

Dr. Shannon Norfleet
126 Glenwood Drive • Thomasville, GA 31792
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March 5, 2020

Worth County Board of Education
103 Eldridge St.
Sylvester, GA 31791

To the members of the Worth County Board of Education,

I wish to be considered for the Superintendent position currently being advertised for the Worth County School System. I am currently employed as Principal of Thomasville High School for the Thomasville City School District. Previously, I was employed by Bibb County for ten years, including successful tenures as Principal of Howard High School and Bloomfield Middle School. I have a total of 25 years of experience in public education, including thirteen years of classroom teaching experience in Houston, Bleckley, and Putnam counties. I have had the opportunity to work for and learn from some great examples as Superintendent- such as Dr. Steve Smith, former Superintendent of Lowndes County, and Dr. Curtis Jones, Jr., current Superintendent of Bibb County and National Superintendent of the Year.

I pride myself in building strong working relationships with teachers and staff who feel supported and in creating a school climate that is conducive to teaching and learning. I believe that the achievement level increases of the schools I have led is a testament to the success of that work. While I continue to have meaningful successes in my current school and district, I have been searching for the right community in which to serve as Superintendent. I believe that my ability to build strong relationships and my vision for a no-nonsense approach to education make me an excellent candidate for Worth County.

While I have never worked in Sylvester, I am familiar with the area, and it is the kind of place where I would love to live, work, and contribute to the betterment of our society through education. Please accept this letter as an introduction and a request for consideration for the position of Superintendent of the Worth County School System. Enclosed you will find my resume and list of references.

Sincerely,



Dr. Shannon Norfleet
Principal
Thomasville High School

Dr. Shannon Norfleet

126 Glenwood Drive Thomasville, GA 31792
478-290-8294 snorfleet@gmail.com

Educational Leadership

Accomplished educational leader with 25 total years of experience in public education, 13 years of which were as a classroom teacher. Highly skilled in instructional leadership, recruitment and retention of quality personnel- and a proven leader in school improvement.

SCHOOL IMPROVEMENT- PROVEN RESULTS

Principal, Thomasville High School, Thomasville, Georgia

- 8.3 point increase in CCRPI in first year as principal, 2019

Principal, Howard High School, Macon, Georgia

- 13.9 point increase in CCRPI in three years as principal, 2014-2017
- 12.1 point increase in Graduation Rate (4 year cohort), 2014-2017
- Urban school, approximately 65% free/reduced lunch, 70% minority
- Created partnership with Middle Georgia State University MAT program

Principal, Bloomfield Middle School, Macon, Georgia

- 10.7 point increase in CCRPI in two years as principal, 2012-2014
- Inner city school, 99.1% free/reduced lunch, 99% minority

ADMINISTRATIVE EXPERIENCE

Principal – Thomasville High School

Thomasville City School District, Thomasville, Georgia
2018 – Present

Principal – Howard High School

Bibb County School District, Macon, Georgia
2014 – 2018

Principal – Bloomfield Middle School

Bibb County School District, Macon, Georgia
2012 – 2014

ADMINISTRATIVE EXPERIENCE (CONT.)

Assistant Principal – Howard High School

Bibb County School District, Macon, Georgia
2010 – 2012

Assistant Principal – Rutland High School

Bibb County School District, Macon, Georgia
2008 – 2010

TEACHING EXPERIENCE

Chemistry Teacher – Bleckley County School District

Bleckley County School District, Cochran, Georgia
2007 – 2008

- Taught Chemistry, Honors Chemistry, and Physical Science
- Served on GA DOE curriculum framework writing committee for middle grades science
- Represented BCHS on GA DOE End-of-Course Test Item Review Committee
- Represented BCHS on GA DOE End-of-Course Test Item Data Review Committee
- Represented BCHS on GA DOE GHSGT Item Review Committee
- Represented BCHS on GA DOE GHSGT Standard Setting Committee
- Served as faculty sponsor for the BCHS chapter of the National Honor Society

Chemistry Teacher – Houston County High School

Houston County School District, Warner Robins, Georgia
1996 – 2007

- Taught Chemistry, Biology, Physical Science, and Environmental Science
- Elected by HCHS faculty as representative for HCHS school council
- Served on HCHS Better Seeking Team
- Chair of the HCHS Data Committee
- Served on SACS technology committee
- Prepared School/Community Profile for HCHS SACS report

Science Teacher – Putnam County High School

Putnam County School District, Eatonton, Georgia
1995 – 1996

- Taught Biology and Physical Science

REFERENCES (CONT.)

Mr. Barney Hester

District Athletic Director, Bibb County School District

484 Mulberry Street

Macon, GA 31201

Email: hester.barney@bcsdk12.net

Cell Phone: 478-737-8781

Mr. Richard Smith

Executive Director, First District RESA

(Former Superintendent, Toombs County School District)

201 W. Lee Street

Brooklet, GA 30415

Email: rsmith@fdresa.org

Cell Phone: 478-230-8368

Office Phone: 912-842-5000

REFERENCES

Dr. Curtis Jones, Jr. - National Superintendent of the Year

Superintendent, Bibb County School District

484 Mulberry Street

Macon, GA 31201

Email: curtis.jones@bcsdk12.net

Cell Phone: 478-954-6274

Office Phone: 478-765-8502

Mr. Lance Heard

Interim Superintendent, Thomasville City Schools (retired)

P.O. Box 685

Adel, GA 31620

Email: lanceheard@cpresa.org

Phone: 229-507-8045

Dr. E. Steven Smith

Superintendent, Lowndes County School District (retired) (and Bibb County)

220 St. James Ave

St. Simons Island, GA 31522

Email: estevensmith.phd@gmail.com

Phone: 229-300-3700

EDUCATION

- Ed.D. in Educational Leadership 2006
Argosy University, Atlanta, GA
- Ed.S. in Educational Leadership 2005
Argosy University, Atlanta, GA
- M.Ed. in Educational Leadership 2002
Columbus State University, Columbus, GA
- B.S. in Biology 1995
Georgia College, Milledgeville, GA
- A.S. in Biology 1993
Middle GA College, Cochran, GA

CERTIFICATIONS

- Georgia Clear Renewable Certificate, Certificate #219750
Level 7
Educational Leadership (P-12)
Science (6-12)
Gifted In-Field
- AP Chemistry (College Board)
AP Biology (College Board)
Coaching Endorsement

PROFESSIONAL ASSOCIATIONS

- Middle Georgia State University- Graduate Studies Community Advisory Board
- Georgia Association of Educational Leaders
- Georgia Association of Secondary School Principals

Certification Channel Information

Dr. Shannon Norfleet
PSC Account Number: 219750

Overall Ethics Status/Action: None

Ethics History

Case Number	Final Outcome	Effective Date	Expiration Date
10-4-1013	Suspension	05/20/2010	05/24/2010

Exceptional Children Course: Yes

The educator's certification level is level 7 effective 10/03/2006.

Fields in ~~strikeout font~~ with a dark grey background have expired. If all fields have expired, the certificate has expired.

Type	Field	First Issued	Current Issued	Beginning Validity	End Validity
C	CLEARANCE CERTIFICATE [FLD694]	01/15/2012	07/12/2017	07/01/2017	06/30/2022
The Clearance certificate is issued at the request of a the employing Georgia local unit of administration (LUA) to educators who satisfactorily complete fingerprint and background check requirements and do not have a certificate that is currently revoked or suspended in Georgia or any other state. All educators employed by a Georgia LUA must hold a Clearance certificate. There are no academic requirements necessary to qualify for this certificate. All holders of this certificate are subject to the Georgia Code of Ethics for Educators.					
SRL	EDUCATIONAL LEADERSHIP - TIER II [FLD710]	01/15/2016	07/12/2017	07/01/2017	06/30/2022
The Standard Professional leadership certificate indicates that all requirements for professional leadership certification have been met, including applicable Special Georgia Requirements. The Standard Professional leadership certificate is issued to Georgia educators completing GaPSC-approved educator preparation programs prior to September 30, 2009. It is also issued to educators who meet reciprocity requirements.					
SRT	BIOLOGY (6-12) [FLD750]	07/17/1997	07/12/2017	07/01/2017	06/30/2022
SRT	GIFTED IN-FIELD [FLD881]	08/24/2005	07/12/2017	07/01/2017	06/30/2022
SRT	SCIENCE (6-12) [FLD748]	07/17/1997	07/12/2017	07/01/2017	06/30/2022
The Standard Professional teaching certificate is a Georgia professional certificate issued to educators who have completed all requirements for professional certification in a teaching field and applicable Special Georgia Requirements, but have not met experience requirements for the Performance-Based Professional certificate or are not evaluated on the statewide evaluation system. Educators who are not evaluated on the statewide evaluation system are evaluated by a school, district, or agency approved evaluation system.					
SRT	BIOLOGY (6-12) [FLD750]	07/17/1997	01/15/2012	07/01/2012	06/30/2017
T	BIOLOGY (6-12) [FLD750]	07/17/1997	12/15/2006	05/24/2010	06/30/2012
T	BIOLOGY (6-12) [FLD750]	07/17/1997	12/15/2006	07/01/2007	06/30/2012
T	BIOLOGY (6-12) [FLD750]	07/17/1997	02/11/2002	07/01/2002	06/30/2007
T	BIOLOGY (6-12) [FLD750]	07/17/1997	07/17/1997	06/14/1997	06/30/2002
BT	BIOLOGY (6-12) [FLD750]	09/28/1995	09/28/1995	08/20/1995	06/30/1998
T	BIOLOGY (6-12) [FLD750]	07/17/1997	12/15/2006	07/01/2007	05/20/2010
G	CLEARANCE CERTIFICATE [FLD694]	01/15/2012	01/15/2012	07/01/2012	06/30/2017
SRL	EDUCATIONAL LEADERSHIP (P-12) [FLD704]	08/21/2002	01/15/2012	07/01/2012	06/30/2017
L	EDUCATIONAL LEADERSHIP (P-12) [FLD704]	08/21/2002	12/15/2006	05/24/2010	06/30/2012
L	EDUCATIONAL LEADERSHIP (P-12) [FLD704]	08/21/2002	12/15/2006	07/01/2007	06/30/2012

