

Ronald Mackin
SUPERINTENDENT (000100054 Super 121813)

4840 Oak Harbour Trace
Millington, TN 38053
msutigerblue@aol.com
(901) 496-5406

PERSONAL INFORMATION

Contact Information

First Name	Ronald	Last Name	Mackin
Middle Name	Wayne	Email	msutigerblue@aol.com
Primary Phone	9014965406	Alternate Phone	9018734747
Preferred Contact Method	Email		

Address

Street	4840 Oak Harbour Trace	City	Millington
State	Tennessee	Zip Code	38053

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	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	k-12	Certification State	Tennessee

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

<i>Years of Experience</i>	15	<i>Keyboarding Words Per Minute</i>	50
<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>	No
<i>Microsoft Windows</i>	Yes	<i>Apple Macintosh</i>	Yes

EMPLOYMENT HISTORY**Present Position**

<i>Present Title</i>	Leadership Consultant	<i>Name of Employer</i>	Mackin Consulting
<i>Start Date</i>	10/07/2013	<i>Supervisor Name</i>	Self
<i>Supervisor Phone Number</i>	901-496-5406		
<i>Duties and Responsibilities</i>			

Provide leadership coaching, long and short term strategy and diagnosis of school progress for leaders.
Work with school districts on contract basis to provide expertise in data driven practices and turnaround strategies.

Reasons for Leaving

May we Contact this Employer **Yes**

Experience in Education #1

<i>From (mm/yyyy)</i>	05/2012	<i>To (mm/yyyy)</i>	10/2013
<i>Employer Name</i>	Tennessee Achievement School District	<i>Assignment</i>	Principal
<i>Reason For Leaving</i>	Pursue Leadership Opportunities	<i>Supervisor Name</i>	Chris Barbic
<i>Supervisor Phone Number</i>	615-509-4956		
<i>Duties and Responsibilities</i>			

? Worked extensively with State of Tennessee Department of Education to ensure that appropriate LEA policies were developed and followed

? Developed close working relationship with State Department of Education and its staff

? Recruited, interviewed and hired 6 school Principals from 2012-2013

? Assisted School Principals in recruiting, interviewing and staffing 6 schools (from scratch) from 2012-2013

? Developed and communicated district policies that support student achievement

? Served on district leadership team and influenced broad district policies, including teacher compensation, strategic vision, organizational financial sustainability plan and organizational growth plan

? Created and implemented a teacher induction plan that supports year long strategic and academic goals

? Planned and facilitated updated progress of school performance through monthly Principal Data/Development Meetings

? Identified and selected school based technology and curricular resources and provided training to support implementation with fidelity

? Led district committee in creating district academic calendar

? Developed and implemented district level discipline policies

? Served as district hearing liaison for parent and stakeholder concerns

? Managed, supported and evaluated all School Principals

? Set school performance goals for all achievement schools

? Provided individualized and prescriptive leadership coaching to all Principals and school administrators

? Provided direct coaching and support to school Principals in developing schedules, academic programs and school culture plans

? Provided Professional Development goals and support to School Leaders

? Supported Principals in creating financially flexible budgets based on student enrollment and staffing projections

? Worked with community partners (including talent, philanthropic and leadership) to ensure that the Achievement School District is staffed with tremendously talented people from the classroom to central office/support team

? Recruited and hired high quality teachers and district staff and provided individualized support to ensure their success and retention

? Worked closely with Chief Talent Officer and teachers to develop and implement progressive compensation system for staff

? Worked with families to identify needs of students to ensure success

May we Contact this Employer Yes

Experience in Education #2

From (mm/yyyy)	07/2007	To (mm/yyyy)	05/2012
Employer Name	Kingsbury Middle School	Assignment	Teacher
Reason For Leaving	Administrative Opportunity	Supervisor Name	Kevin McCarthy
Supervisor Phone Number	901-606-2738		

Duties and Responsibilities

- * Facilitated day to day operations of school
- * Recruited, hired and developed staff
- * Allocated financial and instructional resources aligned with school mission and goals
- * Mentored aspiring Principals in district
- * Served on Regional Superintendent's leadership team
- *

May we Contact this Employer Yes

Experience in Education #3

From (mm/yyyy)	06/2006	To (mm/yyyy)	07/2007
Employer Name	Kingsbury High School	Assignment	New Leaders Resident Principal
Reason For Leaving	Promotion to Principal of Middle School	Supervisor Name	Kevin McCarthy
Supervisor Phone Number	901-606-2738		

Duties and Responsibilities

- * Served as a resident in training, working under supervision of high school principal
- * Supervised 35 teachers and was responsible for their performance, growth and development
- * Supervised all athletic events, after school programs, parent programs and community involvement activities

May we Contact this Employer Yes

Work Experience #1

Employed from (mm/yyyy)	08/2003	Employed to (mm/yyyy)	06/2006
Employer	Dexter Middle School	Title	Teacher - Coach
Reason For Leaving	New Leaders Principal program	Supervisor Name	Phyllis Jones
Supervisor Phone Number	901-373-3134	Supervisor Email	

Duties and Responsibilities

- * Taught Reading and Science in 6th and 8th grades
- * Served as Science Department Chair and liaison to parents
- * Mentored younger teachers and worked with School Administration on leadership and crisis intervention teams

May we Contact this Employer Yes

Work Experience #2

Employed from (mm/yyyy)	08/1999	Employed to (mm/yyyy)	05/2003
Employer	Tipton County Schools	Title	Teacher
Reason For Leaving	Move to district closer to home	Supervisor Name	Isaiah Davidson - Deceased
Supervisor Phone Number		Supervisor Email	

Duties and Responsibilities

- * Taught Reading and Science in 6th and 8th grades
- * Served as Science Department Chair and liaison to parents
- * Mentored younger teachers and worked with School Administration on leadership and crisis intervention teams

Experience Summary

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

Years of teaching
experience 7

Years of student teaching
experience 1

Years of administrative
experience 7

EDUCATION

Secondary/High School Information

School Attended	Millington Central High School	City/State	Millington, Tennessee
Activities/Honors	College Prep All Metro Football, All-State Wrestling		
Degree	High School Diploma or GED		

College/University/Vocational Institution #1

Name of School	Other: University of Memphis	Attended From (mm/yyyy)	09/1990
Attended To (mm/yyyy)	05/1999	Degree	Bachelor of Arts
Subject	Early Childhood Education		

College/University/Vocational Institution #2

Name of School	Other: Bethel College	Attended From (mm/yyyy)	01/2004
Attended To (mm/yyyy)	08/2005	Degree	Master of Arts
Subject	Educational Leadership		

College/University/Vocational Institution #3

Name of School		Attended From (mm/yyyy)	
Attended To (mm/yyyy)		Degree	
Subject			

Student Teaching #1

Name of School	Oakhaven Elementary	Subject	ALL
Grade	5	Semester	Spring
Year	1999		

REFERENCES

Chris Barbic

Title	Superintendent	Relationship	Supervisor
Address	710 James Robertson Parkway 12th Floor	City	Nashville
State	Tennessee	Zip	37219
Country	USA		
Email	cbarbic@tnasd.org	Phone	615-509-4956
From	05/2012	To	10/2013

Terry Brown

Title	Director of Leadership Effective Initiative - Memphis City Schools	Relationship	Supervisor
Address	2485 Union Avenue	City	Memphis
State	Tennessee	Zip	38112
Email	BROWNTL1@mcsk12.net	Phone	9014978565
From	08/2007	To	05/2012
Reference Letter	R. Mackin Letter of Recommendation.docx.pdf		

Sam Miles

Title	Director of Schools	Relationship	Colleague
-------	---------------------	--------------	-----------

Address	217 Grove Blvd	City	Paris
State	Tennessee	Zip	38242
Email	miless@tennk12.net	Phone	731-333-4645
From	08/2007	To	present
Reference Letter	Mackin Letter of Recommendation 2.pdf		

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 or 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.

Yes

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.

**Millington, Tennessee
2-8-2011**

**Refusal to submit to breathalyzer/wreckless driving
Charges were dismissed and record was expunged**

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 unmarried 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)	Mackin Licensure.docx
Transcripts (Required)	AASB Transcript Receipt.docx
Reference Letter (Recommended)	Ronnie Mackin Letter of Reference - ASD.pdf
Resume (Optional)	Mackin Resume.docx

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 **RWM**

Affirmation Date **01/08/2014**

Ronnie Mackin

4840 Oak Harbour Trace Millington, Tn. 38053

901-873-4747 Home 901-496-5406 Cell

msutigerblue@aol.com

tigerbluemsu@gmail.com

Professional Summary

*Accomplished educational leader with 15 years experience leading diverse educational organizations. *Portfolio of achievements include, but not limited to, transforming existing schools and building new school systems from scratch. *Visionary leader with strategic and long term planning insight *Innovative manager, team builder and tactical planner with ability to recruit, hire, train, motivate and support staff to become top performers.*Effectively manages all school leaders and support staff. *Contributor to successful school turnarounds and the building a portfolio school district for the State of Tennessee. *Specific accomplishments encompass creation and implementation of board and school policies, recruiting, hiring and developing employees, building collaborative school level and administrative teams, maximizing school budget to allocate resources with minimal financial contributions, development of curriculum and instructional resources, and creating stakeholder investment and ownership of vision.

Objectives

To provide transformational leadership across an organization to ensure high expectations for all stakeholders from the classroom to the Superintendent

To empower people to lead and advocate for high quality education for ALL students

To promote academic *and* social growth of students through innovative and effective teaching and data-driven instructional practices that will provide access to post secondary opportunities

To recruit, hire, develop, and retain highly effective teachers and place them in every classroom across the district

To create an efficient and high quality central office staff to serve the community and provide support to principals and teachers

To provide high quality facilities and instructional resources to all students, staff and employees

To increase parental involvement and strengthen stakeholder relationships throughout the community

To lead an organization that advocates for autonomous school leadership, high quality teaching and learning, aggressive human capital management, and innovative fiscal operations

Experience

May 2012 - October 2013
Tennessee

Achievement School District - State of

Head of Schools/Regional Superintendent

- Worked extensively with State of Tennessee Department of Education to ensure that appropriate LEA policies were developed and followed
- Developed close working relationship with State Department of Education and its staff
- Recruited, interviewed and hired 6 school Principals from 2012-2013
- Assisted School Principals in recruiting, interviewing and staffing 6 schools (from scratch) from 2012-2013
- Developed and communicated district policies that support student achievement
- Served on district leadership team and influenced broad district policies, including teacher compensation, strategic vision, organizational financial sustainability plan and organizational growth plan
- Created and implemented a teacher induction plan that supports year long strategic and academic goals

- Planned and facilitated updated progress of school performance through monthly Principal Data/Development Meetings
- Identified and selected school based technology and curricular resources and provided training to support implementation with fidelity
- Led district committee in creating district academic calendar
- Developed and implemented district level discipline policies
- Served as district hearing liaison for parent and stakeholder concerns
- Managed, supported and evaluated all School Principals
- Set school performance goals for all achievement schools
- Provided individualized and prescriptive leadership coaching to all Principals and school administrators
- Provided direct coaching and support to school Principals in developing schedules, academic programs and school culture plans
- Provided Professional Development goals and support to School Leaders
- Supported Principals in creating financially flexible budgets based on student enrollment and staffing projections
- Worked with community partners (including talent, philanthropic and leadership) to ensure that the Achievement School District is staffed with tremendously talented people from the classroom to central office/support team
- Recruited and hired high quality teachers and district staff and provided individualized support to ensure their success and retention
- Worked closely with Chief Talent Officer and teachers to develop and implement progressive compensation system for staff
- Worked with families to identify needs of students to ensure success
- **2 of 3** schools under supervision achieved **Level 5 TVAAS** in 2012-2013

2007- 2012 Kingsbury Middle School Memphis, TN

Principal

- KMS promoted teacher leadership and autonomy (**9 former teachers are now school administrators**)
- KMS reduced discipline incidents by **300%** from **2009-2012**
- KMS improved from bottom 5% in State of Tennessee in 2008 to **top 5% Tennessee Rewards School** Status in **2012**
- KMS was only middle school with Level 5 TVAAS for 3 straight years **2010-2012**
- KMS improved from **7% to 27.8%** in Math from **2010-2012**
- KMS improved from **9%-25%** in E/LA in **2010-2012**
- KMS improved TCAP Writing Scores from **68%** in 2007 -- **92%** in **2012**
- **EPIC Silver Gains Award Winning School for highest academic growth gains 2009-2010**
- Served on Memphis City Schools Deputy Superintendent/Principal Leadership Team **2011, 2012**

2006- 2007 Kingsbury Middle/High School Memphis, TN

Resident Principal New Leaders for New Schools

2003-2006 Dexter Middle School Memphis, TN

Classroom Teacher

2002-2003 Lighthouse Christian Academy Millington, TN

After School Program Supervisor/Teacher

2000-2002 Munford Middle School Munford, TN

Classroom Teacher/Head Football Coach

1999-2000 Covington High School Covington, TN

Classroom Teacher/Football and Baseball Coach

Education

1987-1990	Millington High School	Millington, TN
1999	University of Memphis	Memphis, TN
	• Bachelor's of Science - Elementary Education	
2005	Bethel College	Mackenzie, TN
	• Masters of Arts – Education Administration and Supervision	

Professional Supplemental Training

2006	New Leaders for New Schools Foundations of School Leadership
2007	New Leaders for New Schools Seminar and Summit
2007	<i>Harvard Urban School Leadership Institute</i>
2009	Southern Regional Education Board (Certified Mentor Principal)
2010	New Leaders for New Schools (Principal Resident Mentor)
2011	MCS Deputy Superintendent's Leadership Advisory Council
2012	<i>Scarlett Leadership Institute</i>
2012	<i>University of Virginia School Turnaround Institute</i>
2013	<i>Relay Graduate School Principal Manager Institute</i>

Characteristics

- Lead district in setting instructional vision and philosophy
- Manage and grow people from top to bottom of organization
- Communicate well with others
- Willing to take risks and make a commitment
- Rally and unite stakeholders to support the vision and mission of the organization
- Speak to and communicates with diverse audiences and stakeholders
- Support high standards in academics and in professional behavior
- Build collaborative teams in decision making across organization
- Promote research based best practices and collaborative learning
- Demonstrate strong organizational skills
- Relentlessly solve problems and think innovatively
- Recruit and develop exceptional talent and support their success
- Promote autonomy for schools to do "whatever it takes" to ensure student and staff success
- Think "outside the box" and embrace innovative practices to ensure student achievement and growth is maximized
- Demonstrate transparency, honesty and integrity in all things
- Exude impeccable reputation and be respected among colleagues and peers

References

Ash Solar	Chief Talent Officer Achievement School District asolar@tnasd.org	615-970-2177
Terry Brown	Northeast Regional Director Shelby County Schools browntl1@scsk12.org	901-497-8565
Sam Miles	Director of Schools Henry County Schools miless@kenryk12.net	731-333-4645
Dr. James Mitchell	Director, Center for Urban School Leadership University of Memphis, Southern Educational Strategies jmtchl2@memphis.edu	901-413-8336
Raquel Young	Assistant Principal Kingsbury Middle School youngra@scsk12.org	901-416-0573

Records on this site represent official state documentation.

Print

Personal Information

Name RONALD WAYNE MACKIN
License Number 000214762

Licenses & Endorsements

License Type Professional
Status Active
Endorsements 401 Elementary 1-8
Issue Date 07/01/2002
Date of Expiration 08/31/2022

License Type Beginning Administrator
Status Active

[more info](#)

License Type Apprentice Teacher
Status Inactive - Superseded

[more info](#)

Certificates

No Records

As reported to the Office of Educator Licensing

Federal Reported Highly Qualified Status

All Subject Areas, except Art & Music K-6

As reported to the Office of Educator Licensing

Correspondence Received

Disclaimer: This information is based upon documentation received by the Office of Educator Licensing. This information is used for licensing purposes



[Review Past Orders](#) [Order a Transcript](#) [Consent Form](#) [My Account](#) [Help](#) [Logout](#)

Welcome Ronald Maslin of Bethel University - McKenzie
Last order placed on 01/23/2012

You have an approved Consent Form on file. Your transcript request has been accepted and made available to Bethel University - McKenzie for processing and delivery.

Receipt

[Recipient Info](#) [Order Options](#) [Verify Order](#) [Payment](#) [Consent Form](#) [Receipt](#)

Name: Ronald Wayne Maslin
Account Number: 326389
Order Number: 2801234
Order Date: 11/01/2013
Email Address: msulfigerblue@aol.com

Recipient	Delivery	Send	Quantity	Cost per Transcript	Online Fee	Printing/Handling Fee	Shipping/Delivery Fee	Total
Alabama Association of School Boards	all work	now	1	\$5.00	\$3.00	\$2.00	\$0.00	\$10.00
Order Total								\$10.00

Payment is Complete

A receipt has been mailed to your email address.

Your credit card, with the last four digits of 3161, has been charged \$10.00. The charge will appear on your credit card statement as "Transcripts On Demand".

[print this receipt](#) [place another order](#) [review past orders/status](#) [I'm finished, logout](#)

TRANSCRIPTS
on Demand
SCRIP-SAFE

[International Security Information](#)
[Privacy Statement](#) [Refund Policy](#) [FAQs](#) [Contact](#)
copyright © scrip-safe 2003 - 2013



PriceGongle
is safe.
[View Details](#)

Receipt - Transcript...htm



ACHIEVEMENT
SCHOOL DISTRICT

October 29, 2013

To whom it may concern:

Please consider this letter as a recommendation of Ronnie Mackin as an education leader whose strengths and character qualify him to be a great district leader.

In the Achievement School District (ASD), we identify 3 major domains of leadership: Busting Barriers, Cultivating Capacity, and Driving Results. During his tenure as our Head of Schools, Ronnie showed strengths in all 3 domains.

In terms of busting barriers, Ronnie Mackin (is):

Inspires a Sense of the Possible

From his first interview on, it was abundantly clear that Ronnie deeply believes in what is possible for every student and educator working in a public school system. As demonstrated by his success as a highly-regarded school turnaround principal at Kingsbury Middle School, Ronnie expects nothing less than the best and inspires other to push their limits in the service of what's possible for our students.

Nimble & Responsive

No one in our organization exemplified being nimble and responsive to school needs more than Ronnie. Within a month of starting as our Head of Schools, Ronnie volunteered to serve as our interim founding principal at Westside Middle School after our finalist withdrew unexpectedly. Throughout his tenure as Head of Schools, Ronnie stepped up when asked to do something we didn't anticipate. He exemplified being nimble and responsive in a complex, start-up environment.

Ronnie's nimble and responsive leadership was a driving factor in the launching of our Achievement Schools and will forever be a part of the organizational folklore of how the Achievement Schools came to be and what it means to be nimble and responsive.

Exercises Initiative

Ronnie excels at identifying new methods or solutions for challenging problems. His out of the box thinking led to his success at KMS and was critical to our successes in our first year. In our first year, we were building just about everything from scratch in terms of systems and practices. Ronnie's vision and leadership was integral to this work.

In terms of Cultivating Capacity, Ronnie Mackin (is):

A Talent Magnet

Ronnie did a remarkable job of identifying and attracting great teachers to join the Achievement Schools. As we strive to become the best place to work in public education, Ronnie consistently raised awareness of the opportunity in the ASD and attracted great educators to be a part of it.



ACHIEVEMENT
SCHOOL DISTRICT

Engages in Continuous Learning

From Day One, Ronnie was relentless in seeking out opportunities for his personal growth as well as the growth of others. Whether it was his reflections and messages in our weekly principals' notes or seeking out opportunities to visit other organizations to learn from their work, Ronnie was a driver of our organizational learning.

In terms of Driving Results, Ronnie Mackin (is):

Data Driven

As soon as we received student data, Ronnie was the first to slice and dice the numbers to determine our next steps. Even though we had a data team, it was important to Ronnie as a leader to dive deep into the data himself so that he could internalize it and lead through it in his work with schools.

Goal Oriented

Based on our data, Ronnie set goals for himself and our schools and pushed towards those goals. Ronnie focused his work and the work of our principals around clear goals. As new information or data came to light, Ronnie would appropriately adjust work priorities while maintaining a high bar of expectations for himself and others.

I hope this letter of recommendation shares some perspective on the leadership that Ronnie brings to any team and organization he leads. We are incredibly grateful for his service and leadership in founding the Achievement School District and look forward to following and supporting his future successes as an education leader.

Please reach out if there is any additional information that I can provide to be helpful.

Sincerely,

Ash Solar
Executive Director | Achievement Schools
[Achievement School District](#)
asolar@tnasd.org | [615.970.2177](tel:615.970.2177)