

March 17, 2017

Mrs. Lily H. Baker, Chair

Liberty County School System

200 Bradwell Street

Hinesville, GA 31313

Dear Mrs. Baker:

I am applying for the position Interim Superintendent of Schools for Liberty County. I have extensive experience in education, including service as a teacher, vocational supervisor, assistant middle and high school principal, middle school principal, high school principal, human resource director, assistant superintendent of a large school system, and superintendent of both a medium size system and a small system. I have a fresh thinking attitude and energy about working on behalf of children. I have experience in challenging the status quo, in a well-reason way, looking for the best way to accomplish the goal. In addition, I have experience in the automobile and fast food industries.

While serving as superintendent, I successfully consolidated Americus High and Sumter High Schools. Six of Nine schools made AYP. I reduce discipline, increased student achievement, increased the graduation rate and reduce the drop out rate. I eliminated a serious financial deficit in both school districts in which I served as superintendent. I am a graduate of the Georgia Superintendent Program and the National Superintendent Program (Supes Academy). My other accomplishments are listed on my resume.

Because of my experiences and my love for children, I believe that I can be an asset to Liberty County Schools as well as the entire school community. In addition, I work well with students, teachers and parents and have a real talent in developing the leadership capacity in those who must lead our schools. Committed to educational excellence, I would be honored to serve and assist the Liberty County School Board Members to provide all students an education which promotes excellence, good citizenship, and a love of learning.

Thank you for any consideration given my application.

Sincerely,

Franklin D. Perry, Ed. D

Electronic Signature

ACADEMIC BACKGROUND

2011 – 2011	Completion of Supes Academy
1999 – 2001	Completion of the Georgia School Superintendent Program
1993 – 1996 Ed .D	Nova Southeastern University, Fort Lauderdale, Florida
1969 - 1972 M.Ed.	Virginia State University, Petersburg, Virginia
1964 - 1968 B.S.	South Carolina State University, Orangeburg, South Carolina

CERTIFICATION

1998 – 2018 Georgia Leadership 7

WORK EXPERIENCE

2012 - Present	<u>Education/Automotive Consultant</u> Conyers, Georgia
2015- 2016	<u>Dooly County, Title: Consultant</u> Vienna, Georgia
2010 – 2012	<u>Greene County Public Schools</u> Greensboro, Georgia, Title: Consultant/Assistant Principal
2006 – 2009	<u>Twiggs County Public Schools</u> Jeffersonville, Georgia, Title: Superintendent

ACCOMPLISHMENTS

- Developed a budget and initiated an expenditure control system which resulted in eliminating a \$ 500,000 deficit to a positive fund balance of \$1.5 million within two years.
- Eliminated the use of a Tax Anticipation Note.
- Two of three schools made AYP for 2008/2009 school year.
- Gained community support to pass a previously defeated SPLOST.
- Increased system writing scores (2008 83% of Eleventh grade first time takers passed the GHSWT compared to 53% in 2007).

2005 – 2006 Bibb County Public Schools
Macon, Georgia, Title: Assistant Superintendent for Administration

2002 – 2005 Sumter County Public Schools
Americus, Georgia, Title: Superintendent

ACCOMPLISHMENTS:

- Initiated an expenditure control system which resulted in reducing budgeted expenses by 3.7 million dollars over a three year period. Eliminated the use of a Tax Anticipation Note.
- Increased the graduation rate from 55.3% in 2002 to 62% in 2004. (Black student graduation rate increased from 50% to 59.1 %.)
- Reduced the dropout rate from 8.9% in 2002 to 5.9% in 2004.
- Planned and managed growth by completion of an \$ 11,000,000 renovation project.

Franklin D. Perry, Ed.D.

- Reorganized high schools from two 9-12 to one 10-12 campus, one ninth grade academy, and a performance learning center for at-risk students.
- Sumter County HS received the 2004 Governor's Cup Region AA Championship for improved SAT scores.
- Instituted curriculum changes which resulted in 96% of all third graders passing the CRCT Reading Test. Two of four schools were recognized by the Georgia Department of Education as being a leader in Georgia for efforts to improve the performance of students with disabilities. Two of four Sumter elementary schools were identified as 2005 Title I Distinguished Schools.

OTHER PREVIOUS WORK EXPERIENCE

Newton County Public Schools 1998 - 2002

Covington, Georgia, Title: Middle School Principal

Lowndes County Public Schools 1994 – 1998

Haynesville, Alabama, Title: High School Principal

Macon County Public Schools

Tuskegee, Alabama, Title: Vocational Director/Assistant Principal

Bullock County Public Schools

Union Springs, Alabama, Title: Assistant Principal

Perry Lincoln Mercury, Inc.

Montgomery, Alabama, Title: Owner/President

Hopewell Public Schools

Hopewell, Virginia, Title: Teacher

Richmond Public Schools

Richmond, Virginia, Title: Teacher

Charleston Public Schools

Charleston, South Carolina, Title: Teacher

U.S. Army

Korea, Duty: Member of the Army Auxiliary Band

HONORS AND APPOINTMENTS

- Outstanding Excellence in Performance Sales Award from General Motors
- Elected chairman, board of control for Chattahoochee – Flint RESA
- Appointed member and elected chairman for board of trustees for Alabama A&M University
- Appointed member to serve on Georgia QBE task force
- Appointed member to serve on State of Alabama teacher education evaluation committee
- Guest speaker at local churches and other organizations

COMMUNITY ACTIVITIES

- Past Member, Sumter County Board of Health
- Past Member, Sumter County Boys and Girls Club Board of Directors
- Past Member, Sumter County Chamber of Commerce

Franklin D. Perry

- Past Member, Montgomery United Way Board of Director
- Past Member, Covington YMCA Board of Directors
- Past Member Rotary Club
- Member, Springfield Baptist Church
- Member, Newton County Community Band

Franklin D. Perry

References

Mr. Michal Coley, Past Chairman

Dr. Robert Clay, Retired Superintendent

Mrs. Edith Ann Green, Chairperson

Mrs. Ethel Stanley
Former School Board Member
Twiggs County Board of Education

Mr. Timothy Adams, Director
Newton County Community Band

February 22, 2017

David Sanders, Former Chairman (1-1-2007 to 5-25-2010)

Twiggs County Board of Education

To whom it may concern:

It is my pleasure to recommend Dr. Franklin Perry for any upper-level administrative position within the realm of public education. I worked closely with him for more than two years during his tenure as Superintendent of Twiggs County Public Schools, and thus feel eminently qualified to describe his accomplishments.

Dr. Perry assumed the helm of our system at a time when student enrollment had dropped consistently, at the rate of one hundred students per year, for ten years. We had a deficit in the general fund of 1.5 million dollars, and the State DOE had engaged the Board in a deficit reduction contract. Additionally, morale was at a low ebb within the system, and the citizens had voiced their disenchantment by defeating our SPIOST attempt.

Shortly after his arrival, Dr. Perry activated our existing reduction-in-force policy, and began eliminating redundancies in personnel. He instituted cost-cutting measures in every department, and no extravagance, inefficiency, or waste escaped his scrutiny. Within one year, Dr. Perry had eliminated the deficit, and satisfied our contract with the State DOE. Because of Dr. Perry's sound financial management, our system continued to flourish while other systems were furloughing teachers, cutting supplements, and curtailing services to students.

Dr. Perry drafted a new SPIOST proposal, secured the support of the community through a series of public hearings, and guided the SPIOST effort to victory by a wide margin. His peerless oratory skills, coupled with a natural ability to motivate and inspire, were major factors in our successful SPIOST referendum. Additionally, Dr. Perry restored our high school band (which had been defunct for three years), created partnerships with various entities, and made significant strides in re-focusing the Board's energy upon student achievement. His enthusiasm, punctuality, charisma, and versatility rounded out a portrait of one who is well-qualified to lead a school district.

The preceding summary of Dr. Perry's tenure with Twiggs County Schools is documented by audits, Board minutes, newspaper articles, and television features (most notably, Channel 41 's "Twiggs County Schools Makes A Turnaround"); no embellishment is necessary.

Should your system have need of an administrative leader of the caliber just described, especially in these days of financial uncertainty, you will find Dr. Perry's attributes invaluable. Articulate, confident, and reliable, Dr. Perry embodies the concept of a modern public school administrator.

Sincerely,

David Sanders

Electronic Signature

Mr. Michael D. Coley, Sr.

To Whom It May Concern:

This letter is my personal recommendation for Dr. Franklin Perry. I have known Dr. Perry for over 10 years. I served on the Board of Education from 1996-2005. I was chairman of the board when we hired Dr. Perry as our superintendent in January 2002. I found Dr. Perry to be consistently aggressive, tackling all assignments with enthusiasm and a sense of urgency.

Besides being a joy to work with, Dr. Perry is a take-charge person who is able to present creative ideas and communicate the benefits. He successfully developed a comprehensive plan to merge our two high schools during his tenure. It was noted as one of the smoothest mergers in Georgia state history. During his tenure, I saw an increase in student achievement and a renewed parental involvement in education.

Dr. Perry was also extraordinarily helpful in other areas especially in community involvement. In addition to his leadership abilities, Dr. Perry is an inspiration and dedicated person to educating children.

I highly recommend Dr. Perry for employment. He is a team player and would be a great asset to your organization.

If you would like additional information about Dr. Perry, you may contact me at (229) 938-0674.

Sincerely,

Michael D. Coley, Sr.
Retired Quality Assurance Evaluator
Robins AFB, GA 31098

Electronic Signature