

Dr. Verna D. Ruffin

- Letter of Interest
- Application
- Resume'
- Official Transcript of Terminal Degree

Verna D. Ruffin

Superintendent

Dear Search Committee,

This serves as a letter of interest for the position of Superintendent of Huntsville City Schools. The 21st Century poses a number of challenges for school districts and for our children. Superintendents must accept that challenge and be willing to cultivate an environment in which all children can learn. I have over 30 years of experience in the field of education as a teacher, principal, Director of Secondary Curriculum, Area Superintendent, Assistant Superintendent in Louisiana, Texas, Oklahoma and currently as Superintendent in Tennessee. It is my deep interest to serve and support Huntsville City Schools as Superintendent.

During my tenure as Principal of Northside High School in Lafayette, Louisiana, we were successful in aligning curriculum and instruction with state standards and assessment. We applied for and received competitive grants and coordinated Title I funds which directly affected school improvement. The curriculum was enhanced by restructuring the school day thus giving the students an opportunity to enroll in enrichment electives and support classes. We established an Engineering Academy, Teacher Cadet Program, digital graphics/web page design class, a computer architecture class and NJROTC program. We added advanced placement courses to the curriculum and I am pleased to say that Northside High School students experienced success as a result of the changes that occurred during this four-year period.

In 2001, I was offered a position as a middle school principal in the Judson Independent School District in San Antonio, Texas. I became the third principal of this school which had opened its doors in 1996. Teacher retention rates had been high and a sense of trust was urgently needed. During my six-year tenure as principal of Woodlake Hills Middle School, we were successful in improving the teacher retention rate, cultivating trust, improving instruction, increasing students' academic performance, and receiving grants to enhance technology. Our data attests that we made consistent academic improvement each year.

In 2007, I was hired as an Area Superintendent in Tulsa Public Schools. As an Area Superintendent, I supervised 19 schools. During this time, three of the four secondary schools in needs of improvement made AYP for the first time and two schools came off the school improvement list as a result of making AYP for two consecutive years. We worked as clusters to create vertical teams and experienced success as a result of the collaboration. As Assistant Superintendent of Curriculum and Instruction, I was responsible for a large staff including curriculum and instruction, library media, college

and career readiness and special education. A major work of our office was the Staff Development Teacher Project which placed a Staff Development Teacher in every Title I school in the district. Supporting teachers in their day-to-day work, improving their craft and delivering job embedded professional development is critical to developing teachers.

Working with several Universities in the Tulsa area, we embarked on a partnership to create Urban Institutes to prepare teachers to effectively teach in the urban setting. Further work included contributing to the development of a summer school curriculum with Teach for America which further enhanced learning for our students beyond a traditional summer school session. A significant contribution has been to the development of the new teacher evaluation tool which began under my supervision inclusive of a team of teachers and the teachers' Union. This work has led to Tulsa Public Schools Teacher Effectiveness Initiative, partially funded through donations from the philanthropic community and the Gates Foundation. Further collaboratives include working with Teach for America and serving on several committees relative to the development, implementation and research of Community Schools.

In 2013, I was recruited to apply for then became the Superintendent of Jackson-Madison County Schools in Jackson, TN. I work with a nine-member board and over 1,700 employees in a school district that is the second largest employer in Jackson. Together we developed and recommended a balanced budget and maintained a positive fund balance while making courageous and bold decisions that have led to improved educational opportunities for our very diverse student enrollment. In 2014, we implemented a middle school academic academy and in 2015 opened an Early College High School. We implemented innovative programs based on data which enable our students to soar higher and to stretch beyond their imagination. A strong educational foundation enables our struggling students to experience improved educational outcomes until they too reach equivalent levels of proficiency with their peers.

It is my belief that one leads by example and one should always assist others in reaching their professional goals. Through effective mentoring/internship/coaching, I am pleased that numerous interns and mentees have received promotions as assistant principals, principals, counselors and district office and state leaders.

As Superintendent, I would work tirelessly to provide leadership and service to the Board of Trustees in order to collaboratively carry out the goals of the district. I look forward to meeting with you and discussing how we can work together to accomplish district goals in Huntsville City Schools.

Respectfully Submitted

Verna D. Ruffin

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Personal Data

Name: Dr. Verna D Ruffin
 (Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Verna D Ruffin-Lyons
 (Title) (First) (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address	Present Address
Number & Street:	Number & Street: 310 N Parkway
Apt. Number:	Apt. Number:
City:	City: Jackson
State/Province:	State/Province: TN
Zip/Postal Code:	Zip/Postal Code: 38305
Country:	Country: United States of America
Daytime Phone:	Phone Number: (918) 629-0218
Home/Cell Phone:	

Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 207 Administration: Superintendent of Huntsville City (Alabama) at Huntsville City	11/12/2016	3 years

Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position	Employer Contact Information		
Jackson-Madison County Schools Superintendent	310 N Parkway Jackson, TN 38305 731-664-2527		
Date From - Date To:	07/2013 - 06/2017 (Total Yrs: 3 1/2)	Full or Part Time:	Last Annual Salary: \$155,000
Reason for Leaving:	Seeking district who is seeking a visionary, innovative change agent		
May we contact this employer?	Yes		
Responsibilities/Accomplishments at this Position	<p>CEO--In 2013, I was recruited to apply for then became the Superintendent of Jackson-Madison County Schools in Jackson, TN. I work with a nine member board and over 1,700 employees in a school district that is the second largest employer in Jackson. Together we developed and recommended a balanced budget and maintained a positive fund balance while making courageous and bold decisions that have led to improved educational opportunities for our very diverse student enrollment. In 2014, we implemented a middle school academic academy and in 2015 opened an Early College High School enabling our students to soar higher and to stretch beyond their imagination. A strong educational foundation enables our struggling students to experience improved educational outcomes until they too reach equivalent levels of proficiency with their peers.</p> <p>Together we have:</p> <ul style="list-style-type: none"> â€¢ Developed and recommended a balanced budget and maintained a positive fund balance, managed district, state and federal funds â€¢ Received e-Rate which positions us to prepare an infrastructure to implement advancements in technology for the purpose of teaching and learning â€¢ Beginning implementation of 1:1 plan for technology as we prepare for 8th grade roll-out in 2016-17 		

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Experience Continued

Responsibilities/ Accomplishments at this Position continued...

- â Provided raises for all employees
- â Provided options for parents and students as a District of Choice
- â Implemented the Middle School Academic Academy school-within-a-school model which enhances educational outcomes for students
- â Implemented an Early College High School which began in 2015-16 with an enrollment of approximately 50 students enabling over 38 of the students to earn 9-college credits as Freshmen; increased the Early College High enrollment from 50 students in 2015-16 to over 150 students in 2016-17 and at no cost to the district as we partnered with Jackson State Community College
- â Implemented Coding Academies enhancing studentsâ technological opportunities through creative thinking and partnering with The CO
- â Reward Schoolsâ Madison Academic High School and South Side High School
- â National Blue Ribbon Schoolâ Madison Academic High School
- â Madison Academic High Schoolâ s Academic Decathlon team placing 1st in the State for the 13th year in a row and placing 4th place in the National Championship in Anchorage, Alaska
- â Jackson-Madison County Schools won National Recognition in the Alliance for a Healthier Generationâ s Healthy Schools Program (JMCSS had the largest amount of schools in TN)
- â Engaged over 500 faith-based and community volunteers to assist in reading in six schools through Team Reads partnering with Arise Jackson
- â Forged partnerships and relationships with businesses, industry, community and organizations to move our students toward college and workforce readiness. Such partnerships and relations include but are not limited to: WTHC, JEA, Jackson Chamber, African American Chamber, Bank of Jackson, Leaders Credit, Colleges and Universities (Lane College, Union, UM Lambuth, Jackson State Community College, TN College of Applied Technology), Faith organizations, Jackson Generals, Pinnacle, Stanley Black and Decker, Star Center, Delta Faucet, Boys and Girls Club, and many moreâ
- â AFJROTC placed second in the Open Color Guard Competition National Drill Competition
- â Northeast Middle School students participated in Academic Pentathlon and attended Nationals in Idaho
- â Madison Academic High School and South Side High School are recognized by U. S. News Today as two of the top schools in America
- â Developed a 5-year comprehensive plan for school and building renovations and maintenance projects
- â Capital projects progressing at Pope, JCM Early College High School, Community Montessori, Northeast Middle School and Rose Hill
- â All employees have an assigned position and as promised in early March (pending evaluation and renewal)
- â A comprehensive plan for implementing Vision 2020 including but not limited to enhancements/opportunities, budgets, inventories, moves, purging, and storing is in motion
- â Actions taken to enhance educational opportunities as collaborated with Innovation Design Team comprised of parents, teachers, administrators and community members to include implementation of BEST Academy, Transition Academy, Extended Learning Schools (SMART Academies beginning in summer 2016 for Arlington and Lane Elementary); created an Extended Learning Advisory to create action plans for full development of Extended Learning Schools

Previous Position Held		Employer Contact Information			
Tulsa Public Schools Area Superintendent/Assistant Superintendent		3027 S New Haven Ave Tulsa, OK 74114 918-746-7569			
Date From - Date To:	07/2007 - 07/2013 (Total Yrs: 6)	Full or Part Time:		Last Annual Salary:	\$105,000
Reason for Leaving:	Promotion				
May we contact this employer?	Yes				
Responsibilities/ Accomplishments at this Position	In 2007, I was hired as an Area Superintendent in Tulsa Public Schools. As an Area Superintendent, I supervised 19 schools. During this time, three of the four secondary schools in needs of improvement made AYP for the first time and two schools came off the school improvement list as a result of making AYP for two consecutive years. We worked as clusters to create vertical teams and experienced success as a result of the collaboration. As Assistant Superintendent of Curriculum and Instruction, I was responsible for a large staff including curriculum and instruction, library media, college and career readiness and special education. A major work of our office was the Staff Development Teacher Project which placed a Staff Development Teacher in every Title I school in the district. Supporting teachers in their day-to-day work, improving their craft and delivering job embedded				

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted: _____

Experience Continued

Responsibilities/ Accomplishments at this Position continued...

professional development is critical to developing teachers.

Working with several Universities in the Tulsa area, we embarked on a partnership to create Urban Institutes to prepare teachers to effectively teach in the urban setting. Further work included contributing to the development of a summer school curriculum with Teach for America which further enhanced learning for our students beyond a traditional summer school session. A significant contribution has been to the development of the new teacher evaluation tool which began under my supervision inclusive of a team of teachers and the teachers' Union. This work has led to Tulsa Public Schools Teacher Effectiveness Initiative, partially funded through donations from the philanthropic community and the Gates Foundation. Further collaboratives include working with Teach for America and serving on several committees relative to the development, implementation and research of Community Schools.

Previous Position Held		Employer Contact Information			
Judson ISD Principal/Director		8012 Shin Oak Dr. Live Oak, TX 78233 210-945-5100			
Date From - Date To:	07/2001 - 07/2007 (Total Yrs: 6)	Full or Part Time:		Last Annual Salary:	\$95,000
Reason for Leaving:	Promotion				
May we contact this employer?	Yes				
Responsibilities/ Accomplishments at this Position	In 2001, I was offered a position as a middle school principal in the Judson Independent School District in San Antonio, Texas. I became the third principal of this school which had opened its doors in 1996. Teacher retention rates had been high and a sense of trust was urgently needed. During my six-year tenure as principal of Woodlake Hills Middle School, we were successful in improving the teacher retention rate, cultivating trust, improving instruction, increasing students' academic performance, and receiving grants to enhance technology. Our data attests that we made consistent academic improvement each year.				

Previous Position Held		Employer Contact Information			
Lafayette Parish Schools Band Director, Assistant Principal, Principal		113 Chaplin Drive Lafayette, LA 70508 337-521-7000			
Date From - Date To:	10/1975 - 07/2001 (Total Yrs: 26)	Full or Part Time:		Last Annual Salary:	\$60,000
Reason for Leaving:	Promotion				
May we contact this employer?	Yes				
Responsibilities/ Accomplishments at this Position	During my tenure as Principal of Northside High School in Lafayette, Louisiana, we were successful in aligning curriculum and instruction with state standards and assessment. We applied for and received competitive grants and coordinated Title I funds which directly affected school improvement. The curriculum was enhanced by restructuring the school day thus giving the students an opportunity to enroll in enrichment electives and support classes. We established an Engineering Academy, Teacher Cadet Program, digital graphics/web page design class, a computer architecture class and NJROTC program. We added advanced placement courses to the curriculum and I am pleased to say that Northside High School students experienced success as a result of the changes that occurred during this four-year period.				

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Education History

* Degree Type	Ed.D.
* Name of Institution	University of Oklahoma
* Field of Study	Educational Administration, Curriculum, Leadership
* Year Conferred or Expected	2013

* Degree Type	Ed.S.
* Name of Institution	University of Louisiana--Lafayette
* Field of Study	Educational Administration and Supervision
* Year Conferred or Expected	1990

Degree Type	Master's
Name of Institution	Louisiana State University--Baton Rouge
Field of Study	Instrumental Music Education
Year Conferred	1975

Degree Type	Bachelor's
Name of Institution	University of Louisiana--Lafayette
Field of Study	Instrumental Music Education
Year Conferred	1974

Degree Type	
Name of Institution	University of Texas--San Antonio
Field of Study	Superintendent Certification
Year Conferred	2003

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. What personal characteristics define an excellent administrator?

These are personal characteristics that define an excellent administrator: integrity, trustworthiness, conviction, strong moral and ethical character and behavior, confidence, great listener, inclusive, fair to ALL, team-builder, ability to make tough decisions while being able to unify the community.

2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

Technology for the purpose of teaching and learning is extremely important. We live in a world where the absence of such tools, connectivity and understanding stifles innovation. Teachers and educators should use technology to enhance learning for the educator, students, parents and stakeholders. Technology today is as important as quality textbooks and materials use to be 25 or more years ago

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

however the gap in equipping those responsible for using technology remains a challenge for many school systems as well as communities. Technology in education is not simply providing the computers, it is a well thought out plan for using various technologies, providing on-going professional development to all users, students and parents and assuring that the plan addresses all levels of competencies as technology is used for educational purposes and not simply record keeping.

I believe my strongest contribution to a school district as it applies to technology is the vision for implementing and executing a district-wide comprehensive plan including funding for sustaining technology for teaching and learning within a school district.

Referrals

How did you hear about employment with us?

Other: Mentor and colleagues; AASA

Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, when does it expire?

June, 2017

When may your present employer be contacted?

Anytime

Professional Status

* Have you ever been dismissed, asked to resign a position or resigned to avoid termination?

No

If Yes, explain:

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Do you have any relative(s) working in the school system?

No

Name:

Position:

Relationship:

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Are you eligible to work in the United States?

Yes

* Have you ever pled guilty or nolo contendere to or been convicted of a felony or misdemeanor?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name?

No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Verna Ruffin, agree to all of the terms above.

I agree

Career Achievements

Describe your educational philosophy.

The 21st Century poses a number of challenges for school districts and for our children. Superintendents must accept that challenge and be willing to cultivate an environment in which all children can learn. I have over 30 years of experience in the field of education as a teacher, principal, Director of Secondary Curriculum, Area Superintendent, Assistant Superintendent in Louisiana, Texas, Oklahoma and currently as Superintendent in Tennessee. It is my deep interest to serve and support Huntsville City Schools as Superintendent and I bring this educational philosophy.

One does not lead alone or in isolation. Collaboration, great listening skills and willingness to make bold and courageous decisions are indeed evident in my educational philosophy which is founded on making the best decisions for all children without exception.

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Career Achievements continued

What leadership skills and traits would you bring to this position?

It is my belief that one leads by example and one should always assist others in reaching their professional goals. Through effective mentoring/internship/coaching, I am pleased that numerous interns and mentees have received promotions as assistant principals, principals, counselors and district office and state leaders.

These are personal and leadership skills, traits and characteristics that I bring to any position that I hold: integrity, trustworthiness, conviction, strong moral and ethical character and behavior, confidence, great listener, inclusive, fair to ALL, team-builder, ability to make tough decisions while being able to assure the community's voice (teachers, parents, business, faith-based, students, educational partners in higher education, etc.) is heard and evidenced in the final plan.

List your major career accomplishments.

Awards and Recognition

- â€ Jackson Award in Education, 2014, Presented by The Foundation, West TN Health Care Foundation
- â€ Outstanding Educator Awards, 2014, 2015
- â€ National Sorority of Phi Delta Kappa, Inc. Gamma Psi Chapter, 2014 Educator of The Year Award
- â€ Woman of Worth Award, Wesley Chapel United Methodist Church
- â€ Citizen Spotlight Award, The Society of African-American Cultural Awareness, 2013
- â€ Pope Elementary Vision Award for Outstanding Achievement, 2014
- â€ Citizen of the Year Award, Theta Iota Chapter of Omega Psi Phi Fraternity, Inc.
- â€ 100 Black Men of West Tennessee, Inc. Award
- â€ The William H. Graves, Sr. Humanitarian Award, 2013, presented by Mother Liberty CME Church
- â€ Nominated by Office of Governor Haslam and the TDOEâ National Governors Association Center for Best Practicesâ Serving on TN Principal Pipeline Steering Committee
- â€ Appointed by Governor Haslam to serve on State Textbook Committee
- â€ Nominated by Governor Haslam to serve multi-year terms on TN Council for Career and Technical Education (TCCTE)
- â€ SUPES Academyâ Spring 2013
- â€ Jackson Scholarâ 2008-2010
- â€ Selected for inclusion to the 2010 David L. Clark National Graduate Student Research Seminar in Educational Leadership and Policy Seminar in Denver, Colorado
- â€ Who's Who Among High School Principals
- â€ 1995 Assistant Principal of the Year, Nomination
- â€ Honor Band Conductor/Directorâ Louisiana and Georgia
- â€ Adjudicator of Bandsâ Louisiana and Mississippi
- â€ American School Band Directors Association
- â€ Bandmaster of the Yearâ Louisiana Bandmasters' Association
- â€ Teacher of the Year Finalist---Louisiana Department of Education
- â€ Teacher of the Yearâ Lafayette Parish Middle Schools
- â€ Outstanding Educator Awardâ Louisiana Association of School Executives

Research and Publications

Research areas include urban school reform, moral literacy in schools, community schools and cross-boundary leadership. A book review for the Journal of Educational Administration has been published, Volume 47 Issue 5, 2009.

Co-authored:

Jean-Marie, G., Ruffin, V. & Burr, K. (2010). Leading across boundaries: The role of community schools and cross-boundary leadership in school reform. In S. Horsford (Ed.), *New perspectives in educational leadership: Exploring social, political, and community contexts and meaning* (pp. 217-238). New York, NY: Peter Lang.

Ruffin, V. & Brooks, J. (currently in press). "Democratic Leadership for Community Schools" in *Journal of School Public Relations*, Volume 31.

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

List your major career accomplishments.

Most recent accomplishments within the last 1-2 years:

Together we have:

- â€¢ Developed and recommended a balanced budget and maintained a positive fund balance, managed district, state and federal funds
- â€¢ Received e-Rate which positions us to prepare an infrastructure to implement advancements in technology for the purpose of teaching and learning
- â€¢ Beginning implementation of 1:1 plan for technology as we prepare for 8th grade roll-out in 2016-17
- â€¢ Provided raises for all employees
- â€¢ Provided options for parents and students as a District of Choice
- â€¢ Implemented the Middle School Academic Academy school-within-a-school model which enhances educational outcomes for students
- â€¢ Implemented an Early College High School which began in 2015-16 with an enrollment of approximately 50 students enabling over 38 of the students to earn 9-college credits as Freshmen; increased the Early College High enrollment from 50 students in 2015-16 to over 150 students in 2016-17 and at no cost to the district as we partnered with Jackson State Community College
- â€¢ Implemented Coding Academies enhancing students' technological opportunities through creative thinking and partnering with The CO
- â€¢ Reward Schoolsâ€”Madison Academic High School and South Side High School
- â€¢ National Blue Ribbon Schoolâ€”Madison Academic High School
- â€¢ Madison Academic High School's Academic Decathlon team placing 1st in the State for the 13th year in a row and placing 4th place in the National Championship in Anchorage, Alaska
- â€¢ Jackson-Madison County Schools won National Recognition in the Alliance for a Healthier Generation's Healthy Schools Program (JMCS had the largest amount of schools in TN)
- â€¢ Engaged over 500 faith-based and community volunteers to assist in reading in six schools through Team Reads partnering with Arise Jackson
- â€¢ Forged partnerships and relationships with businesses, industry, community and organizations to move our students toward college and workforce readiness. Such partnerships and relations include but are not limited to: WTHC, JEA, Jackson Chamber, African American Chamber, Bank of Jackson, Leaders Credit, Colleges and Universities (Lane College, Union, UM Lambuth, Jackson State Community College, TN College of Applied Technology), Faith organizations, Jackson Generals, Pinnacle, Stanley Black and Decker, Star Center, Delta Faucet, Boys and Girls Club, and many moreâ€”
- â€¢ AFJROTC placed second in the Open Color Guard Competition National Drill Competition
- â€¢ Northeast Middle School students participated in Academic Pentathlon and attended Nationals in Idaho
- â€¢ Madison Academic High School and South Side High School are recognized by U. S. News Today as two of the top schools in America
- â€¢ Developed a 5-year comprehensive plan for school and building renovations and maintenance projects
- â€¢ Capital projects progressing at Pope, JCM Early College High School, Community Montessori, Northeast Middle School and Rose Hill
- â€¢ All employees have an assigned position and as promised in early March (pending evaluation and renewal)
- â€¢ A comprehensive plan for implementing Vision 2020 including but not limited to enhancements/opportunities, budgets, inventories, moves, purging, and storing is in motion
- â€¢ Actions taken to enhance educational opportunities as collaborated with Innovation Design Team comprised of parents, teachers, administrators and community members to include implementation of BEST Academy, Transition Academy, Extended Learning Schools (SMART Academies beginning in summer 2016 for Arlington and Lane Elementary); created an Extended Learning Advisory to create action plans for full development of Extended Learning Schools

*BEST Academy--Behavior, Emotional, Support, Transition--a K-5 elementary program within-a-school serving emotional, educational and behavioral outcomes for students experiencing trauma or benefiting from social/emotional support

* Transition Academy--serving 18-22 year-old special needs students, teaching life skills and preparing them for independent living; collaboratively working with community and work-force development and connecting students to work after leaving school

*Extended Learning--a strong focus on K-2 Literacy; extends the school year for students at an early age who are not yet on grade level reading levels; strong partnership with parents as students are required to attend if ongoing instruction, interventions and progress monitoring show evidence of need for additional learning during and after the traditional calendar of school attendance; implemented for 2 low-performing schools in the district

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted: _____

List your major career accomplishments.

List honors and awards you have received during your career.

Awards and Recognition

- â€ Jackson Award in Education, 2014, Presented by The Foundation, West TN Health Care Foundation
- â€ Outstanding Educator Awards, 2014, 2015
- â€ National Sorority of Phi Delta Kappa, Inc. Gamma Psi Chapter, 2014 Educator of The Year Award
- â€ Woman of Worth Award, Wesley Chapel United Methodist Church
- â€ Citizen Spotlight Award, The Society of African-American Cultural Awareness, 2013
- â€ Pope Elementary Vision Award for Outstanding Achievement, 2014
- â€ Citizen of the Year Award, Theta Iota Chapter of Omega Psi Phi Fraternity, Inc.
- â€ 100 Black Men of West Tennessee, Inc. Award
- â€ The William H. Graves, Sr. Humanitarian Award, 2013, presented by Mother Liberty CME Church
- â€ Nominated by Office of Governor Haslam and the TDOEâ National Governors Association Center for Best Practicesâ Serving on TN Principal Pipeline Steering Committee
- â€ Appointed by Governor Haslam to serve on State Textbook Committee
- â€ Nominated by Governor Haslam to serve multi-year terms on TN Council for Career and Technical Education (TCCTE)
- â€ SUPES Academyâ Spring 2013
- â€ Jackson Scholarâ 2008-2010
- â€ Selected for inclusion to the 2010 David L. Clark National Graduate Student Research Seminar in Educational Leadership and Policy Seminar in Denver, Colorado
- â€ Who's Who Among High School Principals
- â€ 1995 Assistant Principal of the Year, Nomination
- â€ Honor Band Conductor/Directorâ Louisiana and Georgia
- â€ Adjudicator of Bandsâ Louisiana and Mississippi
- â€ American School Band Directors Association
- â€ Bandmaster of the Yearâ Louisiana Bandmasters' Association
- â€ Teacher of the Year Finalist---Louisiana Department of Education
- â€ Teacher of the Yearâ Lafayette Parish Middle Schools
- â€ Outstanding Educator Awardâ Louisiana Association of School Executives

Research and Publications

Research areas include urban school reform, moral literacy in schools, community schools and cross-boundary leadership. A book review for the Journal of Educational Administration has been published, Volume 47 Issue 5, 2009.

Co-authored:

- Jean-Marie, G., Ruffin, V. & Burr, K. (2010). Leading across boundaries: The role of community schools and cross-boundary leadership in school reform. In S. Horsford (Ed.), *New perspectives in educational leadership: Exploring social, political, and community contexts and meaning* (pp. 217-238). New York, NY: Peter Lang.
- Ruffin, V. & Brooks, J. (currently in press). "Democratic Leadership for Community Schools" in *Journal of School Public Relations*, Volume 31.

List the professional organizations of which you are or have been a member.

Professional Organizations

- â€ Tennessee Organization of School Superintendents (TOSS)
- â€ Tennessee School Board Association
- â€ American Association of School Administrators (AASA)

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

List the professional organizations of which you are or have been a member.

- â€ Learning Forward
- â€ Association for Supervision and Curriculum Development
- â€ Phi Delta Kappa
- â€ Sigma Alpha Iota
- â€ Rotary Club of North Tulsa

List the community activities you are involved in.

Community/Committees

- â€ Jackson Chamber of Commerce Board of Directors
- â€ The Exchange Club Carl Perkins Center for the Prevention of Child Abuse Central Board
- â€ Mayor's Advisory Council on Domestic and Sexual Violence Board
- â€ United Way Board
- â€ Board of Health
- â€ County Financial Management Committee Member
- â€ Relay for Life
- â€ Academic Review Council
- â€ Community Forums (North Tulsa, ELL)â (2008)
- â€ Fine Arts Advisory Council
- â€ High School Re-Design Task Force Memberâ 2009-10
- â€ Community Schools Implementation Teamâ District Representative
- â€ Tulsa Area Community School Implementation (TACSI) Management Team memberâ District Representative
- â€ TACSI Steering Committee Team Member
- â€ Textbook Committeeâ Chair
- â€ University of Oklahoma and Tulsa Public Schools Collaborativeâ District Liaison
- â€ Metropolitan Human Services Commissionâ District Representative
- â€ Higher Ed Forum of Northeastern Oklahoma, member
- â€ University Assisted Community Schools, Nov. 9, 10, 2009 at OU (presenter)
- â€ Member of Rotary Club of North Tulsa, 2009-
- â€ Master-Planning Committeeâ 2006-07--Judson ISD
- â€ District Site-Base Decision-Making Committee, 2002-07â Judson ISD
- â€ High School Re-design Committee, 2007â Judson ISD
- â€ Judson ISD Strategic Planning Committee, 2006-07â Member-Curriculum and Instruction
- â€ Lafayette Chamber of Commerce Education Committee, Member (2000)
- â€ University of Louisianaâ Lafayette, Alumni Council---Member-at-Large, Council Member, Vice-President University and Student Relations (1997-98)
- â€ QSN Committee (selection of Dean)â College of Education, University of Louisiana
- â€ Crime Stoppers Board of Directors, Member
- â€ Acadiana Open Channel, Board member
- â€ Leadership and Education Committeeâ Blue Ribbon Committee
- â€ University of Louisiana Selection Committee
- â€ Our Lady of Lourdes Hospital & Northside High School Health Center Board (1997-2001)

What is your current base salary? \$155,000
How many employees report directly to you? 10

Alabama Association of School Boards Online Application

Ruffin, Verna -

Date Submitted:

Career Achievements continued

How many employees are you responsible for?

1700

Superintendent Certificate

* Do you hold an Alabama superintendent certificate?

No

If yes, please provide your social security number for verification purposes.

If you do not hold an Alabama superintendent certificate, are you eligible for one? (You may call the Alabama Department of Education at 334-242-9700 to verify)

Yes

* Do you hold a superintendent certificate in another state?

Yes

If yes please complete the following:

State:

Texas, Oklahoma and Tennessee

Certificate Number:

000617052

Expiration Date:

08/31/2019

Resume of

Verna D. Ruffin

Educational Background:

Doctor of Education—Educational Administration, Curriculum and Supervision
University of Oklahoma—Tulsa

Superintendent Certification-- University of Texas at San Antonio
Superintendent Cohort 2003-04

Educational Specialist in Administration and Supervision—Elementary and Secondary
Education (1990)

Masters Plus 30 and Supervision (1989)—University of Louisiana

Master of Music Education (1975)--Louisiana State University, Baton Rouge, Louisiana

Bachelor of Music Education (1974)--University of Louisiana

Educational Training

Developmental Assessment Center (DAT) (NASSP) Certified Trainer--2005

SBEC Standard-Human Resources Management--2005

Texas Selector Training—2006-07

Coaching for Leaders—Trinity University—2006-07

Professional Development and Appraisal System--2001

Instructional Leadership Development--2001

Professional Experience

Jackson-Madison County Schools, Jackson, TN: Superintendent: July 1, 2013 to Present

Tulsa Public Schools: Tulsa OK: Assistant Superintendent for Curriculum and Instruction,
Special Education and Student Support Services: August, 2009-2013, 42,000 students

Tulsa Public Schools: Area Superintendent: July 2007-August, 2009

Judson Independent School District, San Antonio, TX: Director of Secondary Curriculum:
May, 2007-July, 2007, 19,000 students

Judson Independent School District, Woodlake Hills Middle School,
San Antonio, TX, Principal: 2001-2007 --1,600 students

Lafayette Parish School Board, Lafayette, LA: Principal
Northside High School, 1997-2001 --1000 students

Lafayette Parish School Board, Lafayette, LA: Assistant Principal
Acadiana High School, 1994-1997--1,800 students

Lafayette Parish School Board, Lafayette, LA: Assistant Principal
Lafayette High School, 1991-1994--1,900 students

Lafayette Parish School Board, Lafayette, LA: Assistant Principal
Scott Middle School, 1990-1991--1,000 students
University of Louisiana, Lafayette LA, Adjunct Professor, 1989-1990

Lafayette Parish School Board, Lafayette, LA: Band Director,
Edgar Martin Middle School, 1975-1989

Experience and accomplishments

- Developed and recommended a balanced budget and maintained a positive fund balance
- Managed district, state and federal funds
- Applied for and received competitive grants
- 1:1 technology implementation
- Received e-Rate and prepared infrastructure to implement 1:1 Technology Plan for Teaching and Learning
- Provided raises for all employees
- District of Choice
- Provided insurance options for employees at a reduced cost to employees and reduced cost to the district
- Restructured the district repurposing funds to enhance educational outcomes for students
- Created a Middle School Academic Academy school-within-a-school model enhancing educational outcomes for students
- Created an Early College High School
- Implemented Coding Academy enhancing students' technological opportunities
- Reward Schools
- National Blue Ribbon School
- Academic Decathlon team placed 1st in State and 3rd Nationally
- Jackson-Madison County Schools won National Recognition in the Alliance for a Healthier Generation's Healthy Schools Program (most schools in TN)
- Engaged over 500 volunteers to assist in reading in six schools—community engagement
- AFJROTC placed second in the Open Color Guard Competition National Drill Competition
- Developed 5-year comprehensive plan for school and building renovations and maintenance projects
- Decreased teacher turn-over rate thus producing a cost saving to the district
- Worked with Bond office to distribute textbook and technology funds

- Established process for approval of purchases using data to make decisions
- Monitor evaluation of programs (program cohesiveness)
- Developed plan to evaluate impact of programs on student learning
- Successful in aligning curriculum and instruction with state and national standards and assessments
- Coordinated Title I funds which directly affected school improvement
- Restructured the school day thus giving students an opportunity to enroll in Advance Placement, accelerated, enrichment, electives and support classes
- Implemented concurrent enrollment classes at the high school
- Established innovative programs (1990s): Engineering Academy, Teacher Cadet, digital graphics/web page design, computer architecture
- Applied for and received a NJROTC program
- Enhanced advanced placement classes
- Made significant improvement in student academic achievement
- Sustained academic improvement each year
- Campus received commendable in writing and reading
- Mentored/coached others in reaching their professional goals
- Worked with cluster schools in creating vertical articulation teams
- Conducted community focus groups
- Engaged community participation in interview process
- Created Academic Review Council
- Teacher Effectiveness Initiative—creating new evaluation rubric
- University of Oklahoma and Tulsa Public School Collaborative Liaison
- Working with Oklahoma State University, Northwestern University and University of Tulsa to create an Urban Institute
- Curriculum alignment and common assessments; transitioning to Common Core Curriculum Standards

Presentations

- Thirteenth Annual Values and Educational Leadership Conference in Victoria, British Columbia, 2008
- University Council for Educational Administration Convention in Anaheim, California, 2009
- University Assisted Community Schools, Nov. 9-10, 2009 at University of Oklahoma
- Oklahoma University Community Engagement Center (OUCEC) Regional Southwest 5 State Conference
- Oklahoma State Department of Education—What Works in Schools Conference, 2010

Awards and Recognition

- Jackson Award in Education, 2014, Presented by The Foundation, West TN Health Care Foundation
- Outstanding Educator Awards, 2014, 2015
- National Sorority of Phi Delta Kappa, Inc. Gamma Psi Chapter, 2014 Educator of The Year Award
- Woman of Worth Award, Wesley Chapel United Methodist Church
- Citizen Spotlight Award, The Society of African-American Cultural Awareness, 2013
- Pope Elementary Vision Award for Outstanding Achievement, 2014
- Citizen of the Year Award, Theta Iota Chapter of Omega Psi Phi Fraternity, Inc.
- 100 Black Men of West Tennessee, Inc. Award
- The William H. Graves, Sr. Humanitarian Award, 2013, presented by Mother Liberty CME Church
- Nominated by Office of Governor Haslam and the TDOE—National Governors Association Center for Best Practices—Serving on TN Principal Pipeline Steering Committee
- Appointed by Governor Haslam to serve on State Textbook Committee
- Nominated by Governor Haslam to serve multi-year terms on TN Council for Career and Technical Education (TCCTE)
- SUPES Academy—Spring 2013
- Jackson Scholar—2008-2010
- Selected for inclusion to the 2010 David L. Clark National Graduate Student Research Seminar in Educational Leadership and Policy Seminar in Denver, Colorado
- Who's Who Among High School Principals
- 1995 Assistant Principal of the Year, Nomination
- Honor Band Conductor/Director—Louisiana and Georgia
- Adjudicator of Bands—Louisiana and Mississippi
- American School Band Directors Association
- Bandmaster of the Year—Louisiana Bandmasters' Association
- Teacher of the Year Finalist---Louisiana Department of Education
- Teacher of the Year—Lafayette Parish Middle Schools
- Outstanding Educator Award—Louisiana Association of School Executives

Research and Publications

Research areas include urban school reform, moral literacy in schools, community schools and cross-boundary leadership. A book review for the *Journal of Educational Administration* has been published, Volume 47 Issue 5, 2009.

Co-authored:

Jean-Marie, G., Ruffin, V. & Burr, K. (2010). Leading across boundaries: The role of community schools and cross-boundary leadership in school reform. In S. Horsford (Ed.), *New perspectives in educational leadership: Exploring social, political, and community contexts and meaning* (pp. 217-238). New York, NY: Peter Lang.

Ruffin, V. & Brooks, J. (currently in press). "Democratic Leadership for Community Schools" in Journal of School Public Relations, Volume 31.

Professional Organizations

- Tennessee Organization of School Superintendents (TOSS)
- Tennessee School Board Association
- Learning Forward
- Association for Supervision and Curriculum Development
- Phi Delta Kappa
- Sigma Alpha Iota
- Rotary Club of North Tulsa

Community/Committees

- Jackson Chamber of Commerce Board of Directors
- The Exchange Club Carl Perkins Center for the Prevention of Child Abuse Central Board
- Mayor's Advisory Council on Domestic and Sexual Violence Board
- United Way Board
- Board of Health
- County Financial Management Committee Member
- Relay for Life
- Academic Review Council
- Community Forums (North Tulsa, ELL)— (2008)
- Fine Arts Advisory Council
- High School Re-Design Task Force Member—2009-10
- Community Schools Implementation Team—District Representative
- Tulsa Area Community School Implementation (TACSI) Management Team member— District Representative
- TACSI Steering Committee Team Member
- Textbook Committee—Chair
- University of Oklahoma and Tulsa Public Schools Collaborative—District Liaison
- Metropolitan Human Services Commission—District Representative
- Higher Ed Forum of Northeastern Oklahoma, member
- University Assisted Community Schools, Nov. 9, 10, 2009 at OU (presenter)
- Member of Rotary Club of North Tulsa, 2009-
- Master-Planning Committee—2006-07--Judson ISD
- District Site-Base Decision-Making Committee, 2002-07—Judson ISD
- High School Re-design Committee, 2007—Judson ISD
- Judson ISD Strategic Planning Committee, 2006-07—Member-Curriculum and Instruction
- Lafayette Chamber of Commerce Education Committee, Member (2000)
- University of Louisiana—Lafayette, Alumni Council---Member-at-Large, Council Member, Vice-President University and Student Relations (1997-98)
- QSN Committee (selection of Dean)—College of Education, University of Louisiana

- Crime Stoppers Board of Directors, Member
- Acadiana Open Channel, Board member
- Leadership and Education Committee—Blue Ribbon Committee
- University of Louisiana Selection Committee
- Our Lady of Lourdes Hospital & Northside High School Health Center Board (1997-2001)