

Kamela K. Patton, Ph.D.

EDUCATION

Doctor of Philosophy (Ph.D.), Educational Leadership
University of Miami, Coral Gables, Florida

Master of Science (M.S.), Reading Education
Nova Southeastern University, Fort Lauderdale, Florida

Bachelor of Science (B.S.), Elementary Education
Messiah University, Grantham, Pennsylvania

PROFESSIONAL EXPERIENCES

Patton Solutions, President & CEO (2023 - present)

Educational Consulting Company

Transforming education by bringing proven innovative strategies and systems-based approaches to school districts nationwide, offering consulting services with focus on Strategic Planning and Systems Planning, Public Speaking and Facilitating, Executive Coaching, Communications and School Safety.

Selected Engagements include: University of Central Florida (UCF) Readability Study, N2Y Solutions for Special Education; Board & Administrator Editorial Columnist for Special Education, Viewpoint with Dennis Quaid (television), Keynote examples: Foundations of School Safety; Brave Leadership: Embracing Innovation in Education/Risks.

American Association of School Administrators (AASA) (2023 - present)

Co-Lead the national Aspiring Superintendents Academy for Woman

National superintendents' association, participants span from across the United States

Collier County Public Schools, Superintendent of Schools (2011-2023)

Top 1% percent largest of 14,000 public school districts nationwide, with 52,000 student enrollment, servicing 2,300 square miles (the size of the state of Delaware)

Summary of Executive Leadership Experience

As a dynamic and energetic leader with a track record of executive leadership and a keen focus on building critical school systems, proud to have served in Collier County by:

- bringing stability as the Superintendent for 12 years
- supporting the educational mission through data analysis, professional development, leadership programs
- enhancing sustainable systems in:
 - School Operations
 - Business Operations
 - Human Resources, Negotiations
 - Technology
 - Communications and Marketing
 - Nutritional Services
 - Transportation Services
 - Maintenance Operations

- fostering a collective vision to achieve greater levels of academic success, and
- expanding student-centered programming providing access and opportunities for all students

Academic and Student Achievement/Success

The effective methods used for insight into student learning and improved academic achievement has been analyzing instructional models and evaluating state/district benchmark assessments to identify and address trends. Our successful academic record includes:

- Spearheading educational development, impacting the graduation rate and increasing graduation percentage by 20.2% percentage points, an increase from 72.5% in 2011 to 92.7% in 2021
- Transforming the district through innovative practices that enhanced outcomes and raised performance levels, which included outperforming the state on 21 out of 21 tested areas
- Ranking 5th in the state in 2022, from 33rd in 2011

Innovative Teaching and Learning initiatives:

- Convened *Data Dialogues* to review state and benchmark assessments to compile data regarding academic achievements and learning gaps. Implemented changes to instructional resources, staffing levels and professional learning support, promoting a focus on adopting an instructionally agile and reflective teaching approach that meets the needs of each student.
- Initiated 7th grade college and career student tours at Florida Gulf Coast University (FGCU) with 26,000 participants to date
- Initiated National NAF career academies, across all high schools, many which have articulations to post-secondary:
 - created 28 academies, currently 10 academies are at national distinguished level
 - of note, the aviation academy has numerous students obtaining their pilot's license prior to obtaining their driver's license
- Instituted entrepreneurship programming in all schools (elementary, middle, high schools)
 - Elementary schools culminate with the Greater Naples Chamber's *Youth Business Fair*
 - Middle schools culminate with *School Marketplace Day*
 - High schools culminate with *End-of-Year Innovation Competition*
- Instituted engineering programming in all schools (elementary, middle, high schools)
 - Elementary schools culminate with district *Minecraft Engineering Competition*
 - Middle schools culminate with district *Solar Car Races Competition*
 - High schools culminate with FGCU's *Go-Kart Race*
- Established the Cambridge Program (the only school district in the US to have Cambridge in all schools)
- Created a pipeline of iSTEAM competitions across all grade levels
- Increased exponentially annual obtainment of National Industry certifications
 - From 855 in 2011 to 4,304 in 2021
 - 403% increase
- Established wellness committees in each school and at the district level
 - Initiated annual CCPS 5K with proceeds going to school wellness programs, with over 2,100 participants annually, inclusive of various stakeholders, students, staff, and community members
 - Integral partner within the *Blue Zone*, a wellness approved community project
- Created Students with Disabilities *Project Unify* events at middle and high schools, where disabled and non-disabled students compete as a team
- Purchased a home to create an Independent Living Skills Lab providing students with significant cognitive disabilities the opportunity to experience life skills instruction in a real-world setting; a second home is being purchased, and a third Independent Living Skills Lab will be within the new high school

- Provides educational activities in the lab focusing on the transition to adulthood and independent functioning through a hands-on approach, allowing for deeper engagement and a more authentic experience, and will ultimately be used by middle and high school students
- Allows for students to practice daily living activities such as cleaning, cooking, laundry, home safety, and lawn/yard maintenance
- Provides the students with the home environment to learn about budgeting and managing finances to live as independently as possible when they leave CCPS
- Established district-wide mental health initiatives such as: *New Student 30-60 day Check-in*, *Handle with Care*, *Buddy Benches*, *We Dine Together*, and *Mental Health Moments* designed to address the unique needs of students. The initiatives identify students dealing with traumatic, life-changing circumstances and promote a sense of belonging, self-efficacy, and emotional regulation.
- Created and successfully executed three strategic plans; beginning with a shift to 80% academic focus and continued with program enhancements
- Underwent three successful *AdvancED* district accreditation external evaluations
- Developed a replicable and scalable educational model along with strategies and best practices that were adopted by other school districts within the State of Florida
- Collaborated with community partners to launch *Future Ready Collier*, a collective impact, with more than 70+ organizations represented to align and leverage support for public school students
- Ensured access and opportunities for programs such as debate, orchestra, chorus, band, and theater in all 17 middle and high schools
- Initiated inspiring *Graduation Walks*, *Academic Signing Days*, and *Career Signing Days*

Fiscal Management Relevant Accomplishments

- Initiated a comprehensive annual review - by departments - to maximize fiscal efficiencies within the \$1.3 billion budget
- Secured over \$30 million of competitive grants
- Oversaw construction projects of 3 educational facilities
 - \$97 million new high school, opening in 2023
 - \$21 million Innovation Center addition to a high school
 - \$6.5 million reconstruction of an Alternative Education Center
- Awarded a \$1.1 million international grant to provide internet access in high need areas
 - Prioritized budget initiatives that yielded substantial savings
 - Extended fiber-optic network to internet service providers at key peering internet points including Miami and Fort Myers
 - Prevents operational costs associated with the provider needing to extend their connections to district locations for connectivity
 - Result in significant operational savings of \$100,000+ annually
 - Increased bandwidth to students and teachers which provides connectivity to needed resources
 - Provides connectivity to district disaster recovery site in Miami
 - Increases redundancy for district systems
 - Continued annual savings of \$200,000+ in projector bulb costs by utilizing solid state projectors
- Negotiated large purchases to take advantage of volume discount savings for both operational and capital items such as laptops, network equipment, and other technology purchases
- Created initiatives to maximize federal government reimbursements
- Increased sustainability to reduce energy consumption resulting in additional cost-savings:
 - Installation of thermal energy storage systems which reduces electrical expenses
 - Converted to LED light fixtures
 - Replaced HVAC equipment with high-efficiency equipment that also reduces

maintenance costs

- Established return on investment annual reports to ensure programmatic expenditures are effectively utilized
- Established the Resource and Allocation Committee including diverse departmental representation to review vacant positions prior to filling, evaluating business needs, and maximizing savings, while seeking efficiencies

Legislative Advocacy

Extensive successful work with our Florida legislators by taking initiative to proffer and advocate on legislation, which passed, and ultimately had statewide impact. I was directly responsible for the following:

- Prepared annual legislative platform initiatives
- Advocated and received additional state appropriations:
 - \$2 million appropriation for Everglades City School building to prevent future hurricane damage
 - \$5.8 million for workforce development, with funds presented by Governor DeSantis for a 5-county partnership expanding the district's iTech College campuses to service Glades, Hendry, Highlands, Okeechobee, and Collier counties. This regional approach is the first of its kind in Florida, where a school district is managing a technical college outside of its county boundary.
- Proffered micro-credentialing legislation language for Reading Certification, a significant change, which will allow more teachers to provide intensive reading interventions
- Advocated for legislation increasing opportunities within the state accountability system to include career dual enrollment credits, students on Florida access points, and Junior Reserve Officer's Training Corps (JROTC)
- Added language to existing legislation for construction of educational facilities and sites to utilize impact fees toward the cost per student station
- Secured the permanent waiver which allowed school districts to provide professional development while students maintained their daily instructional minutes through virtual learning
- Testified at Senate Hearings and Appropriation Committees in Tallahassee regarding reading credentials and prior to the pandemic, the need for student mental health services
- Met annually since 2016, with key legislators in Tallahassee to present legislative platform initiatives
- Presented Board approved Legislative Platform annually to the Collier County Legislative Delegation

Communication/Advocacy Relevant Accomplishments

Elevated community and family involvement through diversified communication methods and changing modalities to provide students with excellent support systems. Nurtured strategic relationships with key stakeholders within the community via Town Hall Meetings, parent engagements and visiting schools.

- Participated on the 98.9 FM WGUF-Naples FM Talk, The Dave Elliott Show: radio show sharing district highlights, 2011 - present
- Created media packages used for social media, website, and school board meetings
- Developed parent academies in person, virtually, and web resources
- Conducted Collier County Public Schools (CCPS) *CCPS Proud* tours for municipal and county officials, and state legislators
- Established new television shows including: *CCPS News*, *CCPS Backstage*, *Beyond the Classroom*, and *Artist Diaries*

- Established district Alumni Association
- Initiated employee engagement events to assist with a CCPS culture including, CCPS Proud events such as night at the movies, night at a baseball game, CCPS day at the county fair, participation in local parades, and more
- Created a new district wide *Organization Station* (academic calendar) for every family in their home language
- Innovated Communication Systems:
 - Automated email greetings: student/employee birthdays and employee anniversaries
 - Customized phone messaging: beginning/end-of-year for parents and employees
 - iCasts: monthly virtual videoconferencing with all school and district administrators
 - iForum: second tier of district leadership development
 - iNews: monthly communication to employees, parents, and community members
 - iRecognitions: weekly showcase of district successes featuring employees and students
 - Weekly Briefings: internal communication to all employees
 - Cabinet expansion, inclusive for direct communication across departments
- Initiated CEO Briefings: Invited regional community business leaders to seek input and expertise on a variety of topics, across four meetings annually

2021 – 2022

- CCPS Alumni (national)
- Alumni – Local Alumni Chapter Presidents
- CCPS Alumni (local)
- Recruitment and Retention

2019 – 2020

- Internships
- Future Ready Collier – Collective Impact
- Referendum: Information Session
- Remote Connectivity and Technology

2018 – 2019

- Internships
- Strategic Planning
- Link to Local Real Estate
- Teaching Life Skills

2017 – 2018

- Internships
- Student Attendance
- Creating an Inclusive Culture
- Safety and Security

2016 – 2017

- Internships and Externships
- STEAM Education
- College Experiences
- Faith-Based Outreach

2015 – 2016

- Budget
- Growth and Housing
- Diversity
- Faith-Based Outreach

2014 – 2015

- Performance Appraisals
- Online Learning
- Early Childhood Education
- Wellness

2013 – 2014

- Engineering
- Leadership Development
- Girls in STEM
- Technology

2012 – 2013

- Employee Recognition
- Community Engagement
- Customer Service
- Succession Management

2011 – 2012

- Marketing
- Recruitment and Retention
- Strategic Planning
- Social Media

- Initiated district marketing campaigns across a multitude of media platforms:
 - CCPS Rebranding
 - CCPS Proud
 - CCPS Success
 - CCPS Family
 - We Are CCPS
 - On Time – All Day – Everyday Attendance Campaign
 - #CCPSStrong: Back to the Classroom Together (after Hurricane Irma)
 - Keep Collier Safe
 - Moving Forward (return after COVID)
 - Help Keep Our CCPS Family Healthy
 - Bring Your Own Device (BYOD)
 - Referendums (multi years)
 - Did You Know Series
 - Artist Diaries
 - District All-Stars
 - See Something, Say Something

Symposiums: Gathering of community experts to share pertinent and timely information with parents to support students

- Financial Aid (post-secondary) Information Nights
 - 2021-2022 – September, 2021
 - 2020-2021 – October, 2020
 - 2018-2019 – September, 2018
- Smartphones, Social Media, and Online Safety for Children, May, 2022
- Preparing Your Child to Be Life Ready, January, 2020
- COVID-19 and Beyond, November, 2020
- Building Grit and Strengthening Resilience in Children, April, 2019
- Supporting Your Child Socially and Emotionally, April, 2018
- Substance Abuse – Keeping Your Kids Safe, April, 2017
- Social Media – Keeping Your Kids Safe, March, 2017
- Funding Your Child’s Educational Future, March, 2016
- Social Media and Education, October, 2015
- College and Career Readiness, February, 2015
- Early Childhood Education, November, 2014

District/School Operations Relevant Accomplishments

- Overhauled employee benefits platform and increased optional benefits selections
- Purchased and implemented new learning management system – *Canvas* – secured intentionally as 95% of colleges and universities utilize this platform, thereby providing students with system familiarity
- Purchased and implemented a new student information system – *Focus*
- Centralized student registration at three locations district wide to ensure accuracy and compliance with state requirements, and secure maximum funding
- Implemented electronic cumulative folders for all students, which includes imaging nearly 4 million documents annually
- Oversaw 5,500 volunteers supporting the schools
- Developed a district App for increased information sharing, engagement, and communication with students, staff, parents, and community members
- Opened 28 school hurricane shelters in 29 hours to protect and house 17,000 community members of Collier County during Hurricane Irma
- Enhanced layers of security at all schools including:
 - Implemented video doorbells

- Completed individual classroom assessments which were conducted in conjunction with law enforcement
- Enabled the ability for any staff to call a school Lockdown in an emergency
- Created ID badges for all students
- Implemented single point of entry at all schools
- Secured grant funding collaborating with the Greater Naples Chamber of Commerce for the new Center for Manufacturing Excellence. It provides students with the opportunity to learn and execute skills necessary to exceed in today's manufacturing field (new machining equipment and facility).
- Conducted a multitude of risk assessments with an outside firm to identify and mitigate areas for improvement

Selected National and Community Events

- Participated in Presidential Inauguration Parade with Palmetto Ridge marching band, Washington, DC
- Participated in the Macy's Thanksgiving Parade with Gulf Coast High School marching band, New York, NY
- Participated in local parades: Dr. Martin Luther King Jr. and featured holidays
- Southwest Florida Honor Flight, Guardian for World War II Veteran, Washington, DC
- Served annually at the community Farm City Barbeque and Empty Bowls events

Miami-Dade County Public Schools (1987-2011)

4th largest school district in the United States with 364,000 students in 362 schools

- Assistant Superintendent, Office of the Superintendent
- Assistant Superintendent, District/School Operations
- Differentiated Accountability Administrative Director
- Region Administrative Director
- Instructional Support Director
- Curriculum Director
- Principal
- Assistant Principal
- Lead Teacher
- Teacher

Summary of Executive Leadership Experience

Ensured the Superintendent of Schools' major cross-functional initiatives were designed and implemented expeditiously and with fidelity. Projects included oversight of budget management, restructuring of transportation to ensure program choice and equity throughout the county, overhaul of position control system, supervision of administrator performance, handling of politically sensitive issues, among many others.

Led daily school-side operations of the district, including the offices of Accreditation, Alternative Education, Athletics, Attendance Boundaries, School Business Operations/Audits, Juvenile Justice/Foster Care, and *5,000 Role Models*, as well as assisted with the administration of six Regional Centers, and the offices of Adult/Vocational, Attendance, and Professional Standards, totaling over 530 staff with an operating budget of over \$70 million.

Improved the academic achievement within the schools sited in three Regional Centers, totaling

194,500 students within 184 schools, built leadership capacities in various formats, cultivated positive community relations, and fostered the growth of technology. Increased school site leadership capacity by redesigning administrative meetings, which deepened curriculum and business knowledge; implemented a new structure of professional development for the neediest feeder patterns and allocated resources to match this need.

Transformed two schools in the capacity of principal, each with enrollments exceeding 1,200 students, one school with a main campus and two off-site campuses, the other with a main campus and one off-site campus; opened the off-site facilities and a community school with more than 1,000 community school participants.

Academic and Student Achievement/Success

- Engineered the development and implementation of COGNOS data tracking system, the corporation's first national use of this global business tool in the K-12 industry
- Improved Performance Management Systems to include Key Performance Indicators, Dashboards, and Scorecards to support a data-driven culture
- Designed and implemented processes for immediate improvement in high school graduation rates, acceleration, and post-secondary readiness
- Led the development of a multi-faceted curriculum and aligned professional development programs based on effective school research
- Led collaboration among various stakeholder groups (e.g., teacher's union) to increase student achievement in reading, writing, and mathematics on national and state tests
- Oversaw the district's accreditation for 48 senior high schools with the Southern Association of Colleges and Schools
- Conducted regional data-driven, curriculum alignment/scope and sequence, and grant writing in-services, as well as coordinated monthly meetings for principals
- Coordinated regional development, training, and monitoring of curriculum resources for state tested standards

Curriculum and Instruction Relevant Accomplishments

- Developed and implemented an elementary and secondary regional support plan, inclusive of targeted professional development for lowest performing schools, which resulted in an increase in achievement at all Level 2 schools
- Oversaw the Title I program for regional schools
- Orchestrated additional professional development opportunities, beyond district requirements, for principal training program participants to assist with Succession Management
- Coordinated, with outside organizations and staff, the implementation of the district's largest health initiative, \$29 million
- Developed and coordinated school assessment portfolios
- Designed and Implemented district-wide 8th Graders Going to College: Planning for my Future, Preparing for College, and Work initiative

Fiscal Management Relevant Accomplishments

- Initiated a \$225 million budget reduction to the General Fund over a three-year period
- Conducted Class Size reviews to ensure statutory compliance to Amendment 8 and to forecast future personnel needs
- Restructured transportation to provide a more cost-effective model servicing a greater number of students
- Revamped position control system, in conjunction with Business Operations and Human Resources, to eliminate inefficiencies that previously cost the district \$15 million
- Spearheaded review of all secondary master schedules to ensure greatest efficiency of district

funds, statutory compliance, and equal access to high level courses for all students

- Served on focus groups representing District Administration and School Operations during the design and implementation of the SAP e-Recruiting, Finance, Human Resources, and Payroll modules
- Revamped the athletics department, including expanding middle school sports, enhancing communications to schools, revising the process of funds distribution to senior high programs (cost neutral), and expanding the athletic recruitment fair
- Oversaw construction projects of two primary learning schools inclusive of furniture, fixtures and equipment

Communications/Advocacy Relevant Accomplishments

- Spearheaded and overhauled communication processes between central office and schools to maximize efficiency of school-level administrators:
 - Pioneered an electronic Weekly Briefing system to school-site administrators, decreasing number of emails received by 92% (from 425 to 35 per week)
 - Established Webcasts for direct communication with principals, minimizing time away from building and travel expenses, while expanding the number of school staff in attendance
- Developed a Superintendent's Weekly Bulletin to the School Board to ensure board members were informed of all important issues affecting the district in a timely and consistent manner
- Designed and refined an Incident Reporting system to immediately notify school board members and district leadership of critical incidents throughout the district
- Increased direct communication to parents through the implementation of Connect Ed services to provide district messages to parents and employees
- Designed and managed Superintendent's monthly ComSTAT and Instructional Council meetings
- Implemented a Knowledge Management process to capture the history of district initiatives
- Enhanced customer service through the creation of a web based Frequently Asked Questions database
- Established a coalition of national philanthropic partners to provide additional support to lowest performing schools
- Worked with community and School Board to create inter-agency support mechanisms
- Developed community coalitions, including extensive work with the Haitian American community
- Enhanced all schools' participation in Annual Parent Involvement Conferences
- Served as district liaison for *The Broad Prize for Urban Education*

District/School Operations Relevant Accomplishments

- Led the development of a cross-functional Three-Year Equity and Access Plan to ensure that high rigor academic programs are strategically placed throughout the district
- Restructured and streamlined the Attendance Boundary policy and procedures to provide efficiencies and ensure coordination with the Five-Year Capital Plan for new schools
- Developed the district Critical Incident Response Plan
- Initiated a district Command Center which provided coordinated emergency services (e.g. hurricanes)
- Led a multi-departmental initiative that crafted an Attendance Policy, a contract for Student Participation in Interscholastic activities, which increased attendance rates and engagement
- Led the collaboration among various stakeholder groups (e.g. teacher's union) to develop annually, four school calendars (K-12, Adult/Vocational, Juvenile Justice, and School Improvement Zone)
- Instituted a district online master calendar to coordinate the scheduling of events and meetings
- Standardized school Parent Handbooks, Regional Center Handbooks, and district electronic Handbook
- Developed and coordinated Strategic Planning Activities within all School Operations departments for the Strategic Management System

- Conducted Superintendent-Level due process reviews for personnel matters
- Conducted all district final grievances involving the American Federation of State, County & Municipal Employees (AFSCME) labor union
- Evaluated 228 school administrators, inclusive of both principals and assistant principals
- Coordinated all graduation commencement exercises

HIGHER EDUCATION – TEACHING EXPERIENCE

Columbia University, Adjunct Professor, New York, New York, 2007-2008

- Teacher’s College
- Urban Education Leaders Program
- Superintendents and Scholars Symposium

Nova Southeastern University, Adjunct Professor, 1995-2006

- Undergraduate, graduate, culminating in doctoral courses, Miami, Florida
- Selected to teach in conjunction with College of the Bahamas internationally in Nassau, Bahamas
 - completion of bachelor’s degree program – 4th year cohort

HIGHER EDUCATION – PROFESSIONAL LEARNING

Stanford University, School Redesign Network, Leadership for Equity and Accountability in Districts and Schools, 2007, Palo Alto, California

Harvard University, Institute for School Leadership, 2006, Cambridge, Massachusetts

ADDITIONAL CAREER EXPERIENCES

Bee Gees United States and World Tours, 1989

- 19 cities in the United States
- Australia and Japan
- Teaching children abroad and cultural development

The Barry Gibb Family (Bee Gees), 1985-1987

- Special Assistant to the family
 - Miami Beach, Florida
 - England, United Kingdom

PROFESSIONAL AFFILIATIONS

Regional, State, National, and International

- International Women’s Forum, member, 2021 - present
- FBI National Citizens Academy Alumni Association, Lifetime Member, 2019 - present
- Florida Council of 100, member, 2017 - present
- Leadership Florida, Lifetime Member, 2012 - present
- Florida Association of District School Superintendents, member, 2011 - present
- American Association of School Administrators, member, 2011 - present

- Greater Naples Chamber of Commerce, 2011 - present
- Leadership Collier Foundation, member, 2011 - present
- Dade Schools Athletic Foundation, member, 2007-2009

BOARDS

Regional, State, and National

- Florida Chamber of Commerce, 2022 – present
- Leadership Florida, 2015 – present
 - Strategic Planning Chair, 2024
 - Chair, 2022 - 2023
 - Chair-elect, 2021-2022
 - Education Class 6 Chair, 2020-2022
 - Southwest Region Council, 2024, 2018
 - Education Class 5 Chair, 2019-2020
 - Annual Meeting Chair, 2015
- National Center for Education, Research, and Technology, 2021 - 2023
- FBI National Citizens Academy Alumni Association, Tampa, Florida Regional Division, 2021 – 2023
- Florida Association of District School Superintendents, 2019 - 2023
- Florida Education Negotiators, 2016 - 2023
- Conservancy of Southwest Florida, 2015 - 2023
- The Greater Naples Chamber of Commerce, 2012 - 2023
- Shelter for Abused Women & Children, 2012 - present
- Champions for Learning, 2011 - 2023
- Books for Collier Kids – Advisory Council, 2012 - present
- Holocaust Citizen’s Advisory, 2013 - 2018, and 2022 - present
- AdvancED Accreditation, 2012 - 2018
- Leadership Collier Foundation, 2012 - 2015
- Junior Achievement of Southwest Florida, 2012 - 2014
- Children's Trust, 2005 - 2007

LEADERSHIP PROGRAMS

Regional, State, and National

- Federal Bureau of Investigations (FBI) Citizen’s Academy, Tampa FBI Division, held in Fort Myers, Florida, 2019
- Leadership Florida, Education Class 1, 2017
- Leadership Florida, Cornerstone Class 31, 2013
- Leadership Collier Program, 2012
- Leadership Miami Program, The Greater Miami Chamber of Commerce, 2005

SELECTED PROFESSIONAL ACTIVITIES

Regional, State, and National

- Recruited by National Superintendent's Association to mentor aspiring superintendents
- Selected by Florida Superintendent Association to mentor new superintendents across the state
- Selected to participate in the national American Rescue Plan Committee to discuss and share questions and concerns regarding funding, school support, and federal funds in response to learning loss due to the pandemic
- President, Dade Association of School Administrators
 - Membership, 1,400 Managerial Exempt Administrators
- District Advisory Strategic Plan Committee, Member, Miami, Florida

SELECTED NATIONAL PROFESSIONAL DEVELOPMENT

- Council of Great City Schools, annual conference, 2011 - present
- American Association of School Administrators annual conference, 2011 – present
- Future of Education Technology Conference, annual conference, 2024 and various prior years
- International Society for Technology in Education, annual conference, 2018 and various prior years

HONORS AND AWARDS

Regional, State, and National

- Community Impact Award, League of Women Voters, March 2024
- Champions for Learning Glass Slipper, December 2023
- Cognia Excellence in Education Award, November 2023
- Women Rock Philanthropy Award (special created), November 2023
- 2021 Naples Daily News Outstanding Collier Citizen of the Year Award - For the 1st time, the longest standing award in Collier County (64 years) was given to a civil servant, August 2021
- 2021 Florida Superintendent of the Year and National Finalist – Florida Association of District School Superintendents, November 2021
- 50 Florida Influencers – presented by the Miami Herald, July 2020
- Naples Illustrated Top 100, January 2020
- Americans United Annual Civic Award, January 2020
- Leadership Collier Distinguished Alumni Award, April 2019
- Naples Illustrated Top 100, January 2019
- Blue Ribbon Schools' recognitions (2 schools) in Washington, D.C., November 2018

- Excellence in Civic Leadership Award (Collier Community Foundation), November 2018
- Lavan Dukes District Data Leader of the Year (Commissioner of Education Award), March 2018
- National Association for the Advancement of Colored People (NAACP) Distinguished Leadership Award, February 2018
- Florida Music Education Association (FMEA) Superintendent of the Year, January 2018
- 20 Leading Ladies of Naples (Naples Illustrated), January 2018
- The Consortium of Florida Education Foundation Superintendent of the Year (STAR), November 2017
- Gulfshore Life Men & Women of the Year, November 2017
- Salvation Army Partners in Mission Award, October 2017
- Paragon Awards (Boys & Girls Club), December 2016
- Woman of Distinction in History for Diversity (Delta Sigma Theta Sorority), March 2015
- Messiah University Distinguished Alumni Achievement Award, October 2014
- Leadership Excellence, JROTC, February 2014
- National eSchool Learning Tech-Savvy Superintendent Award Winner, January 2014
- Sunshine State School Public Relations Association (SUNSPRA) Outstanding Superintendent Communicator Award, December 2013
- Gulfshore Business 41 People with the Most Clout in SW Florida, April 2012
- Power Woman by Florida Weekly Magazine, December 2011
- Cervantes Outstanding Educator Award for Hispanic Students, 2000
- District PTA Principal of the Year, 2000
- Florida's Commissioner of Education, Assistant Principal of the Year, 1997
- American Association of School Administrators (AASA) Scholarship, 1996
- Award of Excellence – Magnet Education 1995
- Impact II Developer Grant Recipient, multi-year recognition, 1995-1998
- Citibank Success Grant Recipient, multi-year recognition, 1991-1994
- Florida's Quest Scholarship, 1993
- Teacher of the Year, Frank C. Martin Elementary School, 1992

NATIONAL COMMUNICATIONS AWARDS

National School Public Relations Association (NSPRA):

Publications and Digital Media Excellence Awards, 2022

- Golden Achievement Award, District All-Stars Excellence
- Mental Health Moment Episode 4: How social media and Bullying Affect Mental Health, video
- Artist Diaries Episode 2 - Paloma Chaprnka, video

- The CCPS Story, video
- Join the CCPS Family - HR Recruitment, video
- CCPS Pre-K Violin Program, video
- 2020-2021 End of Year Reflection, video
- 2021 Virtual Champions Field Day, video

Publications and Digital Media Excellence Awards, 2021

- Collier County Public Schools Models Moving Forward, Excellence in Writing
- Mental Health Moment Episode 4: Anxiety & Depression, video
- 2020-2021 Opening of Schools, video
- 2020-2021 CCPS Family Organization Station, Calendar
- Voting Public Service Announcement (PSA), video
- From the Fields of Immokalee to Harvard's Campus - One Student's Journey, Excellence in Writing
- Virtual 10th Annual STEAM Expo, Internet/Intranet
- We Are, video

Publications and Digital Media Excellence Awards, 2019

- Discipline Public Service Announcement: School Threats, video
- CCPS Family Organization Station 2018-2019, calendar
- 8th Annual STEM Conference News Package, video
- STEAM Week Public Service Announcement in Mathematics, video

Publications and Digital Media Excellence Awards, 2018

- Golden Achievement Award, #CCPSSstrong - Weathering Hurricane Irma, 2018
- On Time – All Day – Every Day, Attendance Campaign, branding/image package

Publications and Digital Media Excellence Awards, 2017

- Golden Medallion Award, Strategic, Year-Round Communication Programs, Opening the Classroom Window, One #tweetcher At a Time
- STEAM Wall Display, Special Purpose Publication
- CCPS Communications Guide, Handbook
- Gooding Financial Literacy Tour, Video
- Social Media: Keeping Your Kids Safe, Resource Guide, Special Purpose Publication
- Solar Go-Cart Competition, video
- We are CCPS, video

Blackboard Catalyst Community Engagement Award, 2017

- Innovative Social Media Use in K-12 Education

National School Public Relations Association (NSPRA):

Publications and Digital Media Excellence Awards, 2016

- Golden Achievement Award, 50 Schools, One Social Media Plan
- At-a-Glance, Fast Facts About Collier County Public Schools, Infographic
- Funding Your Child's Educational Future, Special Purpose Publication
- Social Media and Education, Special Purpose Publication
- Beyond the Classroom Episode: Marine Biology and Holocaust Museum, video
- 2nd Annual iSTEM Competition, video
- CCPS News, video
- CCPS 5K Walk-Run, video

- 'Twas the Summer Before School Starts, Excellence in Writing
- CCPS Employee Benefits Handbook, Handbook

SELECTED FEATURES AND PROFILES

Regional, State, and National

- Griffin, L. (2022, August). Her Systemic Focus Yields Mighty Gains. *AASA School Administrator*, 79(7), 55.
- Ross, N. (2022, August 7). Entrepreneurship and Engineering: These are the top priorities for Collier Schools Superintendent. *Naples Daily News*, A1.
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