Double Springs Church Road, Monroe, Ga. 30656 (770) 266-4520
High School Principal 1992 to 1995 (3 years)
Responsibilities: Supervised and evaluated all school staff; school budgeting, student discipline, athletics, staff development, school improvement, testing and evaluation, accreditation, parent involvement, maintenance and safety.
Accomplishments: High Schools that Work Program, added Advanced Placement courses, and Freshman Academy.

Other Education-Related Employment:

High School Asst. Principal	7/89-6/92	Wilkes County Schools, Ga.	3 years
Research Associate	7/88-6/89	WNY Educ. Service Council, SUNYAB	1 year
Supt. Administrative Asst.	7/87-6/88	Williamsville CSD, NY	1 year
Graduate Assistant	7/84-6/87	SUNYAB	3 years
8-12 Teacher	1/79-6/84	Richmond County Schools, Ga.	5 years

DESCRIPTION OF SELECTED PROFESSIONAL ACCOMPLISHMENTS:

1. Development of Special Academies

As a 6-12 principal in Bartow County, Georgia, the two year process of developing and implementing a career academy as a school-within-a-school may be the program in which I am most proud as a principal. As a member of the High Schools That Work program, we attended a number of conferences and visited a number of schools. We recruited a team of students to help develop the program. They went with us when we approached local businesses to provide shadowing and work experiences. They played a key role of marketing the program to other students, including presentations at a school-wide assembly and a parents' night. The combining of college and tech prep students into one program based on interdisciplinary units made it a program with expectations of quality learning for all students. In addition, as Assistant Superintendent in the Stafford County Schools, I have guided the development of five STEM (science, technology, engineering and math) academies in our five high schools, as well as the implementation of an International Baccalaureate program.

2. Development of a Standards-Based Curriculum

In my curriculum responsibilities, I believe that my knowledge and skills in the areas of standards-based teaching and assessment has improved learning. I have a proven track record of building support for improving the curriculum and developing a norm of collegiality amongst educators. For example, in Liberty County I developed a curriculum committee structure that put teachers together from the same grades throughout the system and between grades, especially the transition points (e.g. – 5th/6th and 8th/9th). Teachers in these committees developed standards and benchmarks for learning so that students would be prepared as they move from grade to grade. Other committees developed formative assessments linked to the state standards. For example, my teachers developed assessments with rubrics that they used five times a year to monitor student understanding. Administrators used this data as well to determine professional development activities. We have similar curriculum alignment projects in Stafford County. I believe that the school districts with the best achievement scores will be those with the best curricula and the best formative assessment systems.

3. School Improvement Planning

As Assistant to the Superintendent in Liberty County, I chaired the committee that wrote a three-year strategic plan. I worked with the 14 school principals to establish goals, strategies, benchmarks and improvement targets. Each school developed an individual school plan that paralleled the system plan. As Assistant Superintendent in Buffalo, I supervised 24 schools that I required to develop school improvement plans that reflected the goals of the Board of Education. In addition, I served on a system committee that developed a a \$750 million reconstruction plan to renovate 30 school buildings. As Superintendent in the Dublin City Schools and as Assistant Superintendent of Instruction in the Stafford County Schools, each of our schools developed action plans based on intermittent assessments and checkpoints to measure student learning throughout the year.

4. Human Resources and Leadership Development

In Liberty County, I chaired the committee to fill the positions of human resources director and high school principal. In Buffalo, I developed a rigorous process to fill various building-level administrative positions and curriculum supervisor positions. Based on this process, 15 building principals were placed, along with 14 assistant principals, and four curriculum supervisors. I developed an intensive leadership development program to provide principals and assistant principals the practical skills needed. In addition, I acted as a mediator to resolve personnel issues when teachers filed grievances. As Superintendent in the Dublin City Schools, I assigned four new building administrators and three new central office administrators. In addition, I used a performance-based process for both filling vacancies and evaluating administrators. In my role as Assistant Superintendent in Stafford, I have been involved with the hiring and evaluation of administrators, and we have just completed a new teacher evaluation system.

WHY I WOULD LIKE TO BE SUPERINTENDENT:

My professional goals have been to be a change agent in a school system for the purpose of creating high-performing schools. I believe that improvement can happen quickly in a school system like the Flagler County Schools with a capable superintendent and a supportive School Board. I am impressed that the Flagler County Schools is willing to try school improvement programs. I have a track record of getting principals to work together, learn from one another, and implement new developments in curriculum and instruction. I am dedicated to the development of people, especially children. I practice a proactive, results-oriented approach to working with people to maximize performance. I understand that maximizing performance requires a spirit of cooperation built on trust. As Stephen Covey has preached, a leader must first seek to understand and then he must synergize the efforts of all the parts of an organization by making people accountable and placing people in places where their skills are best used.

In my curriculum responsibilities, I believe that my knowledge and skills in the areas of standards-based teaching and assessment would improve learning in the Flagler County Schools. I have a proven track record of building support for improving the curriculum and developing a norm of collegiality amongst teachers. For example, in Liberty County and Dublin City, I developed a curriculum committee structure that put teachers together from the same grades throughout the system and between grades, especially the transition points (e.g. – 5th/6th and 8th/9th). Teachers in these committees developed standards and benchmarks for learning so that students would be prepared as they move from grade to grade. My resolve to make aligning teaching and assessment a priority is a strength, I believe, and my organizational and communication skills have made this process a success. Finally, my commitment to data-driven decision making is a key to my success. I have seen that an emphasis on a results-oriented approach with benchmarks and goals gets everyone pulling together. In my roles as assistant superintendent in Buffalo and Stafford County, and superintendent in Dublin, I have worked with the principals, teachers, and support staff to develop a process for measuring school improvement. In the Flagler County Schools, I would implement an accountability process that measures both high achievement and academic gain of the students at the classroom level and the school level. Through a structure of periodic, formative common assessments that are used in every classroom throughout the school system, the effectiveness of the schools would be transparent. In addition, the principals would be able to make mid-course corrections using the resulting data. In addition, the performance of the school would be an integral component of the principal's evaluation. In every position that I have held, I have been committed to continual improvement through tracking data.

In my roles as assistant superintendent in Buffalo, superintendent in Dublin, and now as assistant superintendent for instruction in Stafford, Virginia, I have worked with principals to develop a school improvement process which identified root causes in the areas of curriculum, instruction, and assessment that are internal to the educational program. In this process, the school improvement teams aligned these internal root causes with effective strategies. Accountability is an essential element of this process since principals must meet performance standards and demonstrate academic progress. A key initiative implemented in Buffalo was a school improvement matrix based on schools meeting target goals and improvement goals. During the 2003-04 school year as Dublin City Schools Superintendent, I implemented the same kind of school improvement process. In addition, I evaluated all administrative staff with a process requiring evidences, scoring rubrics, and self-evaluation. I believe that principals should be evaluated based on the success of their school improvement plans.

I believe that communication is essential to the success of any program that is built on higher expectations. First, both the school staff and community must be convinced of the need for improvement. Second, input is essential. This communication process guarantees buy-in on the front-end which increases the chances for success. I believe that trust is only possible when everyone is kept informed and is included in the communication loop.

Finally, I model high expectations. The first principle of TQM is the constancy of purpose to improve the product. In education, the product is the quality of student learning or achievement gains. The foundation of achievement gains must be high expectations and measurable objectives. I have always believed in accountability based on data. I am very motivated by the challenge of making a difference in the lives of young people. Specifically, I hold every person in the organization accountable. Through a results-oriented approach, the principals, teachers, and other school personnel are able to determine what is working and what is not, so that resources can be focused where the most good can be done. After progress is evidenced and goals are achieved, everyone feels a sense of accomplishment.

My enthusiasm for high performance is balanced by a caring spirit. Both of these qualities have enabled me to move groups toward consensus-building in the problem-solving process. I believe that the children of the Flagler County Schools could benefit from this kind of leadership. Proactive leadership based on trust is a requirement for high-performing schools. Because I know that my strategies would require change, my success as a superintendent would require a School Board that is strongly supportive, one that is not interested in excuses, and one that will not settle for mediocrity. I would like to work with a School Board that will hold me accountable for results. In addition to these professional goals, my wife and I would enjoy becoming part of the civic and faith communities.

University at Buffalo

State University of New York

Name: QUINN, CHRIS RANDOLPH

ID: [REDACTED]

Issued to: OFFICIAL ISSUED TO STU/VOID IF OPEN

Date: 05/24/2001

Fall 1984	CEP 522	STAT METH ED INFERENCE 1	GR 4.0 B	Fall 1987	OAP 658	CLINICAL SEMINAR INTERNS	GR 3.0 S
	OAP 500	THE NATURE OF INQUIRY	GR 3.0 A			Hours Carried: 3.00	QPA: 0.000
	OAP 561	ETHICS & EDUC JUDGMENT	GR 3.0 B				
	OAP 626	POLICY FORMULATION & ANAL	GR 3.0 A	Spring 1988			
	OAP 634	STUDY EDUC ORGANIZATIONS	GR 3.0 A	OAP 659	CLINICAL SEMINAR INTERNS	GR 3.0 SW	QPA: 0.000
		GR Hours Carried: 16.00	QPA: 3.563		GR Hours Carried: 3.00		
Spring 1985	CEP 523	STAT METH ED INFERENCE 2	GR 4.0 A	Hours	OAP Att	Oth Att	Oth Cmp
	OAP 550	POWER AUTHORITY & EDUC	GR 3.0 A	GR	63.0	33.0	33.0
	OAP 621	CLINICAL AIDES	GR 3.0 SW	Remarks:	None		
	OAP 625	STUDIES IN ADM LEADERSHIP	GR 3.0 A				
		GR Hours Carried: 13.00	QPA: 4.000				
Fall 1985	OAP 632	ANAL URBAN METRO SCH ADM	GR 3.0 A	Degree:	PH.D. - 1 June, 1988		
	OAP 647	PLANNING MODELS ANALYSIS	GR 3.0 A	Major:	EDUCATIONAL ADMINISTRATION		
	OAP 648	ED ADM RES:APP STAT MODEL	GR 3.0 A				
	OAP 649	PUBLIC SCHOOL FINANCE	GR 3.0 A				
	OAP 651	FIELD APPL POLICY - POA	GR 3.0 SW				
	OAP 661	PRACTG ADM PROFNL DEVEL	GR 3.0 S				
		GR Hours Carried: 18.00	QPA: 4.000				
Spring 1986	CEP 529	SURV ADV DATA ANALYT TECH	GR 4.0 A				
	OAP 601	HIST ED POLICY IN US	GR 3.0 A				
	OAP 627	ISS & PERSP POL EDUC ADM	GR 3.0 A				
	OAP 643	MATHEMATICAL APPLICATIONS	GR 3.0 A				
	OAP 646	EDUCL BUSINESS ADMIN PROB	GR 3.0 A				
	OAP 661	PRACTG ADM PROFNL DEVEL	GR 3.0 S				
		GR Hours Carried: 19.00	QPA: 4.000				
Summer 1986	OAP 628	RES STRAT & INFO PROCESS	GR 3.0 A				
		GR Hours Carried: 3.00	QPA: 4.000				
Fall 1986	OAP 664	LAW & PUBLIC EDUCATION	GR 3.0 A				
	OAP 697	ADV ANAL FOR ADMIN PROB	GR 3.0 S				
	OAP 702	INDIV GUIDNC DISSERTATION	GR 6.0 S				
		GR Hours Carried: 12.00	QPA: 4.000				
Spring 1987	OAP 650	DES ED SYS:POL ECON PERSP	GR 3.0 A				
	OAP 702	INDIV GUIDNC DISSERTATION	GR 6.0 S				
		GR Hours Carried: 9.00	QPA: 4.000				

Student No: [REDACTED]
 Record of: Christopher R. Quinn
 304 Fourth St
 Augusta, GA 30901

Date Issued: 24-MAY-01
 Page: 1

Level: Graduate
 Student Type: Continuing

Current Major(s): Secondary Education
 Current Minor(s): Social Science Education

Degree(s) Awarded: Master of Education 12-JUN-83
 Major(s): Secondary Education

SUBJ NO.	COURSE TITLE	CREDIT	GRADE	PTS	REP
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INSTITUTION CREDIT

Spring 1979
 DU 595 SSC READING 5 B 15
 IS 639 CONTEMP WEST 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 35 GPA: 3.50
 Cum-Regents: GPA-Hrs: 10.00 Qual-Pts: 35.00 GPA: 3.50
 Good Standing

Fall 1981
 DU 616 TCHR/STUD RELATIONS 5 A 20
 Term: Ern-Hrs: 5 GPA-Hrs: 5 Qual-Pts: 20 GPA: 4.00
 Cum-Regents: GPA-Hrs: 15.00 Qual-Pts: 55.00 GPA: 3.66
 Good Standing

Winter 1982
 DU 637 ADV CURR DEV 5 A 20
 IS 677 ISS & PROBS 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 40 GPA: 4.00
 Cum-Regents: GPA-Hrs: 25.00 Qual-Pts: 95.00 GPA: 3.80
 Good Standing

Spring 1982
 DU 658 TECH RESRCH & INSTR 5 A 20
 IS 678 AMERICAN LABOR 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 40 GPA: 4.00
 Cum-Regents: GPA-Hrs: 35.00 Qual-Pts: 135.00 GPA: 3.85
 Good Standing

Summer 1982
 DU 614 ADV EDUC PSYCHOLOGY 5 A 20
 IS 495 HITLER & W.W. II 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 40 GPA: 4.00
 Cum-Regents: GPA-Hrs: 45.00 Qual-Pts: 175.00 GPA: 3.88
 Good Standing

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CREDIT	GRADE	PTS	REP
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Institution Information continued:
 Fall 1982

HIS 674 US & WORLD AFFAIRS 5 A 20
 POL 650 WORLD POLITICS 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 40 GPA: 4.00
 Cum-Regents: GPA-Hrs: 55.00 Qual-Pts: 215.00 GPA: 3.90
 Good Standing

Winter 1983

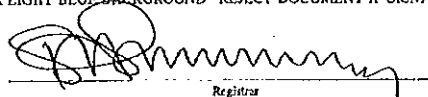
EDU 605 INSTRUCTIONAL MEDIA 5 A 20
 HIS 672 SEL TOP/US SOC HIS 5 A 20
 Term: Ern-Hrs: 10 GPA-Hrs: 10 Qual-Pts: 40 GPA: 4.00
 Cum-Regents: GPA-Hrs: 65.00 Qual-Pts: 255.00 GPA: 3.92
 Good Standing

Spring 1983

EDU 798 INST COMP SESSIONS 5 A 20
 Term: Ern-Hrs: 5 GPA-Hrs: 5 Qual-Pts: 20 GPA: 4.00
 Cum-Regents: GPA-Hrs: 70.00 Qual-Pts: 275.00 GPA: 3.92
 Good Standing

***** BEGIN		GRADUATE		TOTALS *****	
Earned	GPA	Quality			
Hours	Hours	Points			GPA
TOTAL INSTITUTION	70.00	70.00	275.00		3.92
TOTAL TRANSFER	0.00	0.00	0.00		0.00
OVERALL	70.00	70.00			
REGENTS		70.00	275.00		3.92
***** END		GRADUATE		TOTALS *****	
***** END OF TRANSCRIPT *****					

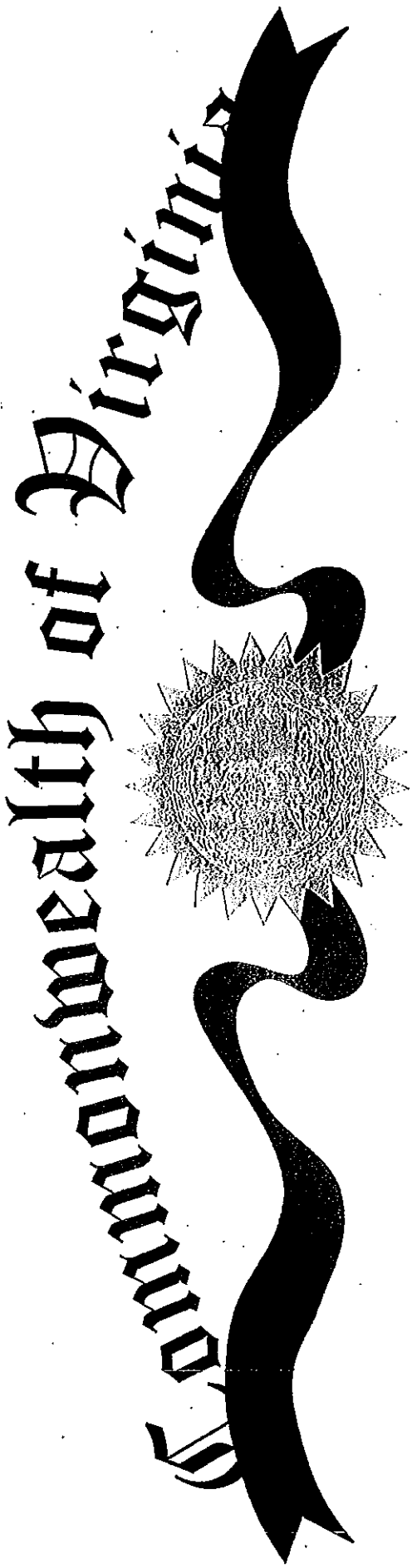
AN OFFICIAL SIGNATURE IS BLUE WITH A LIGHT BLUE BACKGROUND REJECT DOCUMENT IF SIGNATURE BELOW IS DISTORTED


 Registrar

This officially sealed and signed transcript is printed on security paper with the name of the college printed in small white type across the face of the document. A raised seal is not required. When photocopied, the word COPY should appear. A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED.

Transcript table printed on reverse





In recognition of the fulfillment of the
Virginia Board of Education requirements, this

Division Superintendent License

IS ISSUED TO

CHRISTOPHER RANDOLPH QUINN

(DOCTORAL DEGREE)

effective July 1, 2010, to June 30, 2015

(Educational technology standards have been met.)
(Child abuse recognition and intervention requirement has been met.)

Eleanor B. Saslaw

Eleanor B. Saslaw
President, Board of Education

Patricia I. Wright

Patricia I. Wright, Ed.D.
Superintendent of Public Instruction
License Number: DS-0600219
March 18, 2011



GEORGIA EDUCATOR CERTIFICATE

Georgia Professional Standards Commission
200 Piedmont Avenue, Suite 1702
Atlanta, GA 30334-9032

The Georgia Professional Standards Commission affirms that this individual has met the requirements for a Georgia Educator Certificate as indicated.

Christopher Randolph Quinn

12 Matio Cove

Stafford, VA 22554

Certificate Number

294287

Date Printed

5/23/2013

Certificate Level

7

Effective Date

7/1/1993

Title/Type Field

L EDUCATIONAL LEADERSHIP (P-12) [FLD704]

Validity Period

07/01/13 TO 06/30/18

Clear Renewable certificates are issued to eligible individuals who have met all requirements for professional certification. Refer to Rule 505-2-.03 for information on Clear Renewable certificates. Clear Renewable certificates may be renewed by earning 6 semester hours of acceptable college credit or 10 Georgia Professional Learning Units (PLUs) or 10 approved Continuing Education Units (CEUs) and completion of a criminal record check. Refer to Rule 505-20.24 for information on renewal requirements.

Please see the last page for legends and other information

The holder of this certificate is responsible for being knowledgeable about current and revised rules.

Penny L. Elkins, Ph.D.
Chair

Kelly C. Henson
Executive Secretary

Any alteration of this certificate will render it void