

FLOYD COLLIN HENRY JR.
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EDUCATION-ORGANIZATIONAL LEADER

Results- oriented transformative leader seeking to contribute expertise in support of an academic community sincere in delivering quality education and optimizing performance for its stakeholders. Calm demeanor in the face of difficulty and pressure; ability to lead multiple projects simultaneously. Innovative consensus builder; ability to lead and facilitate diverse personnel groups in resolving complex problems. Leader who believes everyone has value. Uncommonly versatile; adept at quickly mastering new roles and responsibilities. Reputation for integrity, loyalty, and results.

CORE COMPETENCIES

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| • <i>Cross-Functional Team Leadership</i> | • <i>School Improvement Process</i> | • <i>Change Management</i> |
| • <i>Curriculum Design/ Alignment</i> | • <i>Program/Project Management</i> | • <i>Proactive Problem Solving</i> |
| • <i>Personnel Recruiting, Hiring & Development</i> | • <i>Data/ Trend Analysis</i> | • <i>Negotiations/ Bargaining</i> |
| • <i>Budget Administration</i> | • <i>Staff & Student Motivation</i> | • <i>Coalition Building</i> |
| • <i>School/ District Accreditation</i> | • <i>Executive Leadership</i> | • <i>Marketing/ Communication</i> |

ACHIEVEMENT HIGHLIGHTS/ SCHOOL/ PROGRAM IMPROVEMENT

- Transformed Department of Defense Education program within one year of appointment; one of six programs in 2016 recognized for superior performance in the Western United States.
- Increased the percentage of students scoring at or above state standard by 14 % in 2009 and 16% in 2011 by spearheading a successful school-wide weekly writing program.
- Significantly improved the percentage of eighth grade students enrolled in Algebra I or higher from 14% to 77% over a 4-year period by revamping the middle school Math curriculum.
- Played a key role in facilitating 73% of students achieving promotion of one or more grade levels and increasing graduation potential of overage students by evaluating and implementing a competency based curriculum program, Road Runner Acceleration Program R.R.A.P.
- Launched several different tutorials to remediate struggling students resulting in target group meeting state AYP targeted growth rate consistently over 8-year period.
- Improved school's state grade designation within two years of instructional leader appointment and increased school's overall performance ranking when compared to previous years designation.
- Reshaped culture and decreased student suspensions by end of first year; implemented and executed a comprehensive school-wide discipline plan for elementary, middle, and, high school students utilizing positive discipline and restorative practices. AdVancEd 2009 National Excellence in Education Award recipient.
- Transformed two critically low performing schools to highest increased student achievement levels in each schools' history; implemented comprehensive assessment system, professional learning communities, curriculum realignment strategies, and overhauled daily operational systems.

PROFESSIONAL EXPERIENCE

Educational Policy/Procedure Development

- Optimized performance by successfully and cost-effectively revamping the grading policies and reduced the retention rate of all students from 16% to less than 1% over a 4-year period.
- Applied strategic planning, prioritization, and project management skills toward designing, developing, and implementing a comprehensive school-wide curriculum plan that aligned instructional focus and coordinated all instructional improvement activities.

PROFESSIONAL EXPERIENCE -Continued

- Steered the successful completion of Alternative Education Program staffing for a 1,100-student high school as administrator in charge of Alternative Education placements.
- Guided the research, development, and implementation of an outcome based evaluation system for Assistant Principals of 170-member school system as member of Assistant Principal Appraisal Committee.
- Researched, authored, and implemented Regional Education Marketing Plan for military recruiting service; developed policy, program procedures, and marketing strategies for 300 High Schools in a two state area.

Communications & Leadership

- Successfully instructed and mentored aspiring teachers and rising principals in schools throughout Central Texas and Southern Louisiana; provided descriptive feedback, evaluated teaching pedagogy and effective administrative practices as university intern supervisor.
- Applied strong diplomacy skills in liaising effectively with staff, volunteers, community members, and board of directors in developing systems and processes for improvement/success of a startup charter school.
- Successfully designed and conducted a diverse range of speeches, workshops, and seminars for school staff and conference attendees throughout the state on continuous school improvement processes.
- Exhibited exceptional communication and leadership abilities in supervising, mentoring, and motivating employees and team members in civilian and military organizations as instructional and program leader.
- Facilitated strategic partnerships with state education associations, DOE officials, and district staff; persuaded inaugural participation of 24 high schools in Secretary of Defense Career Exploration Program in 2016.

Budget Funding & Allocation

- Maintained full accountability for handling all aspects of day-to-day budgeting activities, with a focus on maximizing resources while controlling costs of K-12 schools.
- Oversaw and allocated a \$9 Million middle school and a \$4 Million elementary school operational budget, which resulted in no budget shortages over a 7-year period.
- Served an integral role in securing a \$250,000 Comprehensive School Reform Grant, as well as implementing a brain based instructional model (Integrated Thematic Instruction).
- Executed all facets and phases of needs assessment, analyzed and determined State Title I Migrant budget priorities and expenditures, as state needs assessment committee member for 700 million dollar state budget.

Program Management & Analysis

- Contributed to the successful performance of the district management team and negotiated non-instructional and instruction employee labor contracts.
- Evaluated school performance and presented school improvement and accreditation actions to school boards and districts in the Southeast United States. SACS/CASI state Excellence in Education Award recipient.
- Ensured continual strict compliance with national accreditation protocols in public, private, charter, and parochial schools and districts throughout the Southeast United States.
- Analyzed school data, identified trends, and developed program Career Exploration Program implementation strategies for over 300 High Schools throughout the state of Louisiana and Mississippi.
- Guided and led diverse team of district and school based administration as chair-elect of state school accrediting agency.

EDUCATION & CERTIFICATION

Master's Degree, Education Administration - Nova Southeastern University
Bachelor's Degree, Special Education - Nova Southeastern University
Principal K-12 Certification, Texas, November 2021

PROFESSIONAL HISTORY

Education Program Manager: Department of Defense, New Orleans, LA (2015-Present)

Education Consultant: Collin Group, Austin, TX (2012-2014)

Principal/Teacher Internship Supervisor: Grand Canyon University, Phoenix, AZ (20014-Present)

Principal - Lake Shore Middle School, Belle Glade, FL (2003-2011)

Principal - Rosenwald Elementary School, South Bay, FL (2001-2003)

Assistant Principal - Pahokee Middle Senior High School, Pahokee, FL (1998-2001)

Career Note:

Additional experiences: **Special Education Teacher** ,Pahokee Middle Senior High School **United States Air Force-Computer Systems Control Manager**, Shemya, Alaska; **United States Air Force Reserves Special Operations Command- Computer Systems Technician**, Mac Dill AFB, **United States Air Force Presidential Honor Guard/ Pentagon Tour Service** Bolling AFB, Washington D.C;

AFFILIATIONS

Member- East Austin Education Coalition, 2014-2015

State Chairman-Elect - AdvancEd/Southern Association of Colleges and Schools, 2012

Member – Middle & Elementary School Principal's Steering Committee, 2004-2011

Member – Middle & Elementary School Principal's Curriculum Committee, 2002-2006

Member - Life Skills Charter School Board of Directors

Member - Florida Department of Education Migrant Needs Assessment Committee, 2004-2006

REFERENCES

<u>Name</u>	<u>Telephone</u>	<u>E-Mail</u>
Mrs. Tiffany Carlisle	770-296-0832	tiffany.l.carlisle2.mil@mail.mil
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