

**AASB Superintendent Search
APPLICATION FORM**

If you are applying for more than one position, it is *not* necessary to complete a separate application. If you desire, AASB will duplicate this completed form for any subsequent position applications.

I. PERSONAL INFORMATION

First Name: Iran Middle Name: Gale Last Name: Floyd

Mailing Address: 11148 N 400 West Wheatfield, Indiana 46392

Home Telephone: Work/Message: Cell phone:
219-956-4866 219-987-4811 219-628-0725
Email:

List any other name under which application materials may be received: None

Have you ever been convicted of, or pled guilty to, a misdemeanor or a felony? If yes, please give details and attach to application: No

Have you ever been convicted of, or pled guilty to, a DWI? No

CERTIFICATION

The superintendent position requires an Alaska Type B certificate with a superintendent endorsement. Do you hold a current Alaska Type B Administrative Certificate with a Superintendent Endorsement?

Yes: No: No

If yes, expiration date is:

If No, have you applied for a Type B certificate with a superintendent endorsement with the Alaska Department of Education & Early Development?

Yes: In the process. No:

Information on requirements for the specified certificate may be obtained from:

Alaska Department of Education & Early Development

Teacher Certification

801 W. 10th, Suite 200

Juneau, AK 99801-1894

Tel. 907-465-2857

Alaska law requires at least six semester hours of college academic credit in the last five years in order to receive a Superintendent's Certificate in Alaska. Do you meet these qualifications?

Yes: No: No

In what other states do you hold a Superintendent's Certificate?

Indiana

II. PRESENT EMPLOYMENT INFORMATION

Present Employer: Kankakee Valley School Corporation

Employer's Address: P.O. 178 Wheatfield, Indiana 46392

Your Title/Position: Interim Superintendent

Years in Position: Since December 1, 2018

Are you presently under contract? Yes: No:

Present Salary: Daily Rate \$450.00

Does your employer know of this application? Yes: No:

III. EMPLOYMENT HISTORY

Please list all FULL TIME experience. List present employment above and all others here, beginning with the most recent, and work backward in chronological order. (Please list on additional sheet if necessary.)

DATES OF SERVICE	POSITION/DUTIES	ORGANIZATION ADDRESS	SIZE OF ORGANIZATION # TEACHERS./# STUDENTS
12/1/18 - Present	Interim Superintendent Kankakee Valley S.C.	Kankakee Valley School Corp. P.O. 278 Wheatfield, IN 46392	221 Teachers 3565 Students
2016-12/1/2019	Volunteer Assistant Elementary Principal	Wheatfield Elementary	33 Teachers 336 Students
1997-2016	Completed 19 Interim Superintendent Jobs in length from 1 month to 4 years.	All over the state of Indiana	Teachers 65 to 198 Students 650 to 2500
1995 – 1/4/97	Interim Elementary Principal	Wheatfield Elementary, Wheatfield, Indiana	35 Teachers 365 Students
1978 - 1995	Superintendent	Kankakee Valley School Corp. P.O. Box 278 Wheatfield, IN 46392	185 Teachers 2854 Students In 1978 210 Teachers 3354 Students In 1995 when I retired
1962 - 1978	Teacher, Athletic Director, Director of Elementary, Head Coach, Elementary Principal	Lake Station Community Schools 2500 Pike Street Lake Station, IN 46405	Varied in size depending on Position and job responsibilities. Corporation enrollment K-12 was 2500

Please summarize your work experience in years as applicable:

Superintendent: 39 1/2	Asst. Superintendent:	Principal: 81/2	Asst. Principal: 1
Teacher:	Elem:	Mid:	HS:
Central Office:			

IV. EDUCATIONAL HISTORY

(Please list on additional sheet if necessary.)

INSTITUTION NAME	MAJOR/MINOR	DATES ATTENDED	DEGREE EARNED
Indiana State University, Terre Haute, IN	Ind. Arts, Sci, Elementary, P.E.	1958 -1962	B.S.
Purdue University, West Lafayette IN	Education Administration –	1967-1970	M.S.

	P.E. Health		
Purdue University, West Lafayette IN	Education Administration	1974-1977	Ed.Ms.

V. APPLICANT'S STATEMENT

1. Philosophy/Orientation: Summarize your general philosophy of the status of public education in the U.S. - what is working and what challenges lie ahead in the next 10 years, and some of your best ideas for addressing that challenge.

My total approach is always based on what is best for the students. If something new is presented to me for consideration the first question to be answered by the person making the request is how it will benefit the students. If it does not improve the student learning opportunity it probably is not a good suggestion or worth spending dollars for.

Everyone must remember schools were established to educate students. Because without students you would not have schools.

I see re-establishing education as the top priority for all levels of government for funding and respect for education. Without the above I do not see the challenge being addressed. The why is very simple. Education will not get good strong students in the field, funding needs will not be met and education leaders, teachers will not receive the support and respect they deserve and need to be a positive influence on students. I believe it is up to everyone involved in education to start selling education and what we are accomplishing with students to every person in government leadership roles that can make change. We must use every form of media to get the education story out and discussed at all levels. The more schools can involve parents and community the stronger the education program becomes and the more parents and community demand more progress for local schools.

2. Personnel Management: Describe your approach to personnel management and your ability to utilize staff effectively.

I try to hire the best for any open position. Teachers should always have at least two teaching areas on the license because of the flexibility it provides in filling positions and offering additional curriculum area with no additional staff costs. The same should also apply to classified employees.

3. Fiscal Management: Appraise your approach to developing a budget, managing budget implementation, and your ability to utilize scarce resources effectively.

My budget experience is very in substantial having developed over 39 budgets with cash balances ranges from 9 million to less \$40,000. I also was hired as the interim superintendent to correct the problem in a school corporation that knew they were over budget by 2 million. The major problem I found after reviewing expenses was complete over staffing and not using licenses to solve teaching areas instead of hiring additional staff. I have never had a budget were I allowed expenses to exceed revenue. My goal has always been to end the budget year with a balance and to grow the cash balance so the budget is always protected. All corporations also implement the use of encumbered funds on PO's to pay for reoccurring expenses that occur yearly like insurance, fuel, power, health insurance just to name a few. The same procedure is used with build budgets. My model for department and building budget is based on spending 7.5 per cent of given budget monthly. Which allows the corporation to keep a little over 4 per cent in reserve to cover unknown expenses. In addition I keep close track in reviewing of the budget with the treasure so funds are

not over spent. The board is given monthly summaries of the budget so you are always on the same page as the central office. Nothing is hidden It is standard practice for purchases over \$2500 two received 3 quotes where possible. If not possible the lack of quotes must be explained.

4. *Communications:* Appraise your ability in public speaking, writing, persuasiveness, media relations, and capacity to develop a credible public image. What are your approaches to internal communications? To public communications?

Open at all times. I want to be informed so I am always on top of issues or problems. I am one who is visible in the school and community and speak to any one that has a question or concern. My office door is always open. I have always been listed in the phone book. I make an effort to have contact with everyone who have left messages before I leave the office. I am willing to listen to any person.

5. *Experience with ethnic and cultural groups:* What experiences have you had in working with groups with varied ethnic, cultural and economic backgrounds?

Through the years I have served as superintendent in communities with a wide range of ethnic, cultural and social and economic backgrounds. I have always just treated everyone the same as I would treat every person, with respect and honest.

6. *Alaska knowledge and experience:* Describe the nature of your experience in education in Alaska. Explain how this experience and perspective would contribute to your qualifications for this position.

I have visited schools in 8 different communities on during my 13 visits to Alaska to review what Alaska schools were doing that I could share with schools in my corporations. It has always been interesting to visits schools in my travels to pick up ideas to share with my staff to improve student learning.

I realize there would be much to learn about the Alaska education process and requirements but feel I have the ability and drive to learn the required responsibilities if given the opportunity.

7. *Educational achievement:* What have you done to upgrade the educational program in schools under your supervision? How have you evaluated the results?

Developed and ran North American Games to involve grades 3, 4, 5 and 6 which celebrated 50 years running in 2017 and will be participated in this spring by 300 to 400 hundred students attempting to make the awards stand in 1st, 2nd or 3rd place for their school.

Collaborated with staff to develop the first standards based test for grades K-6 to determine student growth and promotion to next grade. The Model we developed was used 3 years later by the State Superintendent and his staff to develop the first state wide test called CAPPs which a few year later was replaced by ISTEP. I STEP is being replace the spring by a new test named ILearn.

Created and implemented first alternative school.

Implemented first Credit Recovery Program.

Increased AP class offering wrote grant to implement Chinese language and culture program using Chinese teachers.

Expanded vocational program offering. Built two new school to reduce class size and to handle additional new enrollments.

Built 100,000 sq. ft. addition to high school for expanded vocational programing which include open space to build up to 5 small houses for building trades first year students to learn and practice the necessary skills need to build a house from foundation laid on plywood to roofing, electrical, drywall, window, door installation,

and siding.

The ending project of the semester to learning how to do demolition of a house to salvage as much material as possible for construction the follow year to save cost for materials.

Expanded special education classification classrooms to meet disabilities of students.

Mentored 10 staff members to become successful superintendents plus others to be principals.

8. Labor Relations: Describe your experiences in the area of labor relations.

Have been involved with 39 contacts with variety of responsibilities from negotiator to supplying the negotiator information, writing proposals to answer teacher proposal or just leading discussion. I also prepare all materials for the meetings. Examples: costs of increase in dollars based on level of experience and placement on salary schedule, cost of insurance to corporation, development of salary schedules and cost attached to each example.

9. Board/superintendent relations: In your view, what is the proper or appropriate relationship between the school board and its superintendent?

My approach has always been one of complete openness, trust and truth. I try to keep the board well informed and provide direction for the board and School Corporation at all times. All I ask for is for open communication. I expect the same relationship standards from the school board.

10. Other: Any other points or comments you would like to make which could aid in the selection process?

The strengths that I have developed over my career as an educational leader I believe would be very compatible with the needs of the school corporation to create positive student learning out comes along with community support and involvement in the educational process.

VI. ACKNOWLEDGEMENT

Your file with the Association of Alaska School Boards must contain the following items for your candidacy to be considered:

- Formal letter indicating interest in the position
- Completed application
- Confidential placement file (if it is current)
- College transcripts (graduate work in administration only)
- AASB Reference forms (3)
- Alaska Superintendent Certificate (copy)
- Up-to-date Resume
- Other items of your choice
- Photo (optional)

I certify that the foregoing statements are true and correct and authorize you to investigate all references listed and to secure additional information if necessary. I also agree to waive my right to a public

discussion of my candidacy as provided in AS 44.62.310©, thereby permitting a board or committee formed by the board to screen application files and/or interview finalists in executive session.

DATE

APPLICANT'S SIGNATURE