

Migdalia Garcia
SUPERINTENDENT (000100054 Super 121813)

mikkigar21@yahoo.com
(912) 220-1986

PERSONAL INFORMATION

Contact Information

First Name	Migdalia	Last Name	Garcia
Middle Name	n/a	Email	mikkigar21@yahoo.com
Primary Phone	912-220-1986	Alternate Phone	912-884-7017
Preferred Contact Method	Phone		

Address

Street	280 Dutchmans Cove Road	City	Midway
State	Georgia	Zip Code	31320

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	Hispanic/Latino	American Indian or Alaska Native	No
Asian	No	Black or African American	No
Native Hawaiian or Other Pacific Islander	No	White	Yes

CERTIFICATION

Certification Information #1

Certification Area	Ed Leadership	Certification Area Type	Professional Certification
Grade Level		Certification State	Georgia

Certification Information #2

Certification Area	Visually Impaired K-12	Certification Area Type	Professional Certification
Grade Level		Certification State	Georgia

Certification Information #3

Certification Area	English 6-12	Certification Area Type	Professional Certification
Grade Level	6-12	Certification State	Georgia

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	25	Keyboarding Words Per Minute	40
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Word Processing	Yes	Spreadsheets	Yes
Database	Yes	Web / Internet Browser	Yes
E-mail	Yes	Graphics	No
Microsoft Windows	Yes	Apple Macintosh	Yes

EMPLOYMENT HISTORY**Present Position**

Present Title	Executive Director	Name of Employer	Savannah-Chatham County Public Schools
Start Date	04/21/2011	Supervisor Name	Dr. Ann Levett
Supervisor Phone Number	912-395-5582		

Duties and Responsibilities

- Provided leadership and governance to the instructional leaders of schools and provide direction for their overall improvement
- Facilitated and provided District leadership from January 2011 to present which led to the increase in student achievement in grades 6-8 reading, ELA, math, social studies and science
- Provide leadership and governance to the Department for Exceptional Children. Supervise and manage a variety of programs in a large city school district to include: occupational and physical therapy; speech language therapy; hospital homebound; response to intervention; parent mentor; parent advisory committee; Autism department; data management; FTE; recruitment, personnel and staffing; vocational programs to include community based vocational instruction and community based instruction; hearing and visually impaired programs to include collaboration with state schools; preschool intervention program; psychology program; district staffing specialists; assistive technology; sign language interpreters; audiology; extended school year; Georgia alternate assessment; staff development and training; and Section 504
- Supervise and manage a department that has grown from a staff of 45 to a staff of approximately 128, which in turns oversees a teaching staff of over 450 teachers and more than 270 paraprofessionals
- Managed the FTE process to increase revenue for funding special education teachers in an increase of over 135 teachers
- Manage and develop district special education budget in excess of \$40 million annually

Reasons for Leaving **Currently Employed**May we Contact this Employer **Yes****Experience in Education #1**

From (mm/yyyy)	04/2001	To (mm/yyyy)	01/2011
Employer Name	Savannah-Chatham County Public Schools	Assignment	Senior Director
Reason For Leaving	Promotion	Supervisor Name	Sharon Sand
Supervisor Phone Number	910-619-8159		

Duties and Responsibilities

- Provide leadership and governance to the Department for Exceptional Children. Supervise and manage a variety of programs in a large city school district to include: occupational and physical therapy; speech language therapy; hospital homebound; response to intervention; parent mentor; parent advisory committee; Autism department; data management; FTE; recruitment, personnel and staffing; vocational programs to include community based vocational instruction and community based instruction; hearing and visually impaired programs to include collaboration with state schools; preschool intervention program; psychology program; district staffing specialists; assistive technology; sign language interpreters; audiology; extended school year; Georgia alternate assessment; staff development and training; and Section 504
- Supervise and manage a department that has grown from a staff of 45 to a staff of approximately 128, which in turns oversees a teaching staff of over 450 teachers and more than 270 paraprofessionals
 - Managed the FTE process to increase revenue for funding special education teachers in an increase of over 135 teachers
 - Manage and develop district special education budget in excess of \$40 million annually

May we Contact this Employer **Yes****Experience in Education #2**

From (mm/yyyy)	07/1995	To (mm/yyyy)	04/2001
Employer Name	Armstrong Atlantic State University	Assignment	Assistant Professor
Reason For Leaving	Obtained leadership position with public school system	Supervisor Name	Dr. Pam Bedwell
Supervisor Phone Number	478-471-2730		

Duties and Responsibilities

- Teacher bachelor and master level classes
- Conducted research
- Project Coordinator, Arstrong Atlantic State University/Savannah State University Minority Teacher Collaborative
- Grant reviewer: Model Demonstration Programs, Office of Special Education Programs (OSEP), Small Business Innovative Research Competition, OSEP, Field Initiated Research (OSEP):

May we Contact this Employer **Yes**

Experience in Education #3

From (mm/yyyy)	08/1994	To (mm/yyyy)	06/1995
Employer Name	Savannah-Chatham County Public Schools	Assignment	Resource Specialist
Reason For Leaving	Employed by university	Supervisor Name	Dr. Allen Harwood
Supervisor Phone Number	available upon request		

Duties and Responsibilities

- *provided assistance to assigned schools in all matters related to special education compliance
- *conducted eligibility meetings and IEP meetings
- *worked with teachers to provide instructional guidance related to students with disabilities

May we Contact this Employer **Yes**

Work Experience #1

Employed from (mm/yyyy)	07/1992	Employed to (mm/yyyy)	06/1994
Employer	Child Development Services, U.S. Government	Title	Supplemental Programs and Services Director
Reason For Leaving	Moved back to the United States	Supervisor Name	Patricia Hopkins
Supervisor Phone Number	available upon request	Supervisor Email	

Duties and Responsibilities

- *Provided support to military community in Ansbach, Germany in all matters related to providing child care to military families
- *Supervised employees
- *Created supplemental programs to meet the needs of deployed family members
- *Acted a agency director when sitting director not available

May we Contact this Employer **Yes**

Work Experience #2

Employed from (mm/yyyy)	08/1990	Employed to (mm/yyyy)	06/1992
Employer	Department of Defence Dependent Schools	Title	Teacher
Reason For Leaving	Position eliminated due to military drawdown	Supervisor Name	Dr. Diane Murphy
Supervisor Phone Number		Supervisor Email	

Duties and Responsibilities

- Taught high school English and Spanish**
- Learning impaired teacher**
- Supervised teaching assistants**
- Case management**

Experience Summary

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

Years of teaching experience	13	Years of student teaching experience	0.5
Years of administrative experience	14		

EDUCATION**Secondary/High School Information**

<i>School Attended</i>	Sanford H. Calhoun High School	<i>City/State</i>	North Merrick, New York
<i>Activities/Honors</i>	Various sports Regents diploma Public speaking DECA		
<i>Degree</i>	High School Diploma or GED		

College/University/Vocational Institution #1

<i>Name of School</i>	Other: University of Puerto Rico	<i>Attended From (mm/yyyy)</i>	08/1972
<i>Attended To (mm/yyyy)</i>	05/1976	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	English		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: University of Puerto Rico	<i>Attended From (mm/yyyy)</i>	08/1976
<i>Attended To (mm/yyyy)</i>	05/1978	<i>Degree</i>	Master of Arts
<i>Subject</i>	English		

College/University/Vocational Institution #3

<i>Name of School</i>	Other: Vanderbilt University	<i>Attended From (mm/yyyy)</i>	08/1985
<i>Attended To (mm/yyyy)</i>	05/1989	<i>Degree</i>	Doctorate - PhD
<i>Subject</i>	Educational Leadership		

Student Teaching #1

<i>Name of School</i>	University Lab School	<i>Subject</i>	English
<i>Grade</i>	6-8	<i>Semester</i>	Spring
<i>Year</i>	1976		

REFERENCES**Deborah Gay**

<i>Title</i>	Director, Special Education Services and Supports	<i>Relationship</i>	Colleague
<i>Address</i>	1870 Twin Towers East	<i>City</i>	Atlanta
<i>State</i>	Georgia	<i>Zip</i>	30334
<i>Country</i>	United States		
<i>Email</i>	DGay@doe.k12.ga.us	<i>Phone</i>	404-326-0421
<i>From</i>	01/2007	<i>To</i>	present

Ann Levett

<i>Title</i>	Chief Academic Officer	<i>Relationship</i>	Supervisor
<i>Address</i>	208 Bull Street	<i>City</i>	Savannah
<i>State</i>	Georgia	<i>Zip</i>	31401
<i>Country</i>	United States		
<i>Email</i>	ann.levett@sccpss.com	<i>Phone</i>	912-395-5582
<i>From</i>	10/2013	<i>To</i>	present

Thomas Lockamy

<i>Title</i>	Superintendent of Schools	<i>Relationship</i>	Supervisor
<i>Address</i>	208 Bull Street	<i>City</i>	Savannah
<i>State</i>	Georgia	<i>Zip</i>	31401
<i>Country</i>	United States		

Email	thomas.lockamy@sccpss.com	Phone	912-395-5585
From	08/2005	To	present

Sharon Sand

Title	Former Chief Academic Officer/ Professional Learning Coach for Principals	Relationship	Other - Former Supervisor
Address	208 Bull Street	City	Savannah
State	Georgia	Zip	31401
Country	United States		
Email	sharon.sand@sccpss.com	Phone	910-619-8159
From	08/2010	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?

No

Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?

No

If "Yes", please provide the dates of your previous employment with the District and your position.

Is any member of your immediate family employed by the school district of Flagler County? **No**

If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.

Been investigated for misconduct related to your employment? **No**

If "Yes", please provide a detailed explanation.

Been arrested or charged (even if no contest or charges dropped or pled down) for a crime? **No**

If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.

Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?

No

If "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.

Are you under investigation by any local, county, state, federal, or international agency for any reason (including any violation of the Florida Code of Ethics)?

No

If yes, please provide a detailed explanation.

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

No

If yes, please provide a detailed explanation.

Had a report of child abuse or sexual activities involving a K-12 student or minor filed against you with a school district, a state or federal agency, a police agency, or in court?

No

If yes, please provide a detailed explanation.

Have you ever had a professional certificate, credential or license (of any kind) revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct. Are there any pending adverse actions against you?

No

If yes, please provide a detailed explanation.

Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?

No

If yes, please provide a detailed explanation.

Have you surrendered a professional license of any kind before its expiration? **No**

If yes, please provide a detailed explanation.

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

No

If yes, please provide a detailed explanation.

Have you ever been suspended, terminated, non-reappointed, released during a probationary period or resigned in lieu of termination or non-reappointment from an educational institution, the State of Florida, or any other employer/organization including the military?

No

If yes, please provide a detailed explanation.

Have you ever been placed on leave by your employer or left such employment prior to the end of the contract term due to any reason other than the Family Medical Leave Act or a physical disability?

No

If yes, please provide a detailed explanation.

Is your physical/mental health condition such that you can fulfill the essential job functions of the position for which you are applying (either with or without reasonable accommodations)?

Yes

Are you considered a "High Risk" offender, according to Senate Bill 988? **No**

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

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

No

If Yes, you must specify the City Where Arrested, State, Date of Arrest, Charge(s), and Disposition(s). Please NOTE: Sealed or expunged records must be reported pursuant ss. 943.0585 and 943.059, F.S. However, the existence of such records will not be disclosed as 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 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.

Provision 4

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

DD-214 (Only if claiming Veterans Preference)

[DD 214 - Migdalia Garcia.pdf](#)

Certification (Recommended)

[Certification - Migdalia Garcia.pdf](#)

Transcripts (Required)

[Migdalia Garcia Transcripts.pdf](#)

Resume (Optional)

[Mikki Garcia Resume.doc](#)

Other

[Flagler County Cover Letter - Migdalia Garcia.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 **mg**

Affirmation Date **01/13/2014**

280 Dutchman's Cove Road
Midway, Georgia 31320

January 10, 2014

Flagler County Board of Education
1769 East Moody Blvd, Bldg #2
Bunnell, FL 32110

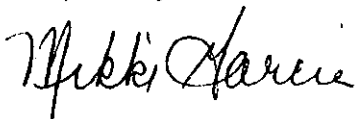
To whom it may concern:

It is with great pleasure that I submit my application for the position of the Flagler County School System Superintendent. Being at the helm of your school system would indeed be an honor and a privilege. The required competencies, skills, experience and educational level are only the beginning of what I can bring to your organization:

- My background and experience have prepared me well for the complexities of this position. As an Executive Director, I evaluated principals and supervised the Department for Exceptional Children. I have gained a wealth of experience in all facets of operations from curriculum and instruction to budgeting and finance; from legal concerns to personnel management.
- I have completed the Superintendent Professional Development Program sponsored by the Georgia School Superintendents' Association.
- I have facilitated school improvement and provided District leadership since January 2011 resulting in an increase in student achievement in grades 6-8 reading, ELA, math, social studies, science and writing.
- I have managed a large budget in excess of \$40,000,000 for many years and have mastered the art of achieving results. I understand doing more with less and am well accustomed to managing budgetary cuts without sacrificing quality of education.
- I supervise and manage a department that has grown from a staff of 45 to a staff of approximately 128, who oversee a teaching staff of over 450 teachers and more than 270 paraprofessionals.
- I am a strong leader and have many loyal employees with very little turnover. Doing more with less funding has made it necessary to make tough decisions that impact personnel; however, all my employees have risen to the challenge because of their commitment to children. I am goal oriented and do not let the challenges of every day interrupt our forward momentum.
- I have built a team of dedicated employees whom I trust implicitly to make sound educational decisions. I believe that no school system can be successful without fostering collaborative relationships between the school district, the Board of Education and the community.
- I understand the legal implications of educating all students and have an excellent track record related to legal issues especially those concerning students with disabilities.
- I understand the use of best practices and the use of data to drive the decision-making process.
- I have had leadership positions in several professional organizations and understand the importance of building community relationships to enhance organizational effectiveness.
- I have the desire to meet the educational needs of those students who typically struggle.

I truly believe that I am exactly the type of person you seek. I am a fast learner, excellent communicator, hard worker and dedicated to public school education. I welcome the challenges that leading your school system would bring and would consider it a privilege. I look forward to the opportunity of interviewing for this position. You may contact me at 912-884-7017 or 912-220-1986 to set up an interview.

Respectfully submitted,



Dr. Mikki Garcia

Migdalia (Mikki) Garcia, Ed.D.
280 Dutchmans Cove Road
Midway, Georgia 31320
(Home) 912-884-7017
(Mobile) 912-220-1986

PROFESSIONAL QUALIFICATIONS

Comprehensive, complex and diverse administrative experience with demonstrated skills that include:

- Strategic planning
- Staff development
- Personnel evaluation
- Dispute resolution and conflict management
- Mediation
- Grant writing and management
- Accountability and standards
- Financial management
- Academic achievement
- Parental and family involvement
- Facility renovation and construction
- Career and technical programming
- P-12 curriculum and instruction
- Standards based instruction
- Customer relations
- Collaboration with state and private agencies
- Legal aspects of educating students

BILINGUAL - fluent in Spanish

EDUCATION

- Doctor of Education, Special Education, Educational Leadership: Vanderbilt University, May 1989.
- Masters of Education: University of Puerto Rico, English Education, May 1978.
- Bachelor of Education: University of Puerto Rico, English Education, May 1976.

CERTIFICATION – State of Georgia

- L-7: Educational Leadership
- T-7: English
- T-7: Visual impairments
- T-7: Special Education Language Arts

Professional Experiences

- **Executive Director**, Division of Academic Affairs, Savannah Chatham County Public Schools, Savannah, Georgia, Student population approximately 36,000: January 2011 to present
- **Member at Large**, International Council for Exceptional Children: January 2012 – present
- **Cohort 10 Member** – Superintendent Professional Development Program, Georgia School Superintendents Association, September 2011 to June 2013
- **Senior Director, Department for Exceptional Children**, Savannah-Chatham County Public Schools, Savannah, Georgia: April 2001-December 2010
- **Member of State Advisory Panel for Special Education**: August 2003– May 2010 (**co-chair** - 2004-2005 SY; **chairperson** - 2005-2006 SY)
- **President GA Council for Exceptional Children**: November 2006 – December 2008
- **President, GA Council of Administrators of Special Education**: July 2008-July 2009
- **Assistant Professor, Armstrong Atlantic State University**, Savannah, Georgia: July 1995 – April 2001
- **Project Coordinator, Armstrong Atlantic State University**-Savannah State University Minority Teacher Collaborative, July 1995 – April 2001
- **Grant reviewer: Model Demonstration Programs**, Office of Special Education Programs (OSEP), Small Business Innovative Research Competition, OSEP, Field Initiated Research (OSEP): 1997-2001
- **Resource Specialist, Special Education**, Savannah-Chatham County Public Schools, Savannah, Georgia: August 1994 – June, 1995
- **Supplemental Programs and Services Director** Child Development Services, U.S. Government, Ansbach, Germany: July 1992 – June 1994
- **Acting Coordinator, Child Development Services**, US Government, Ansbach Germany: July 1992-June 1994
- **Acting Director**, Katterbach Child Development Center US Government, Ansbach, Germany: February, 1993-June 1993
- **Instructor**, University of MD, Ansbach, Germany: August 1990-June 1994
- **Equal Employment Opportunity Counselor**, Ansbach, Germany: July 1993-June 1994
- **High School Teacher**: Special Education, English, Spanish, Ansbach American High School, Ansbach, Germany: August 1990 – June 1992
- **Research Associate** at George Peabody College of Vanderbilt University, Nashville, TN: August 1989 – June 1990
- **Adjunct Faculty**, Austin Peay State University, Clarksville, Tennessee, August 1989 – May 1990
- **Parent Advisor** for the Tennessee Infant Parent Service: July 1987 – June 1990
- **Project Coordinator** at Peabody College of Vanderbilt University for the regional coordination of early intervention services: February 1989-September 1989

Professional Accomplishments

- Provided leadership and governance to the instructional leaders of the K-8 and middle schools and provide direction for their overall improvement
- Facilitated and provided District leadership from January 2011 to present which led to the increase in student achievement in grades 6-8 reading, ELA, math, social studies and science
- Provide leadership and governance to the Department for Exceptional Children. Supervise and manage a variety of programs in a large city school district to include: occupational and physical therapy; speech language therapy; hospital homebound; response to intervention; parent mentor; parent advisory committee; Autism department; data management; FTE; recruitment, personnel and staffing; vocational programs to include community based vocational instruction and community based instruction; hearing and visually impaired programs to include collaboration with state schools; preschool intervention program; Medicaid; psychology program; district staffing specialists; assistive technology; sign language interpreters; audiology; extended school year; Georgia alternate assessment; staff development and training; and Section 504
- Supervise departmental personnel using the Leader Keys Evaluation Instrument
- Spearheaded the district-wide redesign of K-12 services for students with disabilities resulting in 81% of students with disabilities receiving their education in general education environments
- Spearheaded District initiative which resulted in 52% reduction of discipline events in a four year period
- Supervise and manage a department that has grown from a staff of 45 to a staff of approximately 128, which in turns oversees a teaching staff of over 450 teachers and more than 270 paraprofessionals
- Managed the FTE process to increase revenue for funding special education teachers in an increase of over 135 teachers
- Manage and develop district special education budget in excess of \$40 million annually
- Supervised the redesign of the community based vocational instruction program and the community based instruction program to include more vocational options for students as a strategy for drop-out prevention
- Advocated for and then supervised the implementation of differentiated instruction as a tool for successfully including students with disabilities in general education environments
- Supervise departmental personnel using the Georgia Leadership Evaluation Instrument process
- Supervised the design and implementation of new teacher orientation and new principal orientation in all matters related to special education
- Assisted in the review and selection process for the new special education data information system
- Increased (and continue to increase) student achievement for students with disabilities
- Completed Federal Grant Management Training in Washington, DC (IDEA, Title I, Perkins)

- Completed Georgia Leadership Institute for School Improvement Rising Stars and Executive Development training.
- Developed a comprehensive district wide model for serving students with autism to meet the 400% increase of students
- Managed a successful construction project to meet the growing number of students with autism
- Served successfully on monitoring teams in other school districts in Georgia
- Developed and implemented a teacher recognition program for our school system
- Formed and facilitated district stakeholders' group in matters related to special education
- Supervised the training and implementation of the district wide Response to Intervention process
- Prepared, submitted and was awarded a grant from the Governor's Council on Developmental Disabilities to implement Project SEARCH, a community partnership for securing employment for students with disabilities
- Prepared, submitted and was awarded a grant from the Marcus Institute to implement a model classroom for students with autism
- Prepared a grant application resulting in funds to purchase Kurzweil 3000 for all schools in the district
- Successfully participated in three due process hearings that resulted in positive outcomes for the school system
- Expanded the Savannah State University/Armstrong Atlantic State University collaborative for preparing minority students to become teachers
- Developed and implemented a successful program to meet the needs of military personnel related to family care during Desert Shield and Desert Storm

PUBLICATIONS AND PRESENTATIONS (Highlights)

- March 2014 (Upcoming - invited keynote speaker – Week of the Young Child Conference): Differentiation for the Diverse Learner – Armstrong Atlantic State University, Savannah, GA
- March 2013, Presentation - Discipline Disproportionality: The Journey of the Savannah-Chatham County Schools
- November 2011, Presentation – How to work with disgruntled parents, Georgia Council for Administrators of Special Education, State Conference
- November 2010, Presentation – Project Graduation, Council for Administrators of Special Education National Conference
- March 2009, Presentation – Serving Students with Disabilities in the Least Restrictive Environment, Georgia Department of Education Spring Leadership Meeting
- February 2008, Presentation – The Growth in Numbers of Children with Autism in the Savannah-Chatham County School System, Teacher of the Year Conference
- February 2007, Presentation – High School Students' Perceptions on Special Education, State Advisory Panel for Special Education

- October 2006, Presentation – How to Meet the Needs of Children with Autism in Your School System, New Directors Academy
- April 2003, Presentation - Use of Electronic Images to Store Special Education Records, Council for Exceptional Children
- July 2000, Presentation at the 4th China-US Conference on Education in Beijing, China – Use of Cyberspace to Teach Inclusion
- Garcia, M. (2000). A Teacher Education Collaboration that Works: AASU and SSU. The Alliance Practice Collection. The Alliance Project
- Garcia, M. & McFadden, C. (Fall, 2000). Classroom Management in Our Schools: A Study of the Savannah-Chatham County Elementary Schools. GATEways.
- Miley, M.G. & Garcia, M. (1996). Student critics, teacher models: Introducing process writing to high school students with learning disabilities. Teaching Exceptional Children, 28(3), 46-47.
- Garcia, M. (1991). Book review, Journal of Early Intervention. 15(3), 282-283.
- Garcia, M. & Harley, R.K. (1991). A rural program to train teachers of visually impaired children. Journal of Visual Impairment and Blindness, 85(5), 229-231.
- Harley, R.K., Garcia, M., Williams, M.F. (1989). Educational placement of visually impaired children. Visual Impairment and Blindness, 83(10), 512-517.
- Ongoing presentations to the Board, principals, teachers and advisory committee as needed on various topics.

AWARDS

- Phil Pickens Parent Mentor Leadership Award, October 2009
- AWWIN, Inc, Savannah Top Working Women of the Year, Education, October 2007
- Phil Pickens Leadership Award Nominee, October 2007
- Georgia Council for Administrators of Special Education, Outstanding New Special Education Administrator of the Year Award, November 2005
- Georgia Department of Education, Division for Exceptional Students, Recognition for excellence in the education of students with disabilities by educating students in the least restrictive environment – highest performance in size group – November 2004, 2005, 2006, 2007
- WebCT Exemplary Course, Teaching and the Exceptional Child, July 2000
- Georgia Association of Teacher Education, Distinguished Research in Teacher Education Award, October 1999

PROFESSIONAL ORGANIZATIONS

- American Association of School Administrators
- Council for Exceptional Children
- Association for Supervision and Curriculum Development
- Council for Administrators of Special Education
- Georgia Council for Administrators of Special Education
- Georgia Association of Educational Leaders

References

Dr. Thomas B. Lockamy, School Superintendent
Savannah-Chatham County Board of Education
208 Bull Street
Savannah, Georgia 31401
(Work) 912-395-5585
(Cell) 912-429-1961

Dr. Ann Levett, Chief Academic Officer
Savannah-Chatham County Board of Education
208 Bull Street
Savannah, Georgia 31401
(Work) 912-395-5582
(Cell) 912-660-6564
(Cell) 203-605-6752

Ms. Sharon Sand, Former Chief Academic Officer (Professional Learning Coach for Principals)
Savannah-Chatham County Public Schools
208 Bull Street
Savannah, GA 31401
(Work) 912-395-5573
(Cell) 910-619-8159

Ms. Debbie Gay, Director, Special Education Services and Supports
Georgia Department of Education
1870 Twin Towers East
Atlanta, GA 30334
(Work) 404-657-9959
(Cell) 404-326-0421

Honorable Judge Leon M. Braun, Jr.
Liberty County State Court Judge
201 South Main, Suite 3105
Hinesville, Georgia 31313
(Work) 912-876-7101
(Cell) 912-320-5232



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.

Migdalia Conde Garcia
280 Dutchman's Cove Rd
Midway, GA 31320

Certificate Number**109104****Date Printed****10/19/2013****Certificate Level****7****Effective Date****4/25/1994**

Title/Type	Field	Validity Period
L	DIRECTOR: SPECIAL EDUCATION [FLD772]	07/01/11 TO 06/30/16
L	EDUCATIONAL LEADERSHIP (P-12) [FLD704]	07/01/11 TO 06/30/16
T	ENGLISH (6-12) [FLD730]	07/01/11 TO 06/30/16
T	SP ED VISUAL IMPAIRMENT (P-12) CONSULTATIVE [FLD722]	07/01/11 TO 06/30/16
T	SP ED LANGUAGE ARTS COGNITIVE LEVEL (P-5, 4-8, 6-12) [FLD932]	07/01/11 TO 06/30/16

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

AUTHORITY

This certificate has been issued by the authority granted to the Georgia Professional Standards Commission pursuant to O.C.G.A. Section 20-2-200 and conforms to the published rules of the Commission. The rules of the Commission are on file in the offices of the Professional Standards Commission, public school systems, teacher education colleges, Regional Educational Service Agencies, the Office of the Secretary of State, and on the PSC Website at www.gapsc.com.

LIMITATIONS

The information shown on this certificate is subject to conditions specified in any previous correspondence, documentation accompanying this certificate, and current rules of the Commission. Certification rules are subject to change. The holder of this certificate is responsible for being knowledgeable about current and revised rules and for securing the appropriate certificate to practice in Georgia.

CORRECTION OF CERTIFICATES

Questions about your certificate should be directed to your employer's personnel officer or to the Professional Standards Commission. If there appears to be an error on your certificate, please return it within forty-five (45) days with a letter of explanation. An incorrectly issued certificate may be recalled.

DATING OF CERTIFICATES

- **Effective Date** The effective date of the certificate **LEVEL** indicates the earliest date (on or after July 1, 1993) the corresponding certificate level is recognized. The effective date is subject to the date application materials are received for processing; materials received after July 1 will not qualify for an effective date earlier than July 1.
- **Validity Period** A validity period is established for each **FIELD** of certification and varies according to the conditions of issue.
- **Print Date** The date the certificate is printed has no effect on the validity period or effective date.

CERTIFICATE LEVEL

Each certificate is assigned one level. This level applies to all fields held by an individual and indicates the Commission's determined equivalent of an individual's level of education. Generally, the certificate level equates to the education degree level completed as follows:

Level 1 High School Diploma, GED	Level 5 Master
Level 2 Associates degree	Level 6 Education Specialist, MFA, All but Dissertation
Level 4 Bachelor	Level 7 Ph.D., Ed.D, PSC determined equivalent

FIELDS

The certificate field indicates the educational assignment in which the individual is authorized to practice in Georgia. Each field is assigned a unique code for certification purposes that is enclosed in square brackets at the end of the field name.

TYPES/TITLES

Types recognize five school personnel functions:

T	Teaching
S	Service
L	Leadership
TS	Technical Specialist
P	Permit
PARA	Paraprofessional

Titles recognize an individual's status and extent to which requirements have been met:

	Clear Renewable
PB	Performance Based
D	Life
N	Nonrenewable
I	Intern
X	International Exchange
W	Waiver

ADMITTED FROM: Sanford H. Calhoun High School - DATE: Aug. 1977
 ADMITTED TO: General Studies (0211-1) / New York
 BASIS FOR ADMISSION: H.S. Certificate and Entrance Examination
 TRANSFERRED TO:
 DATE AND PLACE OF BIRTH: [REDACTED] Nueva York sex: F
 PARENT OR GUARDIAN: Gerardo Conde / E.U.
 H.S. GRADES: 3.18 PERCENTILE 071 ENTRANCE EXAM: 1971 PERCENTILE 087

DEGREES OR DIPLOMAS ISSUED:
 Bachelor of Arts in Education
 with Honors - June 7, 1976.

UNIVERSITY OF PUERTO RICO
 RIO PIEDRAS CAMPUS
 Record of

Migdalena Conde Torres
 1432 Tedmor Street, North Merrick New York

COURSE, NUMBER & TITLE	GRADES			HONOR PTS.	CONCENTRATION: English			/E.U.		
	1ST SEM.	2ND SEM.	SUM. MCR		SEM. MCR	COURSE, NUMBER & TITLE	1ST SEM.	2ND SEM.	SUM. MCR	HONOR PTS.
Eng. 3-6						1972-73				
Hum. 1-2						Intro. Course in English				
Eng. 1-2						An Introduction to the Study of				
Eng. 1-2						Western Culture				
Eng. 1-2						An Introduction to the Study of				
Eng. 1-2						the Physical Sciences				
Eng. 1-2						Basic Course in Spanish				
Eng. 1-2						An Introduction to the Study of				
Eng. 1-2						Social Sciences				
Math. 3						Introduction to Mathematics				
Math. 4						1973-74				
Eng. 239-240						Introduction to Mathematics				
Eng. 239-240						Human Growth and Development				
Eng. 239-240						An Introduction to the Study				
Eng. 239-240						of the Biological Sciences				
Eng. 239-240						An Introduction to the Study				
Eng. 239-240						of Western Culture				
Eng. 239-240						British Literature Through				
Eng. 239-240						Neo-Classicism				
Eng. 239-240						Introduction to Literary				
Eng. 239-240						Forms				
Eng. 239-240						British Literature From Roman				
Eng. 239-240						ticism to the Present				
Eng. 239-240						American Literature Through				
Eng. 239-240						Twain				
Eng. 239-240						1974-75				
Eng. 239-240						College Algebra and Geome-				
Eng. 239-240						try I				
Eng. 239-240						Social Foundations of Educa-				
Eng. 239-240						tion				
Eng. 239-240						Art Appreciation				
Eng. 239-240						Phonetics and Oral English				
Eng. 239-240						American Literature From				
Eng. 239-240						Crane to the Present				

UNIT OF CREDIT: 1 SEM. MCR - 1 HR. OF RECREATION OR 2-4 HRS. OF LAB.
 OR 2 HRS. OF LANGUAGE DRILL PER WK. DURING A SEM. (17 WKS.)

GRADES: A-EXCELLENT, B-GOOD, C-SATISFACTORY, D-PASSING BUT DEFICIENT,
 F-FAILURE, W-WITHDREW OFFICIALLY, WF-WITHDREW FAILING,
 P-PASSED (NOT CONSIDERED FOR GRADE INDEX), NR-NO GRADE REPORTED,
 N-NO GRADE REPORTED, N-NO GRADE REPORTED, N-NO GRADE REPORTED

CERTIFIED AS CORRECT: _____ DATE: _____

REGISTRAR: _____

NOT VALID WITHOUT REG. & REGISTRAR SIGNATURE

ADMITTED FROM: Univ. of P.R. - Rio Piedras, P.R. DATE: Aug. 1975
BASIS FOR ADMISSION: Grad. Program in English (6046-1)
TRANSFERRED TO: B.A. in Educ. - 1976

DEGREES OR DIPLOMAS ISSUED:
Master of Education - June
18, 1978

Record of

DATE AND PLACE OF BIRTH: [REDACTED] N.Y. EDU SEX: F

PARENT OR GUARDIAN: Gerardo Conde

M. S. GRADES: PERCENTILE ENTRANCE EXAM: PERCENTILE

Mindalia Conde Torres
1432 Tadmor St. North Merrick N.Y.

COURSE, NUMBER & TITLE	GRADES			SEM. HRS. CR.	SEM. HRS. CR.	HONOR POINTS	GRADES			SEM. HRS. CR.	SEM. HRS. CR.	HONOR POINTS
	1ST SEM.	2ND SEM.	3RD SEM.				1ST SEM.	2ND SEM.	3RD SEM.			
801-72-1679 1ST SEM 1976-77												
ENG 493 SPANISH LANGUAGES	A											
ENG 411 SPANISH LINGUISTICS	A											
ENG 485 SPANISH LITERATURE II	A											
ENG 380 SPANISH LITERATURE I	A											
801-72-1679 2ND SEM 1976-77												
ED 501-C2 ADV COURSE-FOUNDAT OF EDUC	A											
EDUC 570 BILINGUAL EDUCATION	A											
EDUC 573 ADV METH TEACH OF ORAL ENG	A											
801-72-1679 1ST SEM 1977-78												
EDUC 563 STAT PRINC, METH FOR EDUC	A											
EDUC 575 TEACH GRAMMAR, COMP MCD ENG	A											
801-72-1679 2ND SEM 1977-78												
EDUC 509 RESEARCH METHODS IN EDUC	A											
ENG 406 DEVELOPMENT AMERICAN DRAMA	A											
ENG 490 OLD ENGLISH	A											
SEM AVE = 3.66												

UNIT OF CREDIT: 1 SEM. HRS. CR. = 1 HR. OF RECITATION OR 2-4 HRS. OF LAB.
OR 2 HRS. OF LANGUAGE DRILL PER WK. DURING A SEM. (12 WKS.)

GRADES: A-EXCELLENT, B-GOOD, C-SATISFACTORY, D-PASSING BUT DEFICIENT,
F-FAILURE, W-WITHDREW OFFICIALLY, WF-WITHDREW FAILING,
P-PASSED (NOT CONSIDERED FOR GRADE INDEX), NR-NO GRADE REPORTED,
S-PROVISIONAL GRADE, N-SATISFACTORY WORK IN HONOR COURSE

CERTIFIED AS CORRECT: [Signature] DATE: [Date]

REGISTERED: [Signature]

NOT VALID WITHOUT SEAL & SIGNATURE
EACH COPY CARRYING ONE

OFFICE OF THE UNIVERSITY REGISTRAR

VANDERBILT UNIVERSITY

GEORGE PEABODY COLLEGE FOR TRPAGE 1 OF 2
SPECIAL EDUCATION

Garcia, Migdalia Conde

1984 FALL

FEMALE

MANHATTAN, NY

1716 Valley Rd

1716 Valley Rd

TN 37043

TN 37043

BIRTH DATE

COURSE NO

TITLE

GR

COURSE NO

TITLE

GR

PROFESSIONAL ACADEMIC RECORD

DEGREES AWARDED:
BACHELOR OF ARTS
UNIV PUERTO RICO RIO
MASTER OF EDUCATION
UNIV PUERTO RICO RIO
DOCTOR OF EDUCATION
VANDERBILT UNIVERSITY
GEORGE PEABODY COLLEGE FOR TEACHER
MAJOR: SPECIAL EDUCATION

TRANSFER CREDIT:
UNIV PUERTO RICO RIO
SAN JUAN
ADV COURSE FNDS OF EDUC
RES METHODS IN EDUC
STAT PRIN & METH OF ED
BILLINGUAL EDUCATION
ADM METH TCHNG ORAL ENGL
METH TCHRS GRAM & COMP
TOTAL 21.0

EDUC 501
EDUC 509
EDUC 563
EDUC 570
EDUC 573
EDUC 575

AUSTIN PEAY STATE UNIV
CLARKSVILLE
ERLY INTV PRGS HANDICAP
CLASSROOM MANAGEMENT
-INST IMPLEMENT IN SPED
TOTAL 6.0

EDUC 574
EDUC 680
EDUC 553

GEORGE PEABODY COLLEGE FOR TEA 1984 FALL
ED PRG/VISUALLY IMPAIRED
BRAILLE READING/WRTING
PRO SEMINAR
EYE: PECEP, ANAT, HYG
TOTAL 30.0

SPED 2510
SPED 2530
SPED 3010
SPED 2500

SEMINAR:
11.0 11.0 30.0 2.727
GEORGE PEABODY COLLEGE FOR TEA 1985 SPRING
FIELD WK IN SPED TCHNG
APPLIED BEHAV ANALYS
COMMUN SKL VI LEARNER
SEM: REH RES EDUC VI
RDNG & RESEARCH SPED
TOTAL 33.0

SPED 3120
SPED 3210
SPED 3540
SPED 3931
SPED 3960

SEMINAR:
11.0 11.0 33.0 3.000
GEORGE PEABODY COLLEGE FOR TEA 1985 FALL

EDLS 3500
EDLS 3580
SPED 2550
SPED 3000
SPED 393

ORGANIZ OPERATIONS
LEGAL FACTOR IN EDUC
ORINT&MOB: TCHR VIS IMP
ED PSY EXCEPT LEARNER
BEHAVIORAL RESEARCH IV

SEMESTER:
EHS QHRS QPTS GPA
13.0 13.0 35.0 2.69

GEORGE PEABODY COLLEGE FOR TEA 1986 SPRING
HUMAN PROCESSES
PUBLIC SCH BUS&FINANCE
APP BEHAV ANALYS STRAT
AD PROC VISUAL IMPD
SEM: REH RES EDUC VI

EDLS 3480
EDLS 3650
SPED 3220
SPED 3510
SPED 3931

SEMESTER:
EHS QHRS QPTS GPA
13.0 13.0 33.0 2.53

GEORGE PEABODY COLLEGE FOR TEA 1986 SUMMER
PLN&DESIGN ED FACILITIES

EDLS 3600

SEMESTER:
EHS QHRS QPTS GPA
1.0 1.0 3.0 3.00

GEORGE PEABODY COLLEGE FOR TEA 1986 FALL
PLAN EDS & DOCTORAL RESH
PRACTICUM SCHOOL ADMIN
DOCTORL DISSERTATION

EDLS 3920
EDLS 3951
SPED 3990

SEMESTER:
EHS QHRS QPTS GPA
9.0 9.0 27.0 3.00

GEORGE PEABODY COLLEGE FOR TEA 1987 SPRING
DOCTORL DISSERTATION

SPED 3990

SEMESTER:
EHS QHRS QPTS GPA
7.0 7.0 21.0 3.00

GEORGE PEABODY COLLEGE FOR TEA 1987 FALL
DOCTORL DISSERTATION

SPED 3990

SEMESTER:
EHS QHRS QPTS GPA
1.0 1.0 3.0 3.00

GEORGE PEABODY COLLEGE FOR TEA 1988 SPRING
DOCTORL DISSERTATION

SPED 3990

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UNIVERSITY. STUDENTS IN GOOD STANDING OR WAS AT TIME OF DEPARTURE UNLESS OTHERWISE NOTED.

M. Gary Gibson

REGISTRAR

11/08/89

DATE

Garcia, Migdalia Conde

NAME

1716 Valley Rd
Clarksville

PERMANENT ADDRESS

TN 37043

NASHVILLE, TENNESSEE 37240

SPECIAL EDUCATION

1984 FALL

FEMALE

MANHATTAN, NY

SEX

PLACE OF BIRTH

BIRTH DATE

COURSE NO.

TITLE

COURSE NO.

TITLE

GR.

SEMESTER: EHS QHRS QPTS GPA
1.0 1.0 3.0 3.000

SPED 3999 GEORGE PEABODY COLLEGE FOR TEA 1988 FALL 0.0 0.0

SEMESTER: EHS QHRS QPTS GPA
0.0 0.0 0.0 0.000

SPED 3999 GEORGE PEABODY COLLEGE FOR TEA 1989 SPRING 0.0 0.0

SEMESTER: EHS QHRS QPTS GPA
0.0 0.0 0.0 0.000

DISSERTATION TITLE: EFFECTIVENESS OF USING MICROCOMPUTER GENERATED TACTILE GRAPHICS AS A SUPPLEMENT TO WRITTEN INSTRUCTIONAL MATERIAL TO TEACH SOCIAL STUDIES CONCEPTS TO CONGENITALLY BLIND STUDENTS

NO ENTRIES BELOW THIS LINE

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R. Kirby Gibson

REGISTRAR

11/08/89

DATE