

# FLOYD COUNTY BOARD OF EDUCATION

## APPLICATION FOR SUPERINTENDENT

Send to: **GEORGIA SCHOOL BOARDS ASSOCIATION**  
Superintendent Search  
5120 Sugarloaf Parkway  
Lawrenceville, Georgia 30043

Phone: (770) 962-2985 or (800) 226-1856  
Fax: (770) 962-5392  
GSBA's Web Site: www.gsba.com

Applications must be delivered  
to the GSBA office by 4:30 p.m.  
on February 1, 2008 or postmarked  
by midnight on the same date.

### I. PERSONAL INFORMATION

Name Gaddis, Dale Edward  
Last First Middle

Present Address 2597 Riley Drive

City Marietta State Georgia Zip 30064

Daytime Telephone Number ( 770 ) 426-3516 Social Security Number [REDACTED]

Home Telephone Number (if different from above) (770) 426-6693

Email Address (if available) dgaddis@aol.com

### II. PRESENT EMPLOYER INFORMATION

Present Employer Cobb County Public Schools

Address 514 Glover Street

City Marietta State Georgia Zip 30060

Telephone Number (770) 426-3352 Title of Position: Area Assistant Superintendent

Length of Time in Current Position Six Years Does your employer know of this application? Yes

Amount of organization's annual budget for which you are responsible \$ (if applicable)

Number of units you supervise: 20 Schools (K-12), 13 Elementary; 3 Middle Schools; 3 High Schools; 1 Performance Learning Center and 1 Psycho-educational Center Number of employees for which you have responsibility 20 Principals directly along with related certified and classified staff and 13 Area Lead Teachers.

How many employees report directly to you? 34 Current Salary \$110,000.000

Do you hold or are you entitled to hold a Georgia leadership certificate or permit issued by the Professional Standards Commission?  
X Yes        No Certificate number [REDACTED]

If yes, what level L-6 (See page 4 for eligibility information.)

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### III. EMPLOYMENT HISTORY

Please list all FULL TIME experience both within and outside the field of education. List most recent employment first and continue in reverse chronological order. Use an attachment if necessary.

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DATE OF SERVICE	POSITION DUTIES	ORGANIZATION ADDRESS	SIZE/ UNIT	REASON FOR LEAVING	ENDING SALARY
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See Attached

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Have you ever been dismissed, suspended or terminated from any professional education or other management employment? Yes \_\_\_ No X If yes, please provide the date and name and address of the employer, and stated reason for the adverse action on a separate sheet.

Have you ever resigned or been given an opportunity to resign, withdraw an employment application, or not offered reemployment as a result of charges, disagreement or misunderstanding? Yes \_\_\_ No X If yes, state the date, name and address of the employer and a reasonably full statement of the basis and circumstances of the incident on a separate sheet.

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### IV. EDUCATIONAL AND PROFESSIONAL TRAINING. Use an attachment if necessary.

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NAME OF INSTITUTION	ADDRESS	MAJOR/ MINOR	DATE ATTENDED FROM TO	DEGREE
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See Attached

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V. HONORS AND AWARDS. Use an attachment if necessary. List scholarships, articles authored, books authored, honorary degrees, citations, special recognitions, workshops conducted, major addresses, etc.

See Attached -

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### VI. OUTSIDE INTERESTS AND HOBBIES. Use an attachment if necessary.

- Church
- Technology
- Regional History
- Fishing
- Nature
- Travel

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### VII. COMMUNITY ACTIVITIES. Use an attachment if necessary.

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See Attached

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VIII. MAJOR CAREER ACCOMPLISHMENT AND PERSONAL ATTRIBUTES. List the personal attributes you feel will help assure your success as the superintendent of this school system.

Local School:

- Cluster Initiative (planning and data analysis)
- School-community partnerships
- Post-secondary partnerships
- Ninth Grade transitions program
- Student Achievement gains
- High School tutorial program for elementary feeders
- Required summer reading for all students
- Georgia School of Excellence (1996)

**Systemic:**

- Working collaboratively with local municipalities and civic organizations for school support and community involvement
- School Improvement Planning and Implementation
- Data Training and analysis
- Georgia State School Keys (Standards) Trained
- Employee Recruitment and Retention
- Budget Development
- Work with Cobb County Public Schools Safety and Security (standards, training and operations)
- Facility Standards
- Alternative Education development and refinement
- Cobb County Interagency Task Force
- Development of Professional Learning Communities
- Early release for local school staff development
- Technology Integration
- Virtual High School and other distance learning and alternative instructional delivery models
- Learning Focused and America's Choice Schools Training
- PK -12 continuous instructional focus and alignment

**Personal Attributes:**

Education of our young people is a shared responsibility and can be successful when there are shared values, cooperation and involvement with the community at large. This type of symbiotic relationship unfortunately is not always naturally occurring, but can and often is cultivated. Listening, understanding, assessing, involving community and doing what is in the best interest of our young people accomplish this.

In my personal and professional experience, I have come to understand what needs to take place for school communities to be successful. It does not always mean dramatic change, but rather listening and assessing before change is made and not making changes for the sake of change itself. A superintendent for any district must be able to listen to the many communities (students, teachers, parents, staff, business and other external communities) within the district and merge these needs and wants with other elements of successful schools.

I believe I possess the skills necessary (vision, active listening and communication, leadership, analytical and organizational skills) to listen, analyze needs, communicate and develop a comprehensive, shared vision for the Floyd County School system.

**IX. REFERENCES**

Please list the names of at least three individuals, one of whom should be a recent employer or supervisor, one a leader in your community (not necessarily connected with education) and one an educator who does not reside in your community. Do not list a relative. If you have limitations on your references, please indicate so.

NAME	POSITION	PRESENT ADDRESS	TELEPHONE (Home or Business)	LIMITATIONS
Fred Sanderson	Superintendent, Cobb County School District	514 Glover Street, Marietta, GA. 30060	(H) 770-587-5755 (O) 770-426-3453	None
Betty Gray	Chair, Cobb County Board of Education	1205 Angelia Drive, Mableton, GA 30059	(H) 770-948-4669	None
Jill Kalina	Chief School Leadership Officer	Cobb County School District 514 Glover Street, Marietta, GA. 30060	(H) 770-426-1169 (O) 770-427-3579	None
Max Bacon	Mayor City of Smyrna	2800 King Street Smyrna, GA 30080	(O) 770-434-6600 (C) 770-597-9822	None

Tony Arasi	Georgia School Boards Assoc. 5120 Sugarloaf Parkway Lawrenceville, Georgia 30043 Former Asst. Superintendent Cobb Public Schools And Supervisor	(H) 770-977-2804	None
Betty L. Siegel	Former President of Kennesaw State University 1000 Chastain Road, Kennesaw, GA 30144	(O) 678-797-2222	None
Rev. Sam Matthews Pastor,	Marietta First United Methodist Church 56 Whitlock Ave., Marietta, GA	(O) 770-429-7800	None
James Wilson	Superintendent, Fulton County Schools 2730 Stilesboro Lane Acworth, GA 30101	(H) 770-966-9506	None

Additional References are available upon request.

X. EDUCATION PHILOSOPHY. Write, in your own handwriting, a short commentary describing your view of the elements of a successful school system.

*The successful education of our young people occurs through the necessary partnership of the school community. That is, the staff, parents and business community work together to provide students with the best possible education. This partnership begins with the staff and board being responsive to*

XI. APPLICANT'S STATEMENT. Write a brief paragraph describing why you want to come to this school system.

I am pursuing the Superintendency of Floyd County Schools because I feel I can contribute to the success of students and community. I believe the area to be strongly involved and caring about schools and student success. Specifically, I seek the sense of community that Floyd County offers. Floyd County seems to be a place where the needs of the schools and community come together.

I look forward to this opportunity.

1. Do you understand that because of the nature of the position for which you are applying, that the school district-employer may require a background check, including a search of fingerprint and other criminal records? YES

Do you agree and consent for such background search and investigation to be conducted, and agree to hold the school district and Georgia School Boards Association and all officials, representatives and employees of the foregoing harmless from all claims for libel, slander, invasion of privacy, intentional infliction of emotional distress and similar claims? YES

2. Do you have any objections to your previous employers being contacted for reference purposes?  
Yes \_\_\_\_\_ No X \_\_\_\_\_. If yes, please explain. \_\_\_\_\_

the needs of our students and community.

Accordingly, all we do as professional educators and advocates for our young people must always be evaluated. A successful school system must be willing to assess itself and solicit input for improvement.

A shared vision, augmented by clear communication and data driven decisions work together to facilitate success and improve student achievement.

3. **Criminal Conduct**

- (a) Have you ever been convicted of any crime, entered a plea of guilty, nolo contendere, or suffered First Offender Adjudication or any similar criminal or quasi-criminal determination or adjudications, other than minor traffic violations? **NO**

If the answer is "yes" state the name and address of the Court, the date of the alleged offense, a description of the charges, and an explanation of the final action taken, including any fines, probation, imprisonment, first offender adjudication or similar disposition.

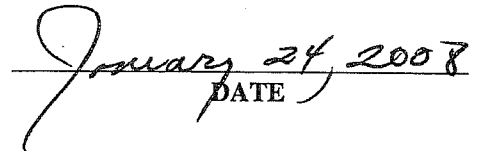
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- (b) Have you ever been charged with any crime or been named in an indictment, accusation or special presentment for any offense, other than a minor traffic violation? **NO** If yes, explain: \_\_\_\_\_
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4. Eligibility Information may be obtained from the Division of Certification, Professional Standards Commission, 1454 Twin Towers East, Atlanta, GA 30334, 404-656-2406 or 404-656-2604. Formal application for certification should not be made until notified to do so by the consultants.
5. Please mail your completed application and include a letter of application, a resume with three references and a copy of college transcripts.

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*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.*

  
SIGNATURE

  
DATE

**NOTICE: Any false information knowingly given is grounds for your application being voided.**