

Aaron S. Collins, EdS

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April 17, 2025

Presidential Search Committee  
North Florida College  
325 Turner Davis Dr  
Madison, FL 32340

Dear Members of the Presidential Search Committee,

As a fifth-generation Floridian who spent his summers in Jefferson, Suwanee, and Levy Counties, I am honored to submit my application for the position of President at North Florida College (NFC). With a steadfast commitment to student-centered leadership, academic excellence, and institutional innovation, I am eager to bring my experience as a transformational leader to advance NFC's mission and strategic initiatives. My personal knowledge of the North Florida region, combined with my background in higher education administration, economic development, and workforce readiness, gives me confidence that we will build on North Florida College's success as we work together to be North Florida's first choice for education and cultural enrichment.

As Chief Executive Officer and Superintendent of Metro Technology Centers, I have successfully led a dynamic, multi-campus institution serving over 35,000 students annually. Under my leadership, Metro Tech achieved the highest full-time student enrollment in its history, graduated its largest-ever Practical Nursing class, and secured over \$18 million in competitive grants. Additionally, I have overseen an \$80 million campus expansion project, ensuring state-of-the-art facilities that enhance student learning experiences. These accomplishments reflect my strategic planning skills, financial acumen, and dedication to student success, attributes essential to leading NFC into its next chapter.

A key component of my leadership has been the ability to unify faculty and staff while supporting the mission and vision of the institution. At Metro Tech, I worked collaboratively with faculty and staff to negotiate a contract that was voted on unanimously each of the last four years. This achievement highlights my ability to bring together diverse stakeholders, fostering an environment of trust and cooperation. Additionally, I listened to concerns regarding inequities in pay scales and facilitated two listening sessions with faculty, staff, and administration. We developed equitable salary scales from these sessions and revised them twice based on feedback, ensuring transparency and fairness in our approach. While the final vote was not unanimous, the process was open and inclusive, demonstrating my commitment to shared governance and institutional integrity. However, the board unanimously approved a new salary scale and system supporting faculty, staff, and administration retention and recruitment efforts.

Beyond internal governance, I have demonstrated the ability to create and implement strategic plans that drive institutional success. At Metro Tech, I led the development of a comprehensive Strategic Plan created with input from students, parents, faculty, staff, administrators, partners, and the community. This plan serves as a roadmap for continuous improvement, with key measures reviewed quarterly and shared with the board twice a year and annually with all stakeholders. This collaborative and data-driven approach ensures alignment with institutional goals and accountability in execution. I am eager to bring

this same strategic leadership to NFC, ensuring its mission and vision are realized through thoughtful planning and engagement.

Additionally, my close working relationship with legislators has resulted in tangible benefits for Metro Tech, securing \$8 million in earmarked funding for institutional enhancements. These funds supported the construction of a new Aviation Hangar for the Aviation Campus, a state-of-the-art nursing simulation lab, and investments in health careers and Building and Trades programs. The State System fully supported these initiatives, demonstrating my ability to advocate effectively for institutional needs and secure critical funding to drive program growth and student success. My experience navigating complex political and funding landscapes will be invaluable in securing resources to advance NFC's strategic priorities.

Furthermore, I have extensive experience creating College and Career Academies that integrate Dual Credit and Career Tech education. During my tenure as Superintendent of Fulton County Schools, I spearheaded the creation of the Four Rivers Career Academy in Hickman, KY. This innovative academy brought together four school districts, a four-year university, and a community college to provide students with seamless pathways from PK-12 to postsecondary education. My work in developing these academies has strengthened relationships between education and industry, fostering a workforce pipeline that meets regional economic demands.

As a former rural PK-12 school superintendent, I understand the importance of collaboration with school district superintendents to ensure students are prepared for higher education and workforce opportunities. I will leverage this experience to build partnerships with the school districts' NFC services, reinforcing the vital role of Community Colleges, Career Tech, and Economic/Workforce Development in shaping the future of NFC and the broader region.

Equally important to my leadership philosophy is my deep commitment to community engagement. I believe a college must actively participate in its local and regional communities. As President of NFC, I would ensure that the institution remains deeply connected to its community. Throughout my career, I have prioritized attending college events and community functions. By being present and engaged, I have fostered relationships that strengthen institutional reputation and build a culture of shared success.

Finally, with generational connections in North Florida, I would love to be home as "Sentinels Stand Together", where I can live and work in a community that shaped my beliefs and values. I welcome the opportunity to discuss further how my experience and vision align with NFC needs. Thank you for your time and consideration. I look forward to the possibility of joining North Florida College and leading with passion, purpose, and unwavering commitment to its success.

Sincerely,

A handwritten signature in cursive script, appearing to read "A. S. Collins".

Aaron S. Collins, EdS

# Aaron S. Collins EdS

## President, North Florida College

~ Transformational Leader ~ Fiscally Astute ~ Effective Orator ~ Strategic Planner ~  
~Influential Political Strategist ~ Relationship Builder ~Solution Maker ~ Business Austerity ~

### Profile of Qualifications

A proven, dynamic, and effective leader who communicates and guides a team using continuous improvement strategies with a student-first focus that aligns programs to meet the needs of local businesses and workforce development. Adept in building relationships with all constituents and creating favorable policy that drives quality education and supports equity for all students. Understanding the needs of a 21st-century workforce is crucial, and I have experience working with businesses and creating diverse financial revenues to support the college's mission and vision. I also have first-hand knowledge of human resource laws and over fifteen years of experience in hiring and building teams.

### Selected Leadership Achievements

- Five Years of Experience as a Post-Secondary Education Superintendent (President)/Chief Executive Officer
- Twelve Years of Experience as an Executive Administrator
- Metro Tech graduated the largest Practical Nursing Class in the Spring of 2024
- Planned and oversaw the completion of an \$80 Million building Project that included new buildings and renovations of current buildings at Metro Tech (2021 -25)
- Metro Tech was Ranked #1, Best Community College in Oklahoma, and top 100 in the nation by Niche (2022)
- Increased the lowest salary at Metro Tech to an Oklahoma City Living Wage (2021)
- The Human Resource Department has successfully recruited a diverse and dynamic Administration Team
- Metro Tech was awarded over \$18 million in competitive grants for FY 2022
- Highest Rated Licensed Practical Nursing Program in the Oklahoma City Area, top 5 in Oklahoma (2022)
- Highest Enrollment of Full-time Students in school history (2024)
- Increased Scholarship, Foundation, and Endowment donations
- Led the work with Fulton-Hickman County Economic Development, local school districts, and businesses to be recognized in the state as a Work Ready in Progress County
- Served Two terms on the Education Professional Standards Board, Kentucky, appointed by Two different Governors
- Fulton County Schools received over \$16 million in competitive grants
- Fulton County High School was ranked in the bottom 5% of the state in 2012. In 2016, it was named a High Progress High School. In 2017, it was recognized as being in the 97% percentile in the state and named a Distinguished High School. In 2018, named a US News & World Report Bronze Medalist (First in School History)
- Fulton County Schools was named a High Progress District by the Kentucky Department of Education, having increased academic progress substantially at the elementary, middle, and high school level
- Increased Career Readiness score by 400% and achieved a perfect score three years in a row
- District enrollment increased steadily over five years, known as the School of Choice in West Kentucky.
- Involved in numerous state policy changes, including increasing college articulation, increasing availability of dual credit, revamping state funding for area technology centers, and testifying before the House Education Committee

### Professional Experience

#### Chief Executive Officer/Superintendent (President)

July

2020 – Present

Metro Technology Centers, 1900 Springlake Drive, Oklahoma City, Oklahoma 73013

Metro Technology Centers is a career and technology center with four campuses and provides full-time career majors, including trade certifications and/or licenses for high school and adult students. Short-term adult and career development (ACD) courses are offered where a need has been identified, and customized courses are provided to promote personal, economic, and organizational development for industry-specific training and development (ITD) clients. Other services provided by Metro Tech include career and business counseling, assessment, financial aid, employment services, computerized academic centers including ESL (English as a Second Language), child care, disability services and bus transportation. Metro Tech's operational budget is over \$60 million, providing Quality Career Training with a Full-time

Equivalency Enrollment of 2,100 and over 35,000 total enrollments in the Oklahoma City Metro area a year, with over 300 full-time employees and 200 adjuncts and part-time employees.

### **Key Accomplishments**

- Completion Rate of 91.94% (2024)
- Highest Full-time Enrollment in School History (2024)
- VISION 2025 Strategic Plan that was developed by students, parents, faculty, staff, administrators, partners, and the community
- A Certified Great Place to Work, 4 Years in a row
- Oklahoma City Named Metro Tech the Henrietta B. Foster Center for Small Business and Diversity Development, Operator, 2022
- Partnership with Oklahoma County Sheriff's Department to operate The Basic Police Officer Academy Program
- Created and Implemented a Construction plan for the use of a \$80 million bond that was voted on by the community
- Department of Corrections Welding Program that is producing over 50 certified welders a year
- Rated by the Journal Record as the top 4 in student enrollments in Oklahoma for four straight years
- Developed a Certified Nursing Assistant program at Integris-Southwest Medical Center
- Metro Tech has gone from an average of \$1 million in carry-over funds to over \$16 million a year in carry-over funds
- Created a salary scale that is equitable to attract new employees and retain current employees
- Created a Nondiscrimination/Title IX Office within Human Resources
- An area compact with five career tech centers, Onward OKC, a state leader in bringing resources together to increase Economic Workforce Development in the Oklahoma City Region
- Created an Extension Program that provides embedded programs in school districts
- Created an Adult Basic Education, Literacy, and Civics Program
- Oklahoma City Safety Training Provider
- The Journal Record 2021 Oklahoma Education Power List

### **General Responsibilities**

- Oversee an annual budget of over \$60 million.
- Serves and facilitates the Strategic Plan with the 7-member elected Metro Technologies Board of Education, as well as evaluates and recommends revisions to district policies, programs, and procedures
- Provides leadership, advocacy, and support to fulfill the mission of providing Quality Career Training that prepares students for a global society
- Oversees the daily operations of Six Divisions, 23 Departments, and 45 full-time programs at an Urban Technology Center
- Leads the district in making recommendations regarding capital improvements, sites, and buildings; and changes in the facilities and equipment to increase capacity for the local economy training needs
- Work with the Human Resources Division to hire, retain, and train high-quality faculty/staff of diversity and gender
- Facilitate the development of a culture of trust, transparency, teamwork, empowerment, and vision
- Utilize creativity and technology to enhance communication, feedback, services, and responsiveness
- Creates and organizes the agenda, including reviewing all presentations and reports for regular and special board meetings
- Coordinates the quarterly student advisory committee
- Coordinates and recruits vendors to support employee recognition and the Metro Tech Foundation
- Creatively manages the financial planning of the district, including preparation and monitoring of the annual budget, as well as establishing and maintaining efficient procedures and adequate controls for all expenditures of school funds by adopted budgets
- Foster an environment of advanced planning and ongoing assessment
- Build relationships with local city, county, and state government officials to advocate on behalf of the Career Tech System and Metro Technology Centers
- Fosters ongoing collaboration and communication with district faculty and staff.
- Serve on 14 Tax Increment Finance committees, representing the district, Oklahoma City and Midwest City
- Oversees the non-renewal, promotion, retention, and tenure process
- Supports the professional development of faculty and staff
- Establishes partnerships with community and state constituents
- Represent Metro Tech within the community and at state-wide meetings and annual conferences.

## Professional Experience

### Superintendent of Schools

July 2013 – June 2020

Fulton County Schools, 2780 Moscow Avenue, Fulton, Kentucky 42041

Fulton County Schools is a rural school district in Western Kentucky and is a beacon of hope to approximately 700 students. Fulton County is diverse in population and listed by USDA as a persistent poverty county located on the Mississippi River and a part of the Mississippi Delta Region. The school district supports the community by providing education opportunities from Early Head Start to Adult Education, including educational support to the Fulton County Detention Center. Fulton County Schools is a West Kentucky Community Technical College satellite campus and is home to the Murray State University Thoroughbred Academy. The district supports over 100 employees and has an operating budget of \$8,500,000.

### Key Accomplishments

- Work Ready In Progress for Fulton County—Team Leader
- West Kentucky Work Ready Skills Initiative—Superintendent's Representative—This was a \$3,500,000 Competitive State Workforce Grant that was awarded
- JJFIP Juvenile Justice Fiscal Incentive Program—Program Lead—After School program for at-risk students at the Four Rivers Career Academy—Students grades 5-8 were able to explore careers in Agriculture, Welding, STEM, Health Sciences, IT, and Automotive. This was a program we created, receiving an \$82,000 competitive grant to bring the program to fruition
- West Kentucky GEAR UP and SOAR grant—Member of Planning Team—This was a \$9,500,000 Competitive Federal Grant, and only two were awarded in Kentucky
- Completed an organizational redesign that better met the needs of the community and saved \$250,000 a year by strategically redeveloping a financial budget and using various forms of revenue to enhance the general budget
- Developed a RFP for Energy Savings and partnered with Harshaw Trane to develop and enact a plan that has produced over \$225,000 in savings over 4 years on a \$1.1 HVAC and Lighting project. This project doubled the district's bonding capacity
- Built a team that expanded the Preschool Program and received a \$250,000 competitive state grant to add two preschool classrooms. I worked with our administrative team and Head Start personnel to revamp the curriculum, rooms, and program, increased Kindergarten Readiness by 15%, and in the top 85<sup>th</sup> percentile in the state
- Hired a high school principal, and the school moved from state turn around status to a distinguished high school ranking by the state department as well as oversaw the ACT scores average of all students, including special populations moved from 15.7 to 19 and 100% graduation rate for three years
- Working with the technical principal and career coach, we turned the Fulton County Area Technical Center into the Four Rivers Career Academy through a \$135,000 competitive state grant and a team effort of five school districts working together with three technical centers and the Kentucky Department of Education Technical Division.
- Increased enrollment for five years consecutively, causing the elementary/middle school to be separated into two separate schools. Hired two principals for the elementary and middle school and have worked with them and the administrative team to assess curriculum needs, staffing needs, and professional development needs to provide students with a high-quality educational experience
- Created a middle school technical exploration program through the Four Rivers Career Academy that allows students then to begin a career pathway during their freshman year. This enabled students to complete their pathway with dual credit or work-based learning opportunities during their senior year and allows for a successful transition to the area technical school. Dual credit is provided via a partnership with West Kentucky Technical and Community College, the region's technical college
- Enhanced and grew the Whipple Endowment Scholarship Program which awards approximately 30 scholarships a year with an annual budget of \$38,000
- Re-evaluated the insurance of the district, saving approximately 7% for the district and each employee
- Partner with the Four Rivers Foundation, which has provided funding for reading programs, including providing a free book to every student in grades preschool through 4<sup>th</sup> grade, dual credit, scholarships, ACT preparation, FCA club activities, and many other services. Work closely with the director, the founder, and four other superintendents who make up the Four Rivers Foundation schools
- Inherited a district that was upside down in fiscal management, the district is fiscally stable after being hired and discovering problems with the finance department. Hired a new qualified accountant and was able to increase the carry-over funds and stabilize the finances of the district by over 800%
- Created the Run2Run Campaign with Alumni to secure over \$250,000 for a track and field complex
- Applied and received two bonds that totaled over \$4,000,000 and received state matching funds to upgrade buildings, bathrooms, gyms, and also installed safe school security features in all district buildings

### **General Responsibilities**

- Serves and facilitates the Strategic Plan with the five-member elected Fulton County School Board, as well as evaluates and recommends revisions to district policies, programs, and procedures
- Provides leadership, advocacy, and support that enables the district to fulfill its mission as it relates to the overall strategic goals and mission
- Oversees the daily operations of the Assistant Superintendent, Directors, and Principals of a dynamic and progressive school district
- Leads the Local Planning Committee in making recommendations concerning the location and size of new school sites and of additions to existing sites; all appropriations for sites and buildings; and improvements, alterations, and changes in the facilities and equipment of district are put together in a strategic plan
- Responsible for providing clear, focused, and effective leadership for all areas of Fulton County Schools
- Introduce, lead, and support creativity and growth within the school district
- Work with principals and an academic consultant to hire, retain, and train high-quality teachers of diversity and gender
- Facilitate the development of a culture of trust, transparency, teamwork, empowerment, and pride
- Utilize creativity and technology to enhance communication, feedback, services, and responsiveness
- Creates and organizes the agenda, including reviewing all presentations and reports for regular and special board meetings
- Coordinates the monthly faculty/staff Best Pilot on Board recognition program as well as monthly student recognition
- Coordinates and recruits' vendors to support the annual Opening Day Breakfast, Pilot Academy Luncheon, scholarship Golf Scramble, and faculty/staff recognition luncheon
- Creatively manages the financial planning of the district, including preparation and monitoring of the annual budget, as well as establishing and maintaining efficient procedures and adequate controls for all expenditures of school funds in accordance with adopted budgets
- Provides ongoing assessment and evaluation of directors and principals as well as staffing levels and retention
- Foster an environment of advanced planning and ongoing assessment
- Collaborates and oversees an effective school choice marketing program
- Serves as Human Resources Director for the District as well as Title IX Officer
- Fosters ongoing collaboration and communication with district faculty and staff.
- Represents the district at local and state workforce and economic development regular and planning meetings
- Oversees the non-renewal, promotion, retention, and tenure process
- Supports the professional development of faculty and staff
- Establishes partnerships with community and state constituents
- Represents the district in the community at state-wide meetings, and annual conferences.
- Recruits support for the Pilot Academy, which is the dual credit program for the high school

### **Principal of Sebree Elementary Schools**

July 2011 – June 2013

Webster County Schools, 28 State Route 1340, Dixon, Kentucky 42409

Sebree Elementary was the largest of five Pk-8 elementary schools in Webster County, with a student population of 425 and 50 faculty and staff. The school's student population was 50% migrant and English Language Learners.

### **Key Accomplishments**

- The most diverse student population in the county and was ranked #1 in academic improvement and assessment.
- Assisted in developing and organizing a plan that created the first middle school in Webster County
- Oversaw an efficient and effective energy savings construction pact that included HVAC and lighting installation
- Collaborated with Webster County School Board and district administration on a plan that created Webster County Middle School and closed Slaughters Elementary. The savings acquired by closing Slaughters enabled the construction of the new middle school
- Strategically led the transition of teachers, parents, and students from Slaughters Elementary to Sebree Elementary
- Directed an academic plan that created a school Response to Intervention Program that moved Sebree Elementary from the bottom of the county in academic achievement in grades 3 – 5 to the top-performing elementary school in the county

### **General Responsibilities**

- Shaping a vision of academic success for all students
- Creating an ideal educational climate built on trust and accountability
- Cultivating and empowering leaders within the classroom to academic achievement
- Developed procedures and processes so that the building would operate efficiently and effectively

- Oversaw the discipline of all students
- Directed the special education department and oversaw interventions at the building level
- Created and implemented an effective teacher evaluation system that improved student outcomes
- Developed, implemented, and evaluated all programs within the school building
- Reviewed, removed, and rewrote Site Base Decision-Making building and student handbook policies
- Created and implemented a dynamic schedule that allowed for a school-wide intervention program
- Chief communications officer for Sebree Elementary

### **Assistant Principal, Walker County**

July 2006 – June 2011

Walker County Schools, 201 South Duke Street, LaFayette, Georgia 30728

Walker County Schools is located in the Northwest corner of Georgia and is adjacent to downtown Chattanooga, Tennessee. It is culturally and uniquely separated east and west, with the east part of the county being diverse and urban while the west side is rural. The school district serves over 8,400 students in grades Pk-12.

### **Key Accomplishments**

- Coordinated and opened in 2008, a new 94,000-square-foot building for Rossville Middle School
- Designed and led the building of the new Rossville Middle School football stadium, including bleachers, fieldhouse and a concession stand
- Assisted in developing and implementing the school improvement plan for Rossville Middle School that led to being recognized as a Georgia Title I Distinguished School from 2009-2011
- Created, implemented, and oversaw the Community-Based Education program at Rossville Middle School
- Collaborated with faculty of Stone Creek Elementary in the summer of 2007 to design and implement a school-wide Response to Intervention program
- Implemented a positive climate and culture at Stone Creek Elementary School to lay the foundation for a new principal
- In 2006, Successfully created processes and procedures for discipline at Cherokee Ridge Elementary, a Pk-5 school with a student population of over 1,000
- Part of the team at Cherokee Ridge Elementary that was recognized for being a Georgia Title I Distinguished School in 2006 and 2007

### **General Responsibilities**

- Served as Athletic Director for Rossville Middle School 2008-11
- Oversaw the Special Education program at Rossville Middle School
- Participated in designing and implementing school improvement plans and orchestrated a continuous improvement process
- Advocate for students and parents at the building level concerning special education
- Composed a wide variety of materials (quality reports, student activities, correspondence, etc.) to document activities as well as provide written references and convey information
- Directed Special Education curriculum and instruction on campus to increase student achievement
- Evaluated assigned personnel to ensure standards were achieved and in compliance with job descriptions
- Recruited and Retained highly effective faculty to inner city schools
- Facilitated communication between personnel, students, and parents to evaluate situations and resolve conflict
- Promoted the use of data to drive change and implementation of research-based instructional strategies

### **Middle School Teacher**

July 2005 – June 2006

Walker County Schools, 201 South Duke Street, LaFayette, Georgia 30728

Taught middle school Math, Social Studies, and Life Skills at the Walker County Alternative Education Center.

### **High School History Teacher**

July 2001 – June 2005

Marion County Schools, 204 Betsy Drive, Jasper, Tennessee 37347

Marion County Schools is a rural PK-12 school district located northwest of Chattanooga, Tennessee with a student population of 4,000.

### **Key Accomplishments**

- Directed and served as Chair of the initial Southern Association of Colleges and Schools Accreditation and was the first accredited high school in Marion County
- Successfully led the Social Studies Curriculum Mapping committee for Marion County Schools
- Participated in designing and implementing a county-wide textbook review program
- Offensive Coordinator for Whitwell High School and was the 2001 Regional 1A Champion in Tennessee
- 2004 East-West Shrine High School Football Classic Assistant Coach

### **General Responsibilities**

- Head coach for Whitwell High School Basketball and Softball Teams
- Directed the Department of Social Studies for Whitwell High School
- Implemented a continuous improvement process at Whitwell High School that would eventually lead to national accreditation

### **Part-time College Teaching Experience**

- |  |                           |
|--|---------------------------|
| • Foundations of University Studies<br>University of Phoenix at Chattanooga, Clarksville, and Knoxville Campus | Summer 2010 – Summer 2012 |
| • Orientation Workshop<br>University of Phoenix at Chattanooga, Clarksville, and Knoxville Campus              | Winter 2010 – Summer 2012 |
| • The American Experience Since 1945<br>University of Phoenix at Chattanooga Campus                            | Summer 2010 – Summer 2012 |
| • Critical Thinking<br>University of Phoenix at Chattanooga Campus   | Spring 2011               |
| • Critical Thinking and Creative Problem-Solving<br>University of Phoenix at Chattanooga Campus                | Winter 2010               |
| • Public Speaking<br>University of Phoenix at Chattanooga Campus   | Spring 2010               |
| • Teamwork, Collaboration, and Conflict Resolution<br>University of Phoenix at Chattanooga Campus              | Spring 2010               |
| • Introduction to Research and Information Utilization<br>University of Phoenix at Chattanooga Campus          | Winter 2009               |

### **Education**

#### **Tennessee State University**

ABD: Educational Leadership and Administration – Projected Completion, December 2025

Specialization: Workforce Development in Post-Secondary Institutions

#### **Tennessee Technological University**

Education Specialist (Ed.S.)

Specialization: Instructional Leadership

#### **Tennessee Technological University**

Master in Education

Specialization: Curriculum and Instruction

#### **Oklahoma Christian University**

Bachelor of Science in Education

Specialization: History and Secondary Education

#### **Florida College**

Associate of Arts

Specialization: Education and Sports Recreation

### **Accreditation/Program Review Experience**

- Industrial Maintenance Accreditation Team, Miller-Motte College, Chattanooga, TN 2023
- Criminal Justice and Health Information Technology Program Advisory, Miller-Motte College, Chattanooga, TN 2021
- Teacher Education Program Accreditation and Steering Committee – Murray State University 2017- 2020
- Professional Standards for Educational Leaders (PSEL) Review Committee – Kentucky Educational Professional Standards Board 2018 - 21
- New Superintendent Review Committee – Kentucky Association of School Administrators 2015 - 19
- Kentucky Teacher Rank II Requirement Program - Kentucky Educational Professional Standards Board 2015 - 17

### **Professional Presentations**

- Pathways to Success, OKC Black Chamber Small Business Conference, March 2025
- Career Tech and Economic Development Panel, Leadership Oklahoma City, February 2025
- Liberal Arts College and the Importance of Career Tech, Florida College, February 2025
- The Importance of Partnerships in Growing Economic Development, Bradley Breakfast, January 2025
- STEM Education and College Pathways, Florida College Academy – Prep, December 2024
- Advancing Leaders Through Innovation, Panel Discussion, The Asian Chamber, Oklahoma City, May 2024
- Workforce Partnerships are imperative in growing the Workforce, OKConnect, Oklahoma City, September 2023
- The Benefits and Possibilities of Hydrogen Energy: a Career Tech Perspective, One-J Symposium, University of Oklahoma, April 2023
- Lead with Gratitude, Education Service - Special Populations Division, Symposium, Key Note, April 2023
- Working Relationships, Technology Center Administrator Program, Oklahoma Career Tech, April 2023
- Human Resources and Business Office Working Relationships, TechCents Conference, March 2023
- The Importance of Creating a Local Workforce, Leadership Oklahoma City, February 2023
- The Importance of Diversifying Career Tech, State of Oklahoma Black Caucus, May 2022
- Career Tech, Excellence in Education, Celebration of Excellence, Oklahoma Christian University, April 2022
- Gratitude Leadership, Kentucky School Board Association Winter Symposium, November, 2019
- Public District of Choice Promotes Competition, Equity, and Equality, Tennessee State University, March 2019
- Customer Service in Education, Florida College, November, 2018.
- High Beacon of Hope at the School Level for School Innovation, Kentucky Board of Education, August, 2018.
- No Barriers to a College Education, Kentucky Association of Gifted Education Conference, February 2016
- Superintendent Panel: Preparing students of diversity for college success, Council on Post-Secondary Education Diversity Summit, November 2015
- The key is planning when contemplating the learning environment, Florida College, January 2014
- Many factors and multi-relationships in education students in the classroom, Florida College, January 2014
- Preparedness and Professionalism, Oklahoma Christian University, November 2014
- Faith and Professional Attitudes, Oklahoma Christian University, November 2014
- Building Relationships as a First-Year Teacher, Ohio Valley University, February 2011
- Teaching and Best Practices, University of Phoenix, Chattanooga, February 2011
- The difference between assessment of learning and assessment for learning, Faulkner University, July 2010
- At the heart of the matter, building relationships, Oklahoma Christian University, November 2007
- Introduction to the RTI process at the elementary level, Stone Creek Elementary, September 2006

### **Committees/Boards**

- Trinity School at Edgemere Board of Trustees, 2024 – Present
- Calm Waters Board Member, 2024 - Present
- Oklahoma City-County Health Department Foundation Board, 2023 – Present
- Oklahoma City Tax Incentive Finance Committee (16 Committees), 2020 - Present
- Midwest City Tax Incentive Finance Committee, 2021 – Present
- Oklahoma Association of Career Tech Superintendent Policy and Rules Chair, 2020 - Present
- Oklahoma Adventure District, 2020 - Present
- Kentucky Rural Education Association Advisory Committee, Legislative Liaison, 2020
- Education Professional Standards Board (Governor Appointed), 2019 – 20
- Murray State University, College of Education Superintendent Advisory Council, 2017 – 20
- School Curriculum, Assessment and Accountability Council (Governor Appointed Twice), 2017 - 20
- Kentucky Association of School Administrators Governance Committee, 2016 - 20
- Victoria Fellow, Western Kentucky University, 2015 - 20
- Western Kentucky Education Cooperative, Board Member, 2013 - 20

- Four Rivers Foundation, Board Member, 2013 – 20
- Whipple Scholarship Board, 2013 – 20
- Fulton County Local Emergency Planning Committee 2013- 20

### **Additional Experience and Service**

- Kentucky New Superintendent Faculty Member, 2015 – 19
- Kentucky Rising, Teaching Preparation Committee Member 2015 – 17
- Faculty Mentoring Committee, University of Phoenix, Chattanooga Campus, 2009-13

### **Professional Affiliations**

- The Cooperative Council for Oklahoma School Administrators
- Oklahoma Association for Career and Technical Education
- Association for Career and Technical Education
- American Association of School Personnel Administrators
- National Association of School Superintendents

### **Honors and Awards**

- Teachers Appreciation Foundation Top Impact Dignitary Award 2024
- The Oklahoma Education Power List, *The Journal Record*, June 2021
- Regional Educators President's Award, West Kentucky Community and Technical College, 2020
- Fulton County Area Technology Center, Partner of the Year, 2016
- Community Spirit Award, The People of Diversity, NAACP of Hickman, KY 2015
- Oklahoma Christian University Distinguished Alumni Award, School of Education, 2014
- Kentucky Colonel, 2012

### **Special Competencies**

- Proficient in Excel Spreadsheet Computations
- Competent in Microsoft Word and Publisher
- Productively use Prezi and Microsoft Publisher in presentations
- An active user in social media, including X, Facebook, and LinkedIn

### **Education Certificates**

- Oklahoma and Kentucky, Instructional Leadership – School Superintendent
- Oklahoma and Kentucky, Instructional Leadership – Principal all grades
- Oklahoma and Kentucky, Teaching Middle Grades Social Studies – Grades 5 through 9
- Oklahoma and Kentucky, Teaching Social Studies – Grades 8 through 12

## News Media, Podcasts and Mentions

- KFOR News 4 (2025) Job Seekers Nervous as Layoffs Rise Nationally, Available at: <https://kfor.com/video/job-seekers-nervous-as-layoffs-rise-nationally/10516370/>
- News on 6 (2025) Upcoming Career Fair at Metro Tech Seeks to Connect Employers with Prospective Employees, Available at: <https://www.newson6.com/story/67c741b285d423a8c4e3e8ba/upcoming-career-fair-at-metro-tech-seeks-to-connect-employers-with-prospective-employees>
- Metro Tech (2025) CareerTech: Building Our Community, Powering Our Economy, Available at: <https://www.metrotech.edu/details/~board/news-press-releases/post/careertech-community-economy>
- Oklahoma Aerospace & Aeronautics (2024) Metro Tech Aviation Campus Hosts Open House, Available at: [https://oklahoma.gov/aerospace/outreach-advocacy/newsroom/metro-tech-aviation-campus-hosts-open-house.html?utm\\_source=chatgpt.com](https://oklahoma.gov/aerospace/outreach-advocacy/newsroom/metro-tech-aviation-campus-hosts-open-house.html?utm_source=chatgpt.com)
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