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Education:

1991 Ph.D. Educational Research/Psychology with a minor in Administration and Supervision, The University of Alabama at Tuscaloosa

1982 Educational Specialist, Guidance and Counseling, The University of Alabama at Birmingham

1974 M.A. Guidance and Counseling, University of Alabama at Birmingham

1971 B.S. English and Business Education, Jacksonville State University, Jacksonville, Alabama

Certification: Georgia Educational Leadership (P-12), L-7, Certificate Number 460303

Honors: Girl Scouts of Historic Georgia, Inc. Woman of Distinction, 2009

Distinguished Service Award, Georgia School Superintendents Association, 2004

Outstanding Distinguished Professional, Girls Scouts of Cottaquilla Council, 2001

Outstanding Educational Leadership Award, Alabama Association for Supervision and Curriculum Development, 1998

One of 29 Superintendents in the Southeast and one of three in Alabama selected to participate in the BellSouth/Center for Leadership in School Reform (CLSR) Superintendents Leadership Network, 1997 - present

- Honors:** Outstanding Educator, University of Alabama at Birmingham, 1986
- Outstanding Member, District IV, Alabama Association for Counseling and Development, 1985
- Nominated as Outstanding Young Woman in America, 1983

Professional Experience:

- Nov. 2004 – Present Chief Academic Officer, Muscogee County School District, Columbus, Georgia
Provide leadership in curriculum and instruction for large school district with student population of 33,000 and 2,900 employees, and \$232 million budget (see pages 6 and 7).
- Aug./Jan. – 2008/2009 Interim Superintendent, Muscogee County School District, Columbus, Georgia
- April 2002 – August 2004 Superintendent, Coweta County Schools, Newnan, Georgia
Provided leadership for suburban, twenty-eight school district with student population of 19,000 and 2,800 employees, and \$181 million budget (see pages 7 and 8).
- June 1996 – March 2002 Superintendent, Talladega County Schools, Talladega, Alabama
Provided leadership for a rural, seventeen-school district with student population of 7,800 and 1,078 employees, \$44 million budget, and 117 bus routes (see pages 8 - 9).
- June 1989 - June 1996 Principal, Tarrant High School; Director of Instruction, Tarrant City School System, Tarrant, Alabama.
Provided administrative and instructional leadership for comprehensive high school serving 450 students.
Coordinated and implemented new courses including the Executive High School Internship Program, SuperComputing Science, School-to-Work Transition, School-to-College Transition, and Principles of Technology. Provided leadership in instruction and curriculum for Grades K-12. Budgeted, administered, and disbursed funds for federal programs, and instructional programs; recruited, screened, and recommended personnel for all professional staff positions; evaluated and supervised 110 certificated personnel.

- June, 1986 - June, 1989 Program Specialist for Staff Development, Birmingham Public Schools, Birmingham, Alabama
Planned, administered, and evaluated staff development for approximately 2,800 professional employees in Birmingham Public Schools.
- Aug., 1976 - May, 1986 Counselor, Phillips High School, an urban school with student population of 1,100; Teacher of Business and English, Banks High School, a suburban school with a student population of 800, in Birmingham Public Schools
- August, 1972 - 1974 Teacher-Coordinator for Business and Office Education (BOE), West End High School, a suburban school with a student population of 700, Birmingham Public Schools

Adjunct College/University Experience

- Aug. 2008 – Present Adjunct Instructor, Columbus State University, Georgia
Teach Curriculum and Instruction graduate level courses
- Aug. 2006 – Present Adjunct Instructor, Troy University, Phenix City, Alabama
Teach Research Methods in Education and Qualitative Research
- Aug. 2000 – Dec. 2004 Adjunct Instructor, Samford University, Birmingham, AL
Taught Research Methods courses
- Jan. 1992 - June 1996 Adjunct Instructor for the University of Alabama
Gadsden Center, Graduate School
Taught Statistical Methods in Education.

Professional Writings:

"Unfunded Mandates Hurt Public Perception", Alabama School Boards Journal, May, 1998

"A Quality Education Process: Improving Student Achievement", People and Education, Vol. 3, No. 3, December, 1995 (co-author)

"The Effects of an Extra Year Program After Kindergarten on Students' School Achievement and Self Esteem." A paper presented at the Mid-South Educational Research Association, Knoxville, TN, 1992 and New Orleans, LA, 1993

"An Analysis of Aptitude Achievement Discrepancy Formulas in Learning Disability Assessment." A paper presented at the Mid-South Educational Research Association Program and Proceedings, Kentucky, November, 1991

"Cognitive and Personality Characteristics of High School Students as Related to Mathematics Achievement." A paper presented at the Mid-South Educational Research Program and Proceedings, Mississippi, November, 1985

"The Effects of the Use of Microcomputers in Remediation of Basic Math Skills," *Researcher*, May, 1984

"Minimum Competency Testing: Inception through Remediation of Basic Math Skills," ERIC Document Number Ed 226002 (multiple authorship)

Professional Presentations:

Co-Presented "Monitoring Student Achievement through a GAPSS Analysis, at the Large System Superintendents meeting, Savannah, Georgia, January, 2008.

Presented a workshop entitled "Student Achievement and the Muscogee Accountability Plan (MAP)" at the Georgia Association of Curriculum and Instruction Supervisors (GACIS), Fall Conference, Athens, Georgia, 2005.

Presented a workshop entitled, "Visionary Leadership" at the American Association of School Administrators (AASA) Winter Conference, San Francisco, 2004.

Presented at the Model Schools Conference in Washington, D. C., 2004

Presented a workshop entitled "Alternative Personnel Selection Process" at AASCD Winter Conference in January, 1998.

Presented a three-day workshop entitled "Facilitative Leadership" to administrators in Eufaula, AL, May, 1996.

Co-Presenter for Total Quality Education Training Seminars, 1993 to 1998. These seminars were coordinated through Samford University School of Education which had been funded by private industry.

Professional Organizations:

Georgia Association of Curriculum and Instruction Supervisors (GACIS),
Board of Directors, July 2005 to present

Director District 10 of GACIS, July 2005 to present

Georgia School Superintendent's Association (GSSA), Board of Directors,
July 2003 – 2004

Coalition for Quality Schools, Member, 1997 – Present; President, 2001

State Superintendent's Advisory Committee, 1999, 2000, 2001

Alabama Association of School Administrators, Member, 1989 –
2002; Legislative Committee, 1998, 1999, 2000, 2001; President
Elect, 2001

Superintendent's Leadership Network (formerly BellSouth Superintendents'
Network), 1997 - Present

Alabama Association for Supervision and Curriculum
Development, Member, 1989 – Present; Past President and Board of
Directors, 1994 - 2000

Community Organizations:

Mayor's Commission on Crime Prevention, Member, 2008 – Present

Rotary Club of Columbus, Member 2008 - Present

Greater Columbus Quality Air Task Force, Member 2007 - Present

Greater Columbus Race Relations Study Forum, Member 2007 – Present

Community Organizations Continued:

Toastmasters International, Charter Member of the SAT Club, 2007 –
Present

Muscogee Educational Excellence Foundation (MEEF), Board Member,
2006 - Present

St. Thomas Episcopal Church, Member and serve on the Altar Guild and
Lay Eucharistic Ministry, 2004 - Present

Georgia Partnership in Education, Board Member, 2003 - Present

Personal: Married to Jack Connell for 35+ years
3 adult sons

Accomplishments as Chief Academic Officer of Muscogee County School District:

Strengthened a solid curriculum and instructional program resulting in the accomplishments listed below:

- Four schools received honors from the Governor's Office of Student Achievement as Single Statewide Accountability System in the "Highest Performance" and "Greatest Gain" categories, 2007
- SAT scores increased 32-points in combined reading and math, 2003 to 2007
- Number of schools achieving Adequate Yearly Progress increased annually, 2004 to 2007
- Georgia Public Policy Foundation's Report Card for Parents identified 17 schools in the state as No Excuses Schools and three of the schools were in the Muscogee County School District, 2007
- CRCT scores increased annually, 2004 to 2007
- Georgia High School Graduation Exam scores increased annually, 2004 to 2007

Initiated and facilitated the process to achieve District Accreditation from Southern Association of Colleges and Schools Council on Accreditation and School Improvement (SACS CASI), 2007

Implemented curriculum mapping software program, 2007

Implemented a Career Academy, 2007

Developed and implemented an Executive Coaching program for new principals, 2006

Received four year literacy grant from Cornerstone

Provided Leadership Training for school administrators, 2004 to present

Implemented the Balanced Scorecard as a system-wide tool for quality assurance, 2005

Facilitated the evaluation of principals, 2004 to present

Accomplishments as Superintendent of Coweta County Schools:

Developed shared vision, mission, and beliefs

Initiated strategic planning

Initiated Oglethorpe process; Oglethorpe process is Georgia's version of the Baldrige Award

Strengthened a solid curriculum program which led Coweta County students to achieve unprecedented academic success and a high school named a National Model High School

Developed and implemented a model middle school world language program

Enhanced the delivery and expectations of the high school world language program to include workplace Spanish and Seals of Endorsements

Enhanced the visual and performing arts program: constructed and opened The Centre for the Performing and Visual Arts of Coweta County; STAR Program (drama); Children's Community Choir; implemented middle schools strings program; Master Works Choir; implemented middle schools Music In Schools (piano, keyboarding)

Initiated a new teacher mentor program

Received and implemented a \$1.4 million dollar literacy grant for elementary schools

Implemented a model professional learning program in the high schools core academic areas and in the elementary curriculum

Implemented a new teacher orientation and induction program

Implemented financial reforms: Initiated sealed bid process; utilized a Construction Manager for large construction projects which resulted in reduction in costs

Developed and implemented on-going dialogue and collegial conversations through monthly Teacher Forums, Assistant Principal Forums, Business

and Community Focus Groups, and Parent Focus Group

Accomplishments as Superintendent of Talladega County Schools:

Developed system's beliefs, mission, vision, and goals

Facilitated three successful tax referendums in three years

Initiated Support Staff Forums

Initiated monthly Teachers Forums

Implemented monthly leadership training for assistant principals

Developed and implemented a five-year capital improvement plan that included the elimination of 67 portable classrooms, construction of one new high school and two new elementary schools, major renovations to seven other schools

Employed a school safety officer through a cooperative effort with the Talladega County Commission and the Sheriff's Department

Initiated Community Advisory Forums in the seven communities served by the school system

Received National Blue Ribbon School award for Stemley Road Elementary School as well as additional commendation for their staff development programs

Ten schools in the district selected as Alabama Literacy Demonstration Sites

Received over \$150,000 in grants for construction and implementation of Distance Learning Labs in seven high schools

Received approximately \$1 million in grants for technology initiatives

Implemented new courses including the Executive High School Internship, Jobs for Alabama's Graduates and Dual Enrollment opportunities as well as expanded the foreign language and science curriculum and enhanced fine arts experiences

Expanded alternative school with programs for behavioral intervention and academic intervention for at-risk students

Restructured two schools into more age-appropriate and instructionally advantageous units

Increased aesthetic opportunities for students through partnerships with local and state arts council – secondary students have opportunity to attend live performances and elementary students have opportunity for increased art and music instruction through the addition of teacher units resulting from restructuring efforts

Initiated the availability of the advanced academic diploma in all system high schools

Restructured vocational program into one of technology

Initiated the Samford University Leadership Administrative Cohort program to develop future administrators

Initiated an equitable funding plan for local schools related to school improvement goals

Received an \$80,000 BellSouth grant to assist in the implementation of a national staff development model