# **Hubert Sanford** SUPERINTENDENT (000100054 Super 121813)

tracysanford@windstream.net (706) 429-6060

#### PERSONAL INFORMATION

**Contact Information** 

First Name Hubert

Tracy

706-429-6060

Preferred Contact Method

**Email** 

<u>Address</u>

State

Street

Middle Name

Primary Phone

209 Springleaf Rd

Georgia

City

Zip Code

Last Name

Alternate Phone

Email

Dahlonega

30533

Sanford

706-864-5015

tracysanford@windstream.net

### **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

No

Asian

Native Hawaiian or Other

No No

Black or African American White

No

Yes

Pacific Islander

#### CERTIFICATION

Certification Information #1

Certification Area

Ed Leadership

Certification Area Type

**Professional Certification** 

Grade Level P-12 Certification State

Georgia

Certification Information #2

Certification Area

PE K-12

P-12

Certification Area Type

Certification State

**Professional Certification** 

Georgia

Certification Information #3

Certification Area

Grade Level

Grade Level

Certification Area Type

Certification State

**Certification Information #4** 

Certification Area Grade Level

Certification Area Type

Certification State

Certification Information #5

Certification Area

Certification Area Type Certification State

Grade Level

ADDITIONAL CERTIFICATION AREAS

Certification Area

Details

Certification State

Computer Skills

Years of Experience

30

Keyboarding Words Per Minute

60

Application Date: 1/4/2014 9:50 PM

Job Title: SUPERINTENDENT Candidate: Hubert Sanford

Word Processing Yes Database Yes E-mail Yes

Yes

Spreadsheets Yes Web / Internet Browser Yes Graphics Yes

EMPLOYMENT HISTORY

**Present Position** 

Present Title

Microsoft Windows

Southwest Regional Director

Name of Employer

Apple Macintosh

Mountain Education Charter High

School

Yes

Start Date

06/01/2012

Supervisor Name

Dr. Richard Behrens

Supervisor Phone Number

706-897-8859

Duties and Responsibilities

Regional Director, responsible for two sites: Curriculum, budget, personnel, facilities etc....

Reasons for Leaving

Still there, would like to relocate.

May we Contact this

Yes

Employer

Experience in Education #1

From (mm/yyyy) 05/2005

**Lumpkin County Schools** 

To (mm/yyyy)

06/2012

Reason For Leaving

Employer Name

**Another Position** 

Assignment

Supervisor Name

Director/Principal

**Dewey Moye** 

Supervisor Phone Number

706-864-3611

Duties and Responsibilities

2010-2012 - Director of Personnel and Policy

2007-2010 - Principal of Lumpkin County High School

2005-2006 - Director of Special Education

May we Contact this

Employer

Yes

Experience in Education #2

From (mm/yyyy)

08/2001

To (mm/yyyy)

05/2005

Employer Name

**Forsyth County Schools** 

Assignment

Administration

Reason For Leaving

**Promotion** 

Supervisor Name

Richard W. Gill

Supervisor Phone Number

770-845-8813

Duties and Responsibilities

9th grade academy, budget, discipline, buses, facilities, SST's, etc....

May we Contact this

Employer

**Experience in Education #3** 

08/1988 To (mm/yyyy) 08/2001

From (mm/yyyy) Employer Name

**Lumpkin County Schools** 

Assignment

teacher/coach/athletic director

Reason For Leaving

promotion

Supervisor Name

retired

Supervisor Phone Number Duties and Responsibilities

I was in charge of the Physical Education department: curriculum, budget, department evaluations etc...

May we Contact this

Employer

Work Experience #1

Employed from (mm/yyyy) Employed to (mm/yyyy)

Employer

Title

Reason For Leaving Supervisor Phone Number Supervisor Name Supervisor Email

Duties and Responsibilities

Application Date: 1/4/2014 9:50 PM

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Job Title: SUPERINTENDENT

May we Contact this

Employer

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

26

Years of student teaching

experience

Years of administrative

experience

13

**EDUCATION** 

Secondary/High School Information

School Attended

**Lumpkin County High School** 

City/State

Dahlonega, GA

13

Candidate: Hubert Sanford

Activities/Honors

Degree **High School Diploma or GED** 

College/University/Vocational Institution #1

Name of School

Other: North GA College

Attended From (mm/yyyy)

01/1985

Attended To (mm/yyyy)

06/1988

Degree

**Bachelor of Science** 

Subject

Other: Physical Education/Health

Other: Physical Education/Health

College/University/Vocational Institution #2

Name of School

Other: North Ga College

Attended From (mm/yyyy)

06/1989

Attended To (mm/yyyy)

06/1994

Degree

**Master of Science** 

College/University/Vocational Institution #3

Name of School

Other: Clemson University

Attended From (mm/yyyy)

01/1995

Attended To (mm/yyyy)

06/1997

Degree

Other: Educational Specialist

Subject

Year

Subject

**Educational Leadership** 

Student Teaching #1

Name of School

North Hall High School

Subject Semester Physical Education/Health

Grade

9-12

1988

REFERENCES

Richard Behrens

Title Superintendent

65 Kenimer St

Relationship

Supervisor Cleveland

State

Address

Georgia

30528

Country

From

USA

Email rbehrens@mymec.org 06/2010

To

Phone

City

Zip

706-897-8859

Reference Letter

Dr. Behrens ref.doc

present

Application Date: 1/4/2014 9:50 PM

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Job Title: SUPERINTENDENT Candidate: Hubert Sanford

#### Richard Gill

Title **Principal - Retired** Relationship Supervisor Address 4620 Saint Kevin Ct City Suwanee State Georgia 30024 Zip

Country USA

Email rtrgill@comcast.net Phone 770845-8813 From 08/2001 05/2005 To

Reference Letter ref2.docx

#### Dewey Moye

Title Superintendent Relationship Supervisor Address 56 Indian Drive City Dahlonega State Georgia 30533 Zip

Country USA

Email dmoye@lumpkin.k12.ga.us 706-864-3611 Phone From 05/2005 To 06/2010

Reference Letter ref1.tiff

#### 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 No immediate family employed by the school district of Flagler County?

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 No charged(even if no contest or charges dropped or pled

down) for a crime?

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)?

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#### 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?

#### Nο

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?

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 No 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 noto 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.

#### NΔ

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.

Job Title: SUPERINTENDENT Candidate: Hubert Sanford

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

Nο

defined by s. 295.07, Florida Statutes?

Are you claiming Veteran's Preference? If yes, a DD214 must is required and can 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 includeing state, dates, and action(s) taken or pending.

#### **ATTACHMENTS**

#### **Attachment**

Certification

certificate.pdf

Transcripts (Required)

Transcripts.pdf

Resume (Optional)

Resume - Flagler County.docx

Other

Cover letter Flagler Co.doc

## **DISCLAIMERS AND AFFIRMATION**

District Policy

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Job Title: SUPERINTENDENT Candidate: Hubert Sanford

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 HTS

Affirmation Date 01/04/2014

Application Date: 1/4/2014 9:50 PM

#### To Whom It May Concern:

Please accept my candidacy for the position of Superintendent of Schools, Flagler County Schools. A review of my resume will reveal the necessary requirements for this vital role and further illustrate a high level of leadership skill developed through a myriad of educational experiences.

A graduate of North Georgia College, I attained Bachelor of Science and Master of Education degrees in Physical Education and Health in 1988 and 1994, respectively. Additionally I acquired an Education Specialist degree in Administration and Supervision from Clemson University at the conclusion of the 1997 academic year. I am married to Sherry Sanford, a middle school teacher in the Lumpkin County system and we have two beautiful children, Sydney and Cage ages eighteen and fifteen, respectively.

My tenure in education has been augmented with leadership roles served in a variety of capacities. These disparate and comprehensive roles include maintenance worker, teacher, coach, department chair, athletic director, assistant principal, special education director, principal, personnel director and currently regional director for the Mountain Education Charter High School. The experience I have gained via each of these assignments has proven valuable in dealing with other people particularly within the team concept and has given me a broader perspective of the entire school system operation.

A particular strength of mine is the ability to work competently within a budget, trimming unneeded waste while maintaining valued services. I have managed several multi-million dollar budgets throughout my professional obligations and I would enthusiastically apply these same leadership strengths to our efforts in Flagler County. Examples of this fiscal acumen is demonstrated in the major renovations that I have led including the installation of artificial turf on the high school football field, the addition of bleachers at another athletic site and the procurement of an agriculture facility to house classrooms, storage and staging events.

It would be my commitment to the students of the Flagler County Schools to preside over a system vested in the pursuit of academic excellence. My experience of more than twenty-five years in the education profession has provided me with the necessary requirements for this position. As an intensely focused and disciplined individual in my personal and work life, I enjoy greatly the relationships that are developed in both work and community. However, this same focus and discipline has enabled me to make decisions that are always in the best interest of the students for which I serve.

Please provide me with the occasion to elaborate in more depth my vision of excellence for the students of Flagler County. I look forward to the opportunity to interview for this highly desired position. You may call me at 706-429-6060.

Thank you, in advance, for your consideration.

Sincerely,

Tracy Sanford

# **Tracy Sanford**

209 Springleaf Road Dahlonega, Georgia 30533 706-864-5015 (H) 706-429-6060(C) tracysanford@windstream.net

# Job Objective: Superintendent of Flagler County Schools

## **Education:**

1997	Clemson University, Educational Specialist – Administration/Supervision
1994	North Georgia College, Masters of Education – Physical Education/Health
1988	North Georgia College, Bachelor of Science – Physical Education/Health
1984	Lumpkin County High School, Dahlonega, Georgia

## **Employment History:**

# 6/12 - Present Mountain Education Charter High School - Southwest Regional Director

Responsible for: Forsyth and Lumpkin County Sites, personnel, curriculum, finance, budget, public relations, operations etc...
2000 students

## 7/10 – 6/12 Lumpkin County Schools – Director of Personnel and Policies

Responsible for: personnel, policies, tribunals, pre-k, alternative school, inventory, partners in education, system athletics.

4000 students

# 7/06 – 6/10 Lumpkin County Schools – Principal Lumpkin County High School

Responsible for: curriculum, staff, facilities, public relations, budget, safety, discipline, athletics etc... 1250 Students

# 6/05 - 7/06 Lumpkin County Schools - Director of Special Education/Phoenix Learning Center, Dahlonega, GA

Responsible for: Special Education, IDEA, ADA, SST, 504's, FTE, Hospital Homebound, Medicaid reimbursement, Least Restrictive Environment, Phoenix Learning Center, development and operations for the alternative program. 4000 students

## 8/01 – 6/05. Forsyth County Schools – South Forsyth High School, Assistant Principal

Responsible for: finance, staff development, 12<sup>th</sup> grade discipline, parking/traffic flow, evaluations, handbook, webmaster, master calendar, partners in education, attendance, athletics, freshman academy, instructional program, student discipline, remedial education program, student support team/504's, hospital homebound, tribunals. 2500 students at SFHS - 30000 students in Forsyth County

#### 3/83 – 6/01 Lumpkin County Schools, Dahlonega, GA.

Teacher – High School and Elementary School, Coach, Athletic Director Coached Football, Wrestling, and Softball Department head of physical education/health, Director of Intramural programs, Coordinator of In-School Suspension Maintenance/custodial position (1983-1988) general cleaning, painting, electrical work, plumbing, and yard work –while attending college

# **Professional Activities/Honors:**

Georgia High School Association – Executive Committee Member Region 8AAAA Georgia Association of Secondary School Principals – Past Board of Directors Past President Region 7AAA, Past Executive Committee Region 8AAA

Past President – Georgia Association of Secondary School Principals District N

National Wrestling Hall of Fame – Board member GA Chapter

Lumpkin Co. Family Connections – Past Board member

Participated in the Georgia School Superintendents Associations Institutes:

Human Resources, Planning, Funding & Budgeting

Participated in the Institute of Continuing Education for School Leaders

"A Successful Secondary Principalship"

2003 Graduate of Georgia Staff Development Academy

Leadership Lumpkin County graduate – Class of 2007

Awarded the Certificate of Highest Performance – Lumpkin County Schools by

State School Superintendent Cox – Special Education

Presented at High Schools That Work – 2002 "Freshman Academy"

Participated in the development of Vision 2010–Forsyth's Strategic Plan

1995-2004 Director All-Star wrestling camp

Presidential Physical Fitness Award

President, North Georgia College Physical Education Majors (87, 88)

1987-2012 Georgia High School Association – Wrestling Official

Selected to officiate numerous state and national tournaments

**Interests:** Family, Travel, Sports, Physical Conditioning, Biking, and Computers

References: Dr. Richard Behrens, Superintendent

Mountain Education Charter High School

65 Kenimer St. Cleveland, GA 30528

706-219-4664

Dewey Moye, Superintendent **Lumpkin County Schools** 

56 Indian Drive, Dahlonega, GA 30533 706-864-3611 (W) 706-429-7310 (C)

Wes Taylor, Superintendent **Lowndes County Schools** 1592 Norman Drive

Valdosta, GA 31601

229-300-3753 (C)

Dr. Bill Truby, Superintendent

Lamar County Schools 100 Victory Lane

Barnesville, GA 30204 770-358-5891(W)

Brig. Gen. Joe Jarrard Georgia National Guard

404-844-6330 (C)

Forsyth County Schools Cumming, GA 30040

Richard Gill, Principal-retired

770-845-8813(C)

# THIS CERTIFICATE IS A COPY IF THE BLUE COLORED BACKGROUND IS ABSENT



# GEORGIA EDUCATOR CERTIFICATE

Georgia Professional Standards Commission Two Peachtree Street, Suite 6000 Atlanta, GA 30303

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

Hubert Sanford 209 Springleaf Road Dahlonega, GA 30533

Certificate Number	Date Printed
280651	11/20/2008
Certificate	Effective Date of
Level	Certificate Level
6	5/7/1997

Title/Type

Field

EDUCATIONAL LEADERSHIP (P-12) [FLD704]

Validity Period

07/01/09 TO 06/30/14

Clear Renewable certificates may be renewed by earning 6 semester hours of college course work or 10 credits of Georgia Professional Learning Units (PLUs) or 10 credits of acceptable Continuing Education Units and completion of a criminal record creek. Refer to Rule 505-2-24 for information on renewal regularments.

PBT HEALTH & PHYSICAL EDUCATION (P-12) [FLD761]

07/01/09 TO 06/30/14

Performance Based certificates may be renewed by earning 6 semester hours of college course work or 10 credits of Georgia
Professional Learning Units (PLUs) or 10 credits of acceptable Continuing Education Units and completion of a criminal record check.
Refer to Rule 505:2- 24 for information on renewal requirements.

Please see reverse side for legends and other information

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

Delviah Wilkes

Any alteration of this certificate will render it void

Kelly C. Henson Executive Secretary

Deborah Wilkes

# THE NAME OF THE UNIVERSITY IS PRINTED IN SMALL ORANGE TYPE ON FACE OF TRANSCRIPT

STUDENT NAME

HUBERT TRACY SANFORD

STUDENT NUMBER

DATE 05/09/97

BIRTH DATE



PAGE

1

<u>CLEMSON</u>

# ACADEMIC TRANSCRIPT

RECORDS & REGISTRATION

Y Clemson University Clemson, SC 29634-5125 Phone: (864) 656-2173 FICE: 603425

ISSUED TO: SANFORD HUBERT TRACY 209 SPRINGLEAF RD

DAHLONEGA

GA 30533

PREVIOUS DEGREE(S):

BS

06/88

08/94

NORTH GEORGIA COLLEGE

DAHLONEGA GA

MED

NORTH GEORGIA COLLEGE

DAHLONEGA GA

COURSE TITLE	COURSE	CREDITS	EARNED	GRADE	GPTS
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SPRING SEMESTER 1995	ADMINISTRATION	& SUPER	VISION	. 546. 34	without ty
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FALL SEMESTER 1995	ADMINISTRATION	& SUPER	VISION		
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SPRING SEMESTER 1996	ADMINISTRATION	& SUPER	VISION	igen om Vinskin	
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BUSINESS MANAGEMENT	ED L 830	3	3	A	12
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FALL SEMESTER 1996	ADMINISTRATION	& SUPERV	/ISION		
TECH OF SUPERVISION	ED L 730	3	3	<sup>1</sup> <b>A</b>	12
SCHOOL PERSONNEL ADM	ED L 720	3	3	В	9

# THE NAME OF THE UNIVERSITY IS PRINTED IN SMALL ORANGE TYPE ON FACE OF TRANSCRIPT

STUDENT NAME

NUMBER

DATE

HUBERT TRACY SANFORD

ACADEMIC TRANSCRIPT

RECORDS & REGISTRATION Clemson University Clemson, SC 29634-5125 Phone: (864) 656-2173

14CE: 003425

BIRTH DATE 05/09/97 PAGE

COURSE TITLE	COURSE	CREDITS EARNED	GRADE GPTS
SPRING SEMESTER 1997 FIELD PROBLEMS: ADM ADV EDU LEADERSHIP FIELD EXP: SECONDARY	NTINUED FROM PREVIOU  ADMINISTRATION ED L 840 ED L 805 ED L 755	& SUPERVISION 3 3	A 12 A 12 A 12
AWARDED EDUCATION SPECIAL: MAY 07, 1997 GRADUATION SUMMARY; GRADUATE CUMULATIVE			PERVISION  3.58 129  3.58 129

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