

Dear Hamilton County School Board,

I am pleased to submit this letter of interest as a candidate for Superintendent in the Hamilton County Public Schools. As a lifelong educator, I strongly believe that every student should have a world-class PK-12 educational experience and every student has the potential to succeed. Students must leave public schools prepared for the opportunities that await them globally. Great teachers must be in every class, great leaders must be in every building, and strong support structures must be in place across the district to ensure sustained success. Chattanooga and the Hamilton County School district are poised to be an exemplar of educational excellence. The focus of the district on engaging all stakeholders in moving the needle of academic achievement will pay dividends for years to come.

The realization of the goals outlined within the district's strategic plan will require a visionary leader that is able to lead complex change and garner community support. I commend Hamilton County for establishing student-centered goals and for taking an urgent approach towards improving outcomes for all students. My experiences and accomplishments within a district that mirrors the demographic of Hamilton County position me to ensure successful implementation of the goals outlined. I believe that in order to ensure every student receives a world-class education school districts must:

- Set high academic expectations
- Focus on maintaining a culture where students can thrive
- Engage stakeholders in meaningful ways
- Budget in a responsible, yet innovative manners
- Hire and retain quality teachers and leaders – the most critical assets

In my current role as Chief Academic Officer, I am responsible for ensuring the academic success of all 32,600 of our students. Among our many achievements, out of 140+ school districts in Tennessee, the Clarksville-Montgomery County School System has been the #1 school district in the state for student academic growth for two consecutive years (2014-2015 and 2015-2016). With a similar laser-like focus on student outcomes and support from the community, Hamilton County can be the "smartest community in the South."

I am convinced that with my proven leadership abilities, experience and passion for student success, Hamilton County Schools can reach unprecedented heights. I welcome the opportunity to speak further about how my skills and talents could continue to build on the current framework established. Please find enclosed my resume for your review.

Respectfully,

Dr. Bryan Johnson

DR. BRYAN JOHNSON

PROFESSIONAL PROFILE

Results-oriented academic leader with proven success. Educational visionary who has implemented forward-thinking processes. Experienced at increasing school administrator and teacher effectiveness by providing strategies for growth. Expertise in consensus building and gaining support from stakeholders for new initiatives and strategies that benefit student achievement. High level of professional integrity and passion for student achievement.

SUMMARY OF QUALIFICATIONS

- Chief Academic Officer:** Responsible for ensuring effectiveness of all principal and assistant principal professional development. Manage all areas of ELL, CTE, SPED, and Student Services. Implement digital blended learning. Ensure alignment of academies to mission of college and career readiness and support industry alignment. Ensure instruction department budget alignment with district work. Responsible for development and implementation of instruction department budget.
- Building Administrator:** Provided building oversight and leadership across all areas of instruction. Spearheaded transition to common assessment development for EOC teachers. Directed school improvement planning and created focus on student data. Facilitated numerous staff developments on best practices focused on transition to TN State Standards.
- Teacher:** Developed lesson plans aligned to standards that met educational needs of all students. Planned daily lessons for students and differentiated instruction to meet student needs. Developed strong relationship with students that fostered positive classroom environment.

EXPERIENCE AND ACCOMPLISHMENTS

- Chief Academic Officer** 2015-present
Clarksville-Montgomery County School System
- Recognized as No. 1 school district in Tennessee for academic growth in 2014-2015 and 2015-2016
 - 11 schools recognized as Reward Schools for achievement or growth in 2014-2015
 - All high schools recognized for being Level 5 in 2015-2016; 26 of 38 schools recognized for being Level 5 schools in 2014-2015
 - College Board AP Honor Roll District in 2015-2016
 - Assisted with implementation of blended learning
 - No. 1 district for achievement with 10,000 or more students in Science and Social Studies (2015-2016)
 - Graduation rate of more than 94.5 percent
 - Recognized as No. 1 "large district" in Tennessee for ELL growth in 2014-2015
 - District ACT composite of 20.0
- Director of High Schools** 2014-2015
Clarksville-Montgomery County School System

- Seven of eight high schools recognized as TVAAS Level 5
- Two U.S. News Bronze Medal schools
- Increased AP and dual enrollment participants
- Supported implementation of common planning and common assessments across high schools
- Supported Academies of CMCSS and ensured successful progression
- Assisted with strategic shifts within school master schedules
- Supported pilot schools' transition to RT12

Principal 2012-2014

Northwest High School - Clarksville-Montgomery County

- Increased school-wide student growth from TVAAS Level 2 to Level 5
- Level 5 Numeracy and Literacy
- All EOC areas experienced 1+ years of student growth
- Increased composite ACT from 18.5 to 18.8
- Increased students in AP classes by 100 percent
- Led teacher placement changes that placed teachers in areas of strength based on school data
- Implemented significant changes to culture, organization and structure of the school

Assistant Principal/Athletic Director 2010-2012

West Creek High School - Clarksville-Montgomery County

- TVAAS Level 5 school
- Assisted with the use of school achievement data to drive instruction and school decisions
- Assisted at-risk students and ensured that successful plans were developed for graduation
- Assisted with the implementation of academic support program across entire athletic department that aided in student achievement
- Facilitated and assisted in the professional development of teachers and other staff
- Directly involved in shaping school culture to meet student and faculty needs

Teacher and Coach 2008-2010

Northeast and Clarksville High School - Clarksville-Montgomery County

- Member of school leadership team
- Implemented best practices for instruction
- Responsible for development and implementation of individual education plans for students
- Implemented athletic academic support program for football players that impacted achievement
- Achieved two state playoff appearances after only three wins in the previous three years
- 20+ student-athletes received college scholarships

Teacher and Director of Education 2004-2007

Oak Plains Academy - Universal Health Sciences

- Coordinated all Gateway and EOC testing
- Responsible for development and implementation of individual education plans for students
- Self-contained teacher responsible for teaching all core area subjects
- Ensured education compliance of students within multiple Northeastern states
- Coordinated and developed school improvement plan
- Coordinated professional development sessions for teachers

ACADEMIC QUALIFICATIONS

Doctorate - Educational Leadership and Professional Practice 2007- 2010

Trevecca Nazarene University - Nashville, TN

Master of Arts - Teaching 2004-2006

Belmont University - Nashville, TN

Bachelor of Science - Business Administration 2000-2004

Austin Peay State University - Clarksville, TN

Certifications: Teaching and Administration

PROFESSIONAL CONTRIBUTIONS AND RELATED EXPERIENCES

- TSBA Prospective Superintendent Academy (2016)
- LEAD Conference Presenter on District and School Leadership (2015 and 2016)
- Education Research and Design (ERDI III) Member
- Certified McRel Balanced Leadership Trainer
- Learning Forward Member
- APSU Department of Education Graduate School Advisory Board
- Church Youth Director/ Sunday School Superintendent/ Officer