

SPECIAL MEETING
May 22, 2024
3:30 p.m.

24

Location: The public meeting will be conducted onsite with limited seating at 200 Kalmus Drive, Costa Mesa, CA 92626 and via YouTube live stream <https://youtube.com/live/Tj0d5hEmqIg?feature=share>.

ORANGE COUNTY BOARD OF EDUCATION
SPECIAL AGENDA

WELCOME

CALL TO ORDER

STATEMENT OF PRESIDING OFFICER: For the benefit of the record, this Special Meeting of the Orange County Board of Education is called to order.

ROLL CALL

PLEDGE OF ALLEGIANCE

(*) AGENDA


Special Meeting of May 22, 2024 – Adoption

PUBLIC COMMENTS

TIME CERTAIN

- 3:30 p.m. 1. Interview of Candidates for Appointment to Orange County Superintendent of Schools position.
- Stefan Bean, Ed.D.
 - Dennis Cole
 - Charles D. Hinman, Ed.D.
 - Maria Martinez-Poulin, Ed.D.
 - Ramon Miramontes, Ed.D.
 - Kirsten Vital Brulte

ADJOURNMENT

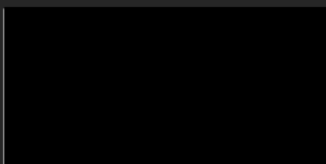

Renee Hendrick
Assistant Secretary, Board of Education

The next Regular Board Meeting will be on Wednesday, June 5, 2024 at 5:00 p.m. The meeting will be held onsite at 200 Kalmus Drive, Costa Mesa, CA 92626 and via YouTube live stream.

Individuals with disabilities in need of copies of the agenda and/or the agenda packet or in need of auxiliary aides and services may request assistance by contacting Darou Sisavath, Board Clerk at (714) 966-4012.

(*) Printed items included in materials mailed to Board Members

CONTACT



EDUCATION

Doctor of Education (Ed.D.)

California State University,
Fullerton

Tier 2 Admin Service Credential

California State University,
Dominguez Hills

Master of Administration

Loyola Marymount University

Tier 1 Admin Credential

Loyola Marymount University

Multiple Subject Teaching Credential

California State University, Fresno

B.S. Business Administration

Cum Laude

University of Southern California

CREDENTIALING AND CERTIFICATION

Administrative Service Credential

Multiple Subject Teaching Credential

Certified College Ready Promise
Teacher Effectiveness Evaluator, LMU
Small Schools and SPED certificate

DEVELOPMENT

Calkins Readers and Writer's
Workshop

CCSS ELA/Math, Common Core
Institute

The National Equity Project, ,
Published Dissertation on Emotional
Intelligence

DR. STEFAN BEAN

EDUCATIONAL ADMINISTRATION & LEADERSHIP

✳ EXPERTISE



Leadership

Served on the board of Orange County Classical Academy, Los Angeles Advocacy Council, and Los Angeles Coalition for Excellent Schools. Served on board for Bethany Church, Ways Academy for Young Scientist (W.A.Y.S. Charter School), Member of Pi Kappa Alpha Greater Los Angeles Alumni Chapter, and West Side Story. Well versed with Goleman's Emotional Intelligence Framework, Transformational Leadership Framework, New Leaders.

Data Analysis

Experienced with Panero's Strategic Inquiry Model and Bernhardt's Continuous Improvement Model, Network Improvement Communities. Familiar with IBM SPSS statistics software and DataQuest®.

Systems Implementation

Experienced in Garmston's Adaptive School, Bernhardt's Professional Learning Communities, Network Improvement Communities, and Panero's Strategic Inquiry models. Implemented and developed Positive Behavior Intervention System (PBIS)

EXPERIENCE

Executive Director

Irvine International Academy | Jul 2022 - Current

- **Strategic Leadership:** Provide visionary leadership and strategic direction to promote the educational success and well-being of students and staff.
- **Operational Management:** Oversee daily operations, ensuring the academy operates efficiently and effectively within the set budget and policies.
- **Stakeholder Engagement:** Establish and maintain strong relationships with internal and external stakeholders, fostering a collaborative environment.
- **Policy Development:** Develop, implement, and review operational policies and procedures to enhance organizational effectiveness.
- **Community Relations:** Act as the academy's spokesperson, enhancing its public image and advocating for educational excellence in the community.
- **Board Collaboration:** Work closely with the board of directors to align the academy's values, mission, and long-term goals.

Superintendent

Aspire Public Schools Los Angeles | Jul 2018 - Nov 2021

- **Shared Vision & Family Engagement** - Held over 30 community conversations with leaders, teachers and families to reimagine our regional vision.
- **Strategic Planning & Systems (School Management)** - Manage and oversee eleven schools (TK - 12), with ultimate responsibility for LCAP, academic, fiscal, compliance and operational performance with an annual budget of \$65,000,000.
- **Leadership Development and Talent Management** - Design, develop and facilitate professional development for principals and regional leaders in their roles as instructional leaders and site/regional directors/managers.
- **Learning and Teaching** - Ensure high quality implementation of education design, including standards, assessments, instructional guidelines, and culture; support in refining the education design to improve student achievement. In nearly four years as Associate Superintendent and Superintendent, SBAC scores doubled in both ELA and Math.

Associate Superintendent

Aspire Public Schools Los Angeles | May 2016 - Jul 2018

- Supervised six principals and their schools.
- Oversaw performance and management for all district schools.

TRAINING EXPERTISE

New Leaders and Transformational
Leadership Framework by TNTP

Growth Mindset by Carol Dweck

GRIT by Angela Duckworth

Emotional Intelligence by Goleman

Network Improvement Community
Model

REFERENCES

Dr. Roberta Benjamin
Former Superintendent
Aspire Public Schools



Kate Ford
Former Superintendent
Aspire Public Schools



Dr. Kim Benaraw
Principal
Cypress Unified



Dr. Sandra Kim
Principal
Walnut Unified



Dr. Charlie Heaton
Executive Director



*Additional references available upon
request.*

- Supervised Director of Operations and Director of Curriculum Instruction and Assessment for the District.
- Monitored and oversee the writing of all schools' LCAPs.
- Supervised the implementation of ELD, SSC and ELAC programs at all schools.

Lead Principal

Gateway and Firestone Academies | May 2010 – May 2016

- Doubled SBAC ELA and Math results in year two and were highest among neighborhood schools. SBAC similar schools ranking 10/10.
- Performed second highest on CST for all elementary schools in South Gate.
- Certified as an evaluator for teacher effectiveness under [The College Ready Promise](#).
- Spearheaded the start-up of these LAUSD public school choices serving over 800 students.
- Supervised and evaluated over 50 teachers and support staff.
- Developed and led professional development of staff in areas of technology, reading, math and writing.
- Implemented Blended Learning as a bridge to CCSS.

Trainer & Education Consultant

Contractor | Sep 2009 – Apr 2010

- Coached and developed principals in New Leader's Transformational Framework
- Provided comprehensive and in-depth professional development programs in technology, reading, math and writing at schools, districts and national conferences.
- Clients included Palmdale Unified School District, Newberry Springs Elementary School District and Los Angeles Unified School District.

Principal

Cornerstone Charter School, LAUSD | Jul 2005 – Aug 2009

- Implemented Bernhardt's continuous improvement process model for teacher evaluation and student achievement analysis.
- Maintained an ADA (Average Daily Attendance) above the District Average at 95%.
- Supervised 15 teachers and 5 classified staff.
- Increased API by an average of 25 points each year on the CST.

Trainer & Education Consultant

Success for All, Inc. | Aug 2002 – Jun 2005

- Provided comprehensive and in-depth professional development programs in technology, reading, math and writing at schools, districts, and national conferences for traditional public-school districts.
- Consulted with over 40 traditional public and charter schools and 10 traditional districts throughout California, Nevada, Hawaii, and Arizona.
- Coached and trained school principals in Barnhart's Continuous Improvement Model and in an online Student Database and Assessment System.

Teacher

Starr King Elementary School, Long Beach Unified | Jul 2000 – Jun 2002

- Increased SAT9 and CST scores by 25% each year.
- Served as the teacher union rep for the school.
- Named lead teacher for the 5th grade team where coached, supported and led teachers in lesson planning and PD.
- Created and implemented PD to the staff in ELA.

Teacher

Fresno and Clovis Unified School District | Aug 1998 – Jun 2000

- Taught 3rd grade.
- Prepared and delivered lesson plans in all subject areas.
- Differentiated plans for students with disabilities and GATE students.



Charles R. Heaton, Ph.D.

Executive Director | Desert Trails Preparatory Academy



Letter of Recommendation for Dr. Stefan Bean

May 3, 2024

To Whom It May Concern:

It is my honor to vouch for and recommend Dr. Stefan Bean for the Orange County Superintendency. Dr. Bean and I began working together in June 2017, when he hired me as the lead principal for our schools in south Los Angeles. As a veteran principal, I was inspired by his experience, vision, and passion. Additionally, the tone of his leadership resulted in his team of principals and cabinet of Aspire Public Schools Los Angeles to embrace and support me during my onboarding and start with Aspire Los Angeles. Like so many other leaders, I was immediately impressed by Dr. Bean's high expectations, strong work ethic, integrity, dedication to serving others, and commitment to educational excellence.

Since 2017, I have worked more closely with Dr. Bean than probably any other principal having been directly supervised and mentored by him—and later serving as part of his cabinet. During those years, I learned from him and observed his calm presence and strategic approach in responding to the COVID19 pandemic, distance learning, reopening, increases of enrollment, and the changing political landscape. Regardless of internal or external needs, Dr. Bean kept our organization focused on serving our children and the community. He was visible, accessible, and connected directly with families, students, employees, stakeholders, and local and state leaders. It is for those reasons; I can attest that Dr. Bean is highly respected by all in the communities he served. Families and scholars in Southgate, Huntington Park, and south Los Angeles trust and sought out Dr. Bean; his insight, experience, knowledge, and ethics of care and professionalism positioned him as someone I continue to seek out for counsel and guidance.

Though I have much to share about Dr. Bean and to show that he has the knowledge, experience, and character to serve as a leader in public education, it is his unbridled passion and competence as an educator to which I will speak. I know the families, faculty and staff, and students in Orange will find great value in his work, as his previous communities has.

Dr. Bean will champion a student-centered environment; he promotes and protects parents right to be engaged and involved in their children's education. Partnership between schools and homes are integral to education excellence and success—and Dr. Bean remains steadfast and unequivocal in his position that public education and public schools have a responsibility to respond to and be accountable to their respective communities. Dr. Bean's efforts, achievements, and career with Aspire Public Schools is testament to this. As an outsider, he was embraced by the communities because of his respect and humility for those he served and felt he was accountable to. His State of the Schools and engagement in Town Halls and Parent Advisory Councils left families feeling empowered and assured their children were in the best schools in the community. The increase in enrollment and waiting lists for the schools were a testament to his superintendency.

Finally, I highlight Dr. Bean's willingness and strengths in working with adults. His quiet confidence, ability to listen, and warm heartedness allows him to build and redefine relationships as necessary for the betterment of schools and the community. It is for all of these reasons that I continue to seek out Dr. Bean for his counsel—even as our roles and working relationship has changed since our time at Aspire Los Angeles.

It is without reservation, that I offer that I offer my highest recommendation of Stefan Bean. If there is anything that I can do to assist you in making the right decision for the community, please do not hesitate to contact me. I am more than happy to share more about Dr. Stefan Bean.

In service,

Charles Heaton

Charles R. Heaton, Ph.D.
Executive Director

Together, We: Step Up. Stand out. Make a difference.

Kate Ford



May 8, 2024

Attn: Board of Trustees

Orange County Board of Education

Position: Orange County Superintendent of Schools

Re: Letter of Recommendation for Stefan Bean

Dear Sirs and Madams,

It is with great pleasure and pride that I write a letter in strong, unqualified support of Stefan Bean, an outstanding educational leader, for the position of Orange County Superintendent of Schools. In my role as Area Superintendent of Aspire Public Schools 2013-2018, I was able to closely observe, supervise, and appreciate the skill, innovation, and tireless energy that Stefan brought to the position of Lead Principal and then Associate Superintendent. The eleven Aspire Schools in the Los Angeles region benefited tremendously from Stefan's leadership; and when I chose him to be Associate Superintendent, it was with the full appreciation of his commitment and dedication to the Aspire mission. Stefan put student success, teamwork, and "College for Certain" at the forefront of every decision and action. In each role and responsibility that he undertook, Stefan embodied the qualities of a powerful leader, a talented colleague, and a reflective learner.

Stefan was a model of visionary leadership. He not only implemented new programs and initiatives, but he was often courageous and assertive in doing what was right for students and teachers, even when it was not easy to do so. I tasked Stefan with the responsibility of leading our schools in the area of performance and management, a perfect complement to his skills and experience. Stefan was widely seen as one of the most knowledgeable and unrelenting instructional leaders and organizational managers at Aspire. He toured schools regularly, provided feedback, and ensured compliance with all state requirements and standards for excellence, including the schools' LCAPS. Stefan's knowledge of the Common Core State Standards was well known, and he led the effort to ensure that our principals were learning the standards, designing meaningful programs to reflect the standards, and strategically assigning site staff in order to ensure high student achievement and compliance with all state/federal requirements. I also tasked him with supervising the compliance and implementation of all programs related to ELD and ELAC.

Stefan was an astute coach, especially with the support and feedback he gave to his teachers and the instruction and guidance to the school and regional leaders. He always provided accessible ways to understand and analyze data, to respond with meaningful instructional practices and rigorous school-wide systems, to ensure state and federal accountability, and to create thriving student-centered school cultures grounded in innovation and excellence. Stefan was one of the first leaders to focus his efforts on equity, emotional intelligence, and social emotional learning. In each effort, Stefan was amazing. I could rely on him for the highest levels of achievement. And, it is important to note that every week at least one principal expressed to me deep appreciation to Stefan for the push, for the support, for the empathy, for the precise actionable feedback, and for being a warm demander.

Most importantly, Stefan always put students first, advocating for their needs and ensuring opportunities for all. He was very well suited for the Associate Superintendent role, where he excelled, given the high achievement of Aspire Gateway Academy *and* his role as a Lead Principal supervising three or four of the new or struggling principals in the region. When I was creating the expanded regional support system in LA in May 2016, I immediately knew that I needed Stefan to lead the school improvement and achievement effort. In two short years, Stefan helped me build a dream team of two Instructional Directors, seven Content Specialists, a Director of Operations, along with supporting Deans, APs, Regional Managers of Student Services, IT, HR, and SPED, and Office Managers to assist principals throughout the region. Our LA schools' achievement continued to increase; and, truly, Stefan would not rest until all of our students had effective instruction and opportunities that rivaled the finest schools in the state.... nothing less.

When I first came to Aspire, it became immediately clear why I was told that he was the BEST OF THE BEST. Staff, students, and parents respected and admired Stefan because it was clear that he valued and enjoyed partnerships. Stefan was also a fine collaborator, always working hard to put in the time and effort to achieve consensus and motivate others. Additionally, I must emphasize Stefan's character and professional demeanor. Working within the Los Angeles school community, the various cultures, and the diverse neighborhoods of our schools was never easy, and this challenged all of us. In his many years in education, Stefan developed the practices and processes to serve a wide range of students and teachers in differentiated ways, and he always modeled self-awareness, curiosity, and reflectiveness, with a sense of humor, care, and optimism... through any challenge or conflict or new requirement/initiative. In these fiery and unpredictable times, that is such an important asset!

Often lauded for his many achievements, his passion for his people, and his devotion to the work, Stefan was focused and unrelenting in helping teachers, principals, staff, and me achieve our vision. He faced terribly difficult personal challenges with his wife's illness, but he never let it affect his dedication and work. I also learned something every time that he and I worked on a project, and he definitely helped me become a better educator myself. These are just some of the reasons why I enthusiastically recommend Stefan Bean without reservation for the role of County Superintendent, and I welcome any questions or further conversation that may help you in your decision.

Sincerely,

Kate Ford

Former School Board President, Santa Barbara Unified School District

Former Superintendent of Los Angeles Aspire Schools

Lifelong Educator



May 1, 2024

Dear Orange County Board of Education,

I am writing this recommendation letter in support of Dr. Stefan Bean for the role of Orange County Superintendent of Schools. I have been serving as a Board Member at Irvine International Academy (IIA) since July of 2021, prior to the beginning of the first academic year. Following the turbulent first year, our Board was keen to find the right Executive Director and Principal that would remedy the gaps, stabilize our school and lead us to a path of sustainable and remarkable growth. As part of the search committee, I was involved in leading the recruitment process and I am 100% confident that we made the right decision in hiring Dr. Bean. IIA of today is very different from the IIA that Dr. Bean inherited when he started. Today, it is a family oriented, positive, rigorous academic environment with robust processes and the right formula to be successful.

Here are some of Dr. Bean's characteristics that I have witnessed while he has been Executive Director at IIA.

- **Visionary & Empathetic Leader**

- He has a clear vision for the future and the ability to communicate this vision to his team.
- He inspires and motivates his team to work towards this vision, fostering a sense of purpose and direction.
- He listens attentively to stakeholders, showing understanding and empathy.
- He acknowledges their strengths and challenges, validating their experiences and feelings.
- He guides them towards a path of success, providing support and encouragement along the way.

- **Believes in Shared Leadership**

- He believes in the power of collective intelligence and actively promotes a culture of shared leadership.
- He has an instructional leadership team that collaborates to make informed decisions.
- He assigns staff to leadership roles based on their unique strengths, fostering a sense of ownership and empowerment.

- **A Developer of People**

- He invests in the growth and development of his team members.
- He identifies their potential and provides opportunities for learning and advancement.
- He celebrates their achievements and encourages continuous improvement.

- **A Developer of Systems**

- He understands the interconnectedness of various elements within his organization.

- He considers the bigger picture when making decisions, taking into account the potential impact on different parts of the system.
- He promotes a holistic approach to problem-solving, considering all relevant factors and potential outcomes.
- **A Strong Support of Participation**
 - He values the input of all team members and stakeholders, fostering a democratic environment.
 - He allows those affected by a decision to participate in the decision-making process, promoting transparency and inclusivity.
- **Empathetic Leader**
 - He listens attentively to stakeholders, showing understanding and empathy.
 - He acknowledges their strengths and challenges, validating their experiences and feelings.
 - He guides them towards a path of success, providing support and encouragement along the way.
- **Disciplined Fiscal Management**
 - He has been able to successfully manage the budget over the past two years while not sacrificing the unique program offering.

The role of Superintendent requires responsibilities such as supervision, personnel and resource management, fiscal oversight, and managing all of the department's educational programs and services. I wholeheartedly believe that not only will Dr. Bean excel in the execution of these responsibilities, but he will exhibit the character qualities and skills that will set a higher standard moving forward. He truly is a remarkable person and has demonstrated a strong passion for education.

Sincerely,



Brett Freeman
Irvine International Academy Board Member

Dear Honorable Trustees of the Orange County Board of Education and Dr. Renee Hendrick,

I am writing to apply for the position of County Superintendent of Schools. Attached are my resume and three letters of reference from Sheriff Don Barnes, Fountain Valley Trustee Sandra Crandall and Bill Eldien, a strong supporter of education and retired President/CEO of Nolet Spirits.

With 29 years of experience leading in schools and districts across Orange County and as an elected Trustee in Fountain Valley School District, my work has impacted hundreds of schools, thousands of educators, and hundreds of thousands of students. The past 8 years I have worked at the Orange County Department of Education as Director of STEM and Humanities, Operations, Education, and Partnerships, serving all of our 28 districts and rallying the support of hundreds of our community's educational partners, businesses, and agencies.

I look forward to meeting you all, and, if you determine that I am the best fit for this role, I am excited to humbly serve our educational community with you.

With gratitude,

Dennis Cole
Director, Orange County Department of Education
Trustee, Fountain Valley School District



DENNIS COLE

OBJECTIVE

To serve as Orange County Superintendent of Schools, leading a community of educators, students, parents, business partners, and lawmakers to expand student achievement and opportunities, and to grow community involvement in the celebration of learning.

EDUCATION

2004 - 2006 California State University, Fullerton

Fullerton, CA

Master's Degree in Education, Administrative Credential

Graduate summa cum laude

1993 -1995 California State University, Long Beach

Long Beach, CA

Bachelor of Arts Degree in English, Single-Subject Clear Credential in English, CLAD

Graduate magna cum laude

1990 -1993 Golden West College

Huntington Beach, CA

Associate in Arts Degree in English

Graduate with honors

Recipient of the Golden West Academic Scholarship (1993)

PROFESSIONAL EXPERIENCE

2016-present *Director of STEM and Humanities / Director of Education, Partnerships, and Operations - Orange County Department of Education*

- Leading a team of over 200 directors, principals, program coordinators, and teachers who oversee support of all countywide instruction in the areas of language arts, writing, history, civics, music, arts, science, technology, math, GATE, AP, Alternative Education, and AVID
- Leading educational planning across Orange County, including serving on the Juvenile Justice Coordinating Council for the County Supervisors, six years as a member of the Planning Committee for the Orange County Conditions of Children report, and chairing the Interagency Leadership Team to develop consistent service and engagement practices for children and families in Orange County.
- Forging community partnerships to create and implement broad programs which positively impact hundreds of schools, including Project GLAD, OC Arts and Disability, Khan Academy, MTSS, and more.
- Implementing statewide programs and supporting schools in executing them with fidelity including Seal of Biliteracy, CTE, Arts, Golden Bell, California Distinguished Schools, and National History Day.
- Partnering with numerous organizations to support education including Orange County Business Council, Orange County Community Foundation, Angels Baseball Foundation, Disneyland Resorts, Orange County Veterans Advisory Council, Junior Achievement Orange County, Hispanic 100, and numerous family foundations raising scholarship funds and grants totaling over \$20 million per year.
- Engaging with community leaders including judges, attorneys, state lawmakers, and businesses to create civic engagement and learning opportunities for our students.
- Statewide and national collaborations with California State Curriculum and Instructional Steering Committee, The Kennedy Center, The California State Supreme Court, California State Assembly, California County Superintendents Educational Services Association, and Association of California School Administrators to inform and advocate for legislation and practices to improve our local schools.

2009-2016 *Principal - Santa Ana USD, Mendez Intermediate and Willard Intermediate Schools*

- Envisioned and implemented teacher and parent engagement meetings to develop and fulfill our LCAP goals: algebra readiness by 9th grade, grade level or above literacy, and robust extracurricular clubs and sports opportunities resulting in 24 different clubs and sports.
- Created a schoolwide literacy focus resulting in accelerated redesignation of English Language Learners, decreasing our total number of English Learners from 31.2% in 2011 to 18.4% EL in 2015, ultimately increasing fluency rates by 18% over 4 years.
- Implemented Pathways to Biliteracy Program for the past three years awarding 523 students their Biliteracy Pathway Certificate. (Highest in SAUSD – 60% of Mendez grads for 2015 and 2016)
- Leading Bilingual Parent meetings monthly including our Parent Coffee Chat and ELAC to develop and implement a quality English Learner Program and parental leadership component.
- Established a project-based GATE Symposium with more than 1,000 students impacted.
- Created a new technology vision: One-to-One Chromebooks, Bring Your Own Device Program, Rocketry Program, Robotics Program, and Computer Coding / 3D Animation Electives
- Developed a premier AVID program becoming a certified AVID National Demonstration School
- Setting instructional vision and planning growth for staff and students
- Coordination of Single Plan for Achievement (SPSA), school budget, School Site Council, PTA
- Oversight of all programs to ensure they are aligned to school-wide focus
- Community and city liaison to promote welfare of students and families
- \$10.4 million in grants written and approved in my tenure beyond my general and categorical budgets

2006 - 2009 *Assistant Principal - Santa Ana USD, Villa Fundamental Intermediate School*

- Coordinated all safety-related emergency drills, planning, and assessment
- Planned, set goals, and facilitated all testing at the school including CELDT, STAR, CST, Benchmarks, Writing proficiencies, and PE testing
- Led staff in student assessment data analysis and curriculum planning
- Oversaw all end-of-year activities including promotion ceremony, 8th grade field trip, picture days, and celebration breakfast

1995 - 2006 *English teacher - Santa Ana USD, Sierra Intermediate School*

- Led the ELD/language arts staff as Language Arts Department Chairperson (7 years)
- Planned and presented ongoing staff growth through in-services in reading comprehension, writing process, effective discipline, technology use, and class management (9 years)
- Demonstrated solid leadership as acting principal when administrators were absent, including oversight of student discipline, parent contacts, site operations, and conducting classroom visits.
- Rallied community donors to send students to the UC Irvine Pre-college Summer Academy each year (totaling \$15,000) and to volunteer to paint, plant gardens, and beautify the school.
- Planned with district administrators and superintendent as a member of the District Leadership Team (2 years)
- Trained student teachers as a master teacher through CSU Long Beach and Concordia University (3 years)
- Oversaw site planning as Chairperson of the School Site Council (2 years)
- Created and defined a staff vision as a member of the Instructional Leadership Team (4 years) raising school wide reading proficiency by 10% in three years and improving school API by 182 points.
- Set the focus on reading and writing achievement as the Staff Reading Specialist/Coach (3 years)
- Elevated awareness of exceptional students' needs as the Gifted and Talented Education Coordinator (8 years)
- Encouraged students and staff to excel as the Academic Pentathlon Coordinator/Coach (5 years)
- Had fun with kids as Coordinator of the Chess Club (4 years), Bible Club (5 years), and Santa Ana College Academic Outreach Program (3 years)

BOARD ACTIVITIES AND PROFESSIONAL MEMBERSHIPS

Currently serving first term as elected Trustee and Board Clerk for the Fountain Valley School District -2 years
Association of California School Administrators OC Board of Directors - President, Vice-president - 16 years
Vanguard University Teacher Education Advisory Council - 13 years

Concordia University Dean's Advisory Council – 6 years
 California State Curriculum and Instructional Steering Committee – 2 years
 Orange County Children's Partnership - 4 years
 Coastline College Foundation Board of Directors - 3 years
 Junior Achievement Orange County Board of Directors – 8 years
 OC Sheriff's Advisory Council and Drug Use is Life Abuse Board – 5 years
 Fountain Valley Community Foundation Board of Directors - 3 years
 Boy Scouts of America, Orange County Council – Executive Board member, Membership – 5 years
 School's First FCU President's Advisory Board – 2 years
 Fountain Valley Schools Foundation Board of Directors – 7 years
 Calvary Baptist Church Worship leader – 31 years
 Calvary Baptist Church Board Deacon and Elder - 24 years
 Member of the following professional organizations: ACSA, NCTE, ACSD, OCCUE, CASCWA, CEAI

COMMUNITY ACTIVITIES

- Community Outreach and Tutoring Liaison at Minnie Street Learning Center, Santa Ana. (2 years)
- Serving on the Elder and Deacon Board at Calvary Baptist Church, HB (24 years)
- Worship Leader, playing guitar and singing at Calvary Baptist Church, HB (31 years)
- Foster parent for many years encouraging, caring for, and loving 11 children.
- Missionary to Ukraine, Nicaragua, Guatemala, Mexico, Java, Bali, and Sulawesi during summer breaks.

REFERENCES

Superintendent Jim Coombs
 Lowell Joint School District



Sheriff Don Barnes
 Orange County Sheriff



Honorable Sandra Crandall
 Trustee/President Pro-tem, Fountain Valley SD



Dr. Katherine Stopp
 Superintendent, Fountain Valley SD



AWARDS RECEIVED

Junior Achievement Impact Award - 2023
 Golden Bell Awardee, GLAD - 2017
 California Business and Education Excellence Star School Recipient – 2012 and 2013
 Nominated for Disney National Teacher Award - 2003
 Nominated for District Teacher of the Year, Santa Ana USD – 1999
 Teacher of the Year, Sierra Intermediate School - 1999
 Lifetime member of Phi Kappa Phi National Honor Society
 Lifetime member of the Golden Key National Honor Society



ORANGE COUNTY SHERIFF'S DEPARTMENT

SHERIFF-CORONER DON BARNES

OFFICE OF THE SHERIFF

May 6, 2024

Dear Trustees of the Orange County Board of Education,

I am writing this letter to recommend Dennis Cole as your appointee for County Superintendent of Schools. Dennis has been a strong educational leader in Orange County for nearly 30 years, serving as a teacher, school principal, county-wide director, and elected school board trustee. His programs and team have trained thousands of our teachers and administrators in nearly every district, and his guidance is sought by many, both in our district schools and also in our community. There is not another candidate I know that can fulfill this role as well as Dennis Cole.

In his role at the Orange County Department of Education, Dennis has worked with the Sheriff's Department for five years to build a working partnership with schools, promoting safety and well-being for all students and their families. He has helped my team of deputies develop our Above the Influence Program to combat the dangers of fentanyl in our county. He provided valuable direction, serving as an educational sounding board for our curriculum development, and giving advice on programmatic decisions. This work, in conjunction with our deputies, has brought anti-drug training to 5,557 students in 54 schools over the past two years, with an expansion to many more planned in the coming years.

Dennis also serves on my Sheriff's Advisory Council, where he leads the Drug Use is Life Abuse team to plan and complete Red Ribbon Week each year, guiding all of the nearly 450,000 students to make a drug-free commitment. His ability to manage numerous high-stakes tasks and direct teams toward a goal make him a natural fit as the County Superintendent.

In his community engagement, Dennis has built an impressive network of educators, community leaders, parent leaders, and business partners. He has led this community to help build safer, more successful schools. The Sheriff's Department has benefitted from his knowledge of grant-writing and his positive relationship with all our districts, helping to place more deputies at school sites and to open schools that seemed closed to needed change in their safety training and planning.

On a personal level, Dennis is a man of honor, conviction, and deep faith. He serves students and school staff across our county every day with the non-stop passion of a man who knows that his every step, his every breath, can change just one more young person's life. I have observed this in him continuously and admire his ability to lead large groups of people to share this same mission. With Dennis Cole as our County Superintendent of Schools, our students and their families will thrive more than ever before.

Sincerely,

A handwritten signature in blue ink that reads "Don Barnes".

Don Barnes
Sheriff-Coroner

550 N. FLOWER STREET, SANTA ANA, CA 92703 | 714-647-1800

www.ocsheriff.gov

Integrity without compromise | Service above self | Professionalism in the performance of duty | Vigilance in safeguarding our community



May 6, 2024

Dear Orange County Governing Board Members,

It is a true honor to write a letter of recommendation for Mr. Dennis Cole for the appointment to Superintendent of Schools for the County of Orange. Mr. Cole is a positive, effective and inspirational leader.

Dennis looks out for kids when making decisions about instructional materials and textbooks, strategically targeting support for student improvement, providing safe, clean and inviting schools and meeting the varied needs of a diverse population of Orange County students.

He supports parents/guardians as he cherishes families and works on their behalf. Dennis understands the operations of charter schools, homeschooling, micro-schools, and the role private and religious schools play in Orange County. Dennis visits schools and does so with a keen eye looking for the effective programs and teachers to celebrate while, also, noting areas requiring improvement.

His 30-year career, began as an English teacher. Dennis speaks English and Spanish. His skill sets, both technical skills and soft skills, garnered attention and propelled him into the position of a principal. Being successful in those two educational arenas, he was tapped to fill various director positions. Each position brought growth and experience. Dennis' current position as Director of Education/Partnerships and Operations within the OCDE, has given him a depth of institutional knowledge from the ground up. It is difficult to think of an issue or topic which Dennis has not experienced. Supervising credential and classified employees, managing departments and educational programs and services, overseeing fiscal matters such as negotiations and budgeting, navigating emergency situations, developing successful partnerships and handling compliance tasks are some of the many topics about which Dennis has knowledge and first-hand experience. Dennis is an intense listener, even-handed, thoughtful, compassionate and has a wonderful sense of humor. All these personal characteristics elicits respect, admiration and a willingness to follow his lead.

A uniqueness to Dennis Cole's experience is the fact that he is an integral member of our five-person Fountain Valley School District Board of Trustees. As a Board, we value his guidance, expertise and calm demeanor as we make our decisions. He is reliable, knowledgeable, accessible and reasoned. And, should Dennis earn this appointment and you are greatly satisfied with his leadership over the next two years, just know that Dennis is electable. In 2022, he placed second in a six-person race with only the incumbent earning more votes. He will bring continuity to the elected Orange County Superintendency position for the long-term.

After knowing and working with Dennis, I can unequivocally and, without hesitation, recommend him for the Superintendency of Orange County. Although he will be dearly missed on our school board, I can attest to his readiness for this next opportunity. Mr. Dennis Cole will be a perfect fit to lead the Orange County Department of Education as Superintendent!

Sincerely,

Sandra Crandall, President Pro-Tem, Fountain Valley School District, Board of Trustees

To: Members of the County Board of Education
From: Bill Eldien, Retired President/CEO Nolet Spirits
Re: Highest recommendation for Dennis Cole as County Superintendent of Schools

Dear Trustees,

There is only one thing you need to know as you begin this search for the next School Superintendent for Orange County...Dennis Cole is the most outstanding leader and educator you will ever meet, and he is the only man for the job. I have known Dennis for the past four years in our work with the Sheriff's Advisory Council. The level of respect I have for Dennis cannot be conveyed. He is extremely competent, intelligent, convivial, well-spoken, and knowledgeable about all things in education and beyond.

He has been the principal of several larger schools, and the director of many of the finest programs in our county. He is not far away from students and parents like many of those higher up the chain, but he is always among them, talking with them and learning what they need to be more successful and happy. Like so many others, I have often asked his advice on school-related issues and his level of knowledge is superb. He takes time to talk to everyone and make sure they know the best information to make wise decisions. He listens and helps, and shows his love for people as he works. Dennis is a consummate professional at promoting the greatness of our schools and instilling confidence in the public.

Dennis represents the department of education on so many executive boards, advisory councils, and county committees, that I almost can't believe one man can do all this. He is on the executive boards for the Boy Scouts of America, Orange County Council, Junior Achievement Orange County, the Association of California School Administrators, CASCWA, Sheriff's Advisory Council, the Juvenile Justice Coordinating Council, and many more. He serves on the advisory boards for five of our colleges and was also on the Schools First Federal Credit Union President's Advisory Board. He has served as president for the county administrators association. His total fiduciary responsibility in these leadership roles reaches into the hundreds of millions of dollars. He has the trust of dozens of high-powered leaders in each of these arenas, and it is only natural that he should now become the superintendent of Orange County.

I have spent my life managing high-revenue, high-profile companies, and I would hire Dennis in a second to work for me. You must appoint him, so he can provide the same level of expertise and leadership for our schools that he has shown consistently for so many years. Our future generations will thank you for taking this wise step and making the best choice for our schools.

With gratitude,



Bill

May 8, 2024

Orange County Department of Education
200 Kalmus Drive
Costa Mesa, CA 92626

Dear Orange County Department of Education Board of Trustees:

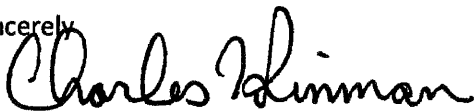
Please accept this as my letter of interest for the position of Interim Superintendent for the Orange County Department of Education (OCDE). For over 30 years I have had the wonderful opportunity to serve students and families in a variety of capacities including teacher, coach, site administrator, and superintendent of a unified school district. Throughout my professional career, I have been successful in helping to bring people together to focus our efforts in how to best serve our stakeholders. These broad ranges of experiences in educational leadership have prepared me well for the position of Interim Superintendent which will enable me to effectively work with the OCDE Board of Trustees, Staff, and County agencies as Interim Superintendent.

I had the privilege of serving as Superintendent in the West Covina Unified School District for seven years and held a number of leadership positions throughout Orange County during my career. While I officially retired in the summer of 2021, it quickly became clear that I was not ready to leave my calling and began working as an interim superintendent. Over the past three years I have had the pleasure of working with the Fountain Valley School District, Westminster School District and Oxford Preparatory Academy. I believe one of the most important roles of an interim superintendent is to support the goals and priorities of each school district's governing board by providing as much consistency, clarity, and stability as possible for teachers, classified staff, students, district leadership and community. In order to accomplish this at OCDE, I intend to work closely with the Board of Trustees to execute its vision through the development of positive relationships with key staff and community members to maintain confidence until the next election cycle. Embedded in my actions will be OCDE goals of student achievement, personal and professional growth, fiscal stewardship and learning environment.

I have always enjoyed an outstanding rapport with staff and building a sense of teamwork among those with whom I work, including successfully working with a variety of boards, businesses, city staff and parent groups. As a candidate for the interim superintendent position within OCDE, the Board can be assured that I take great pride in staying in close communication with all Trustees, as all members will be frontloaded on any significant issues facing the County.

Thank you for your consideration of my application, I look forward to the opportunity to meet with you to learn how I may help to continue the amazing work the OCDE does to support the staff, students, and families of the community we serve.

Sincerely,

A handwritten signature in black ink that reads "Charles Hinman". The signature is fluid and cursive, with a large initial "C" and a stylized "H".

Charles Hinman, Ed.D.

Charles D. Hinman, Ed.D.



ACADEMIC PREPARATION

Doctor of Education Education Administration “The Superintendent’s Role in Mentoring Principals Through Transformational Leadership”	University of Southern California Los Angeles, California	2001
Masters Degree Administration	United States International University San Diego, California	1992
Bachelor of Arts Degree History	Montana State University Bozeman, Montana	1985

LEADERSHIP EXPERIENCE

2024 (5 Months)	Interim Superintendent , Oxford Preparatory Academy (ADA 1,600)
2023 (5 Months)	Interim Superintendent , Westminster School District (ADA 8000)
2022 (4 Months)	Interim Superintendent , Fountain Valley School District (ADA 8000)
2015 - 2021	Superintendent , West Covina Unified School District (ADA 10,000)
2006 – 2014	Assistant Superintendent of Secondary Education , Newport Mesa Unified School District (ADA, 22,000)
2001 – 2006	Principal , San Clemente High School, Capistrano Unified School District (School ADA 3,000; District ADA – 51,000)
2000 – 2001	Assistant Principal , Capistrano Valley High School, Capistrano Unified School District (School ADA 3,200; District ADA 51,000)
1995 – 2000	Assistant Principal , El Toro High School, Saddleback Valley Unified School District (School ADA 2,750; District 34,000)
1992 – 1995	Assistant Principal , Saddleback High School, Santa Ana Unified School District (School ADA 3,000; District ADA 52,000)

1992 **Activities Director**, Santa Ana High School, Santa Ana Unified School District
(School ADA 3,500; District ADA 52,000)

TEACHING EXPERIENCE

2001 – 2006 **Adjunct Professor**, Chapman University. Courses included: Seminar in the Social Foundations of Education, Seminar in Curriculum Development and Leadership

1989 – 1992 **Teacher**, Santa Ana High School, Santa Ana Unified School District. Social Studies and Athletics

1988 – 1989 **Teacher**, Fontana Intermediate School, Fontana Unified School District. Social Studies

1987 – 1988 **Teacher** - Adult Education, English as a Second Language, Newport Mesa Unified School District

PROFESSIONAL ACCOMPLISHMENTS

INSTRUCTIONAL LEADERSHIP

In WCUSD, Developed K-12 I.B. Continuum, Developed Dual Immersion Program in both Spanish and Mandarin, Developed AP Capstone Program, Developed K-6 Reading Initiative, Developed Early College High School, Created 1:1 device initiative TK-12, Implemented Professional Learning Communities. Increased CAASPP scores over a 6 year period and increased dashboard levels in all areas. Cisco Certified Network Academy (CCNA) launched. Created the WCHS Performing Arts Academy.

In NMUSD, increased school and district API's in the Newport Mesa Unified School District for seven years through a strong commitment to professional learning communities in coordination with a systematic focus on a curriculum, improved instruction, timely interventions, and data/research based decision making. Developed District Wide Common Core Implementation Plan. Closed the achievement gap for at-risk students. Increased graduation rates through implementation of an innovative credit recovery program.

COMMUNITY PARTNERSHIPS

In WCUSD, initiated administration participation in all local philanthropic groups. Developed collaborative relationships with booster organizations, local businesses, city government, non-profit organizations, public agencies, and community service organizations. Developed new facility fee structure and joint use agreements with the City of West Covina.

In NMUSD, contributed to the development of joint use agreements with the Cities of San Newport Beach and Costa Mesa. Developed funding partnerships with boosters and youth sports groups for athletic improvement projects. Increased business partnerships to provide students with expert mentors, job shadowing experience and critical resources. Participated actively in both school and community activities.

NEGOTIATIONS

In WCUSD, had 7 years of labor peace and provided increases in salary and health benefits. Changed structure of negotiation team to become more collaborative. Maintained 20 percent reserve, while increasing salaries by 16% and health benefits from \$8,000 to \$16,000 per year.

In NMUSD, Member of Negotiations Team. Participated in Interest Based Bargaining training and helped formulate the collective bargaining goals of the district. Developed contract language that focused on

student learning and student achievement. Negotiated language that allowed collaboration time for teachers in support of a professional learning community.

BUDGET

In WCUSD, maintained a 20 percent reserve over a 7 year period. Passed and managed a successful 148 million dollar bond that included a bond sale at record low interest rate for the District saving tax payers over 10 million dollars. Completed a state of the art CTE/Event Center, Aquatic Center, and CTE/Science Center on time and on budget. No material findings in annual audits.

In NMUSD, significantly contributed to budget reductions of 34 million dollars over the past seven years while maintaining a focus on academic priorities. Ensured that achievement patterns would continue to climb through prioritizations during budget reductions. Worked with stakeholders to identify fiscal priorities as part of the budget decision making process. Spearheaded the educational specifications for the curricular component of NMUSD's 282 Million Bond Program.

SPECIAL EDUCATION

In WCUSD, improved ELA and Math achievement on the school dashboard. Reduced number of suspensions and expulsions. Implemented dyslexia training to address deficits. Reduced litigation and encroachment on general fund.

In NMUSD, refocused the special education department to facilitate increased parent cooperation. Reduced attorney fees. Developed district programs to facilitate the return of county and nonpublic school students providing better service and reducing encroachment on the general fund budget.

SCHOOL BASED AWARDS

In WCUSD, Merced Elementary and Hollencrest Middle School received the California Distinguished School Award. Honor Roll from Educational Results Partnership: Merced, Merlinda, Vine, Hollencrest and Walnut Grove. Capturing Kid's Heart (CKH) National Showcase School: California and Orangewood, and Hollencrest. San Gabriel Valley News "2020 Best and #1 High School in the San Gabriel Valley": Mt. SAC Early College Academy. U.S. News and World Report "2020 Best High Schools": Edgewood and West Covina High School. Tops Schools LA Leading the Way for Educational Equity: Walnut Grove. Model Continuation School 2017, 2018, 2019: Coronado High School.

In NMUSD and CUSD, Golden Bell awarded by the California School Boards Association for San Clemente High School's Voluntary Drug Testing Program in 2004, the Newport Harbor High School Culinary Arts Academy in 2009, the NMUSD Credit Recovery Program in 2010 and Costa Mesa Business Academy in 2011. Distinguished School Award, San Clemente High School in 2006, Early College High School in 2009. Model Continuation High School, Back Bay High School, 2009 and 2011.

CAREER/TECHNOLOGY IMPLEMENTATION

In WCUSD, helped design two new buildings that incorporated CTE pathway facilities. Both projects received 3 million matching grants from the California Department of Education. CTE facilities included stage design, game design, dance, robotics, and architectural design.

In NMUSD, developed a system for on-line credit recovery and driver education classes. Developed Career Technical Education Professional Learning Community model. Implemented an on-line registration process throughout secondary education. Developed school site CTE pathways and 21st Century Skills.

PUBLICATIONS

- The Principal as Assessment Leader (2009) "Assessing the At-Risk Student: A New Look at School-Based Credit Recovery"
- The Collaborative Administrator (2008) "A Passion Driven Professional Learning Community: Putting Faith Into Action"
- American School Board Journal, Fall 2007 "A New Look at Student Drug Testing"
- Journal of Staff Development, Spring 2006 "How the Best Gets Better"
- Leadership – ACSA, Spring 2006 "Professional Learning Communities: reigniting passion and purpose"

SPEAKING PRESENTATIONS

- Consultant, Solution Tree, Multiple School Districts: Building A Professional Learning Community, 2001- 2009
- High School Reform Panel Member, ACSA: State Superintendents Conference 2006
- Orange County Department of Education: "Implementing a Professional Learning Community" 2005
- National Education Service: "A Professional Learning Community on the Move" 2005
- Glendale Unified School District: "Developing a Professional Learning Community" 2005
- National Association of Secondary School Principals: "A Professional Learning Community on the Move" 2004
- White House Office of Drug Control and Policy, Fresno Summit: "San Clemente High School Voluntary Drug Testing Program" 2004
- White House Office of Drug Control and Policy, Phoenix Summit: "Developing Community Buy-In for a Drug Testing Program" 2004
- Fresno County Office of Education: "San Clemente High School Voluntary Drug Testing Program" 2003
- Orange County Department of Education, The Orange County High School Summit Part II: "Strategies and Results of a Professional Learning Community" 2003
- Roundtable Participant with Rick DuFour, Walden University & Canter, Enhancing Teacher Capacity and Commitment, 2003

REFERENCES

Sandra Crandall, Member of the Board, Fountain Valley School District, [REDACTED]
Delite Travis, Member of the Board, Oxford Preparatory Academy, [REDACTED]
Steve McLaughlin, Superintendent, Fullerton Joint Unified High School District. [REDACTED]
Jessica Shewmaker, Past Board Member, West Covina Unified School District and Past City Council Member, City of West Covina [REDACTED]



GROUP DELTA

May 9, 2024

To Whom It May Concern,

It is a true honor to write a letter of recommendation for Dr. Charles Hinman for Superintendent of the Orange County Department of Education. Dr. Hinman is a positive, extraordinary and inspirational leader, and I am glad to detail his excellent work.

Beginning January 1, 2022, Dr. Hinman earned the position of Interim Superintendent in Fountain Valley School District (FVSD) in a robust search competing with candidates rich with superb credentials, expertise and experience. I was serving on the FVSD Board of Trustees throughout the process and can attest to the fact that Dr. Hinman was a stand-out candidate. He was a unanimous choice and is genuine to how he presented as he excelled in delivering in every aspect of the job. He served until March 31, 2022, a total of four months and until our nation-wide search for a Superintendent was complete. We are grateful he accepted the position as he blessed the entire organization!

Fountain Valley School District is a high-performing district with clear district priorities. Dr. Hinman embraced those priorities as they were well aligned with his expertise, skills and beliefs. The responsibilities of Dr. Hinman's work were varied, extensive and important. Those responsibilities, literally, touched all aspects of our district with the main focus being to carry out our mission of providing opportunities for all students to be successful while "holding the ship steady", so to speak. Dr. Hinman's love for students, teachers, administrators, staff and parents, shone through each and every day. I can honestly say that Dr. Hinman cherished the awesome opportunity to nurture our preschool through eighth grade students by guiding the work of our district.

Dr. Hinman's entry into our school district included strategically holding meetings with the Trustees, senior and site administrators, association representatives, classified personnel, service organizations, parents and those from the community at large. He did so to understand the culture of the district and the community, listening all along the way and with the intention to respect the work which was in progress. Within four months, Dr. Hinman had established himself as a respected leader as he, also, formed bonds with fellow Superintendents, our SELPA leadership and with city folks in both Fountain Valley and Huntington Beach. When his work was finished in our district, sentiments spoken, both publicly and privately, included the fact that he would be missed.

Dr. Hinman embraced every challenge and produced consistent and excellent outcomes. His time of service included ever-changing protocols of the COVID-19 pandemic and negotiations for both certificated and classified staff bargaining units. He is a natural leader with exceptional communication skills. He motivated employees, families and the community to work toward common solutions. Dr. Hinman clearly, concisely and in a timely manner communicated with all

interested parties via our website, e-mails, social media and in person with honest information. In doing so, he articulated our vision, shared insights and showed compassion and a sense of humor, when appropriate, with all information brought forward to strengthen a solid understanding of the work we were doing, how we were doing the work and why we were doing the work.

Compliance-driven items are abundant in education. Dr. Hinman's relationship with his Cabinet was mutually respectful as they worked together as a team to produce accurate, on-time work products. This kept our district in great stead on the fiscal, personnel, curricular and legal fronts during our time of transition.

This served us well as a board in that there was a continuous flow of information, the ability to ask questions and understand every aspect of the work taking place. Dr. Hinman used Weekly Reports to the Board, time in closed session or provided us with presentations at our board meetings. He is a concise and articulate communicator as he distills information in an easy-to-understand manner with great fidelity and honesty in reporting.

Dr. Hinman made sure we sustained our partnerships in his time with us. He attended early morning student recognition breakfasts sponsored by our local Rotary, which I serve as President-Elect, participated in our monthly Superintendent Parent Council meetings (PTA and PTO leads) and our monthly Fountain Valley Schools Foundation meetings. He was very well received by each of these groups.

As a Board, we understood how important Dr. Hinman's guidance and expertise was as we worked through the process of his service. His relationship with every board member was positive and productive. He navigated working with each of us as he recognized the varied communication styles and differences between the five of us.

After observing Dr. Hinman for four months and the friendship that blossomed from there, I can unequivocally and, without hesitation, recommend him for the Superintendent of the Orange County Department of Education. You are looking for a "highly qualified educational leader." And I believe you have found that in Dr. Hinman!

Respectfully submitted,



Jim Cunneen JD, PE | Associate Engineer- Corporate Director of Client Relations

Fountain Valley City Council – 2022 to Present

Fountain Valley School District Board of Trustees – 2014 to 2022, Board President 2018

Gregory A. Franklin, Ed.D.



May 9, 2024

Dear Orange County School Board:

I highly recommend Dr. Chuck Hinman for the interim Orange County Superintendent position. I have known Dr. Hinman for over 30 years since we were assistant principals in Santa Ana Unified School District. He is an excellent educator, manager, and leader with strong ethical standards. His well-rounded experience would be a benefit to the entire county.

Chuck has broad knowledge of Orange County and its educational landscape. He has lived in the county his entire life, was educated through the Anaheim public schools, and has taught and led in Anaheim, Santa Ana, El Toro, San Clemente, Newport Beach, and Costa Mesa. After his retirement as the superintendent of West Covina Unified School District, he has served as an interim superintendent in Fountain Valley and Westminster, and as the interim Executive Director of Oxford Preparatory Academy charter school. I list these experiences to point out that Chuck has served a wide cross-section of Orange County communities with equal commitment and success.

Throughout Dr. Hinman's career, he has molded his schools, divisions, and districts into organizations that serve students, employees, and the community. He is committed to school safety and understands that learning can only occur in orderly and safe environments. All students need strong teachers who are well-trained and have appropriate resources. Chuck provides this in the context of clear organizational goals and high expectations. Employees value his visibility and friendly demeanor while maintaining a focus on results.

Chuck Hinman is the perfect person to shepherd OCDE through its current transition. Chuck develops relational trust with direct reports and members of the management team that deepens their commitment to the organization and their colleagues. He has a career worth of successful experience working within a variety of organizations that include unified, elementary, and high school districts, and charter schools. He also has experience as an interim in which he maintains organizational initiatives and prepares the organization for its permanent leader. Dr. Chuck Hinman will be an excellent interim superintendent for Orange County.

Sincerely,

Gregory A. Franklin, Ed.D.
Superintendent of Tustin Unified, Retired





Wednesday, May 8, 2024

To

Orange County Board of Education
200 Kalmus Drive
Costa Mesa, CA 92626

Dear Board Members of the Orange County Department of Education

It is with great privilege that I recommend Charles (Chuck) Hinman for the Interim Superintendent position. It is my strong belief that OCDE and its stakeholders will benefit from Chuck's expertise and dedication to deliver on its mission ***to ensure that all students are equipped with the competencies they need to thrive in the 21st century.***

My name is Paul Kagoo and I have been a member of the Board of the Oxford Preparatory Academy, here in Orange County, for the past 4 years. I had the pleasure to serve as the President of this board for the past two years. It has been a great privilege collaborating with OCDE and its staff and I am glad to be able to support OCBE in its quest to find the right individual to support the board in its mission. Chuck served as interim Executive Director of Oxford Preparatory Academy between December 2023 and April 2024 and was instrumental in our success to transition the organization from one leadership team to another.

I believe that Chuck has a unique mix of academic and organizational skills which serves him well – he can get up to speed and become immediately effective as an interim leader. He can quickly understand the organizational elements of success while also systematically identifying areas of opportunities for improvement. Based on this, he can, in short order, put in place initiatives to improve the organization. He managed to do all this while ensuring that OPA's academic success continued to thrive and were not affected by the short-term turbulence in the 'district' leadership.

Chuck is open and enthusiastic to work with individual board members to identify her/his preferences and focus areas. He is then able to help the board work effectively within the confines of the Brown Act. He was a great match for our board as he is fiscally prudent and provided us with several ideas to maintain the financial strengths of OPA while still investing in our OPA students' education.

He also worked with different sets of education professionals from academics to HR to finance to facilities to student services to quickly identify areas of improvement and then empowered the staff to enhance the operations of these teams. He did all of this while seeking the right level of advice from

external advisors such as our attorneys and our auditors. He focused on ensuring that OPA managed our risks appropriately and quickly.

He also built strong relationships with multiple external stakeholders including OCDE, SVUSD and CUSD to ensure win-win outcomes for OPA and these entities especially when it came to Prop 39 discussions.

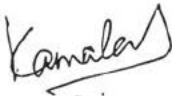
He believes in the need for parents to have a strong say in their child's education, something which I understand is near and dear to OCBE as well.

When he left, he did a full audit of the strengths and areas of improvement for OPA which he confidentially shared with the board. He invested significant amount of time with our new executive director and his actionable set of initiatives will greatly benefit our new executive director as she settles into her role.

As OCBE looks for an interim superintendent, I cannot help but wholeheartedly share my enthusiasm about a partnership between Chuck, the OCBE and its staff members. I am available to discuss my recommendations further via email at [REDACTED] or via phone at [REDACTED]

I wish you all the success in your search.

Respectfully



Paul Kagoo

President, Board of Directors

Oxford Preparatory Academy



Where all students are unique and gifted individuals

Administrative Office
81 Columbia, Suite 101
Aliso Viejo, CA 92656
(949) 600-9050
www.opaschools.org

Saddleback Valley
22882 Loumont Drive
Lake Forest, CA 92630
(949) 540-7800
www.sv.opaschools.org

South Orange County
23000 Via Santa Maria
Mission Viejo, CA 92691
(949) 305-6111
www.soc.opaschools.org

Middle School
22882 Loumont Drive
Lake Forest, CA 92630
(949) 550-1900
www.ms.opaschools.org

Mr. Tim Shaw, Board President
Orange County Department of Education
200 Kalmus Drive
Costa Mesa, CA 92626

May 10, 2024

Dear Governing Board:

I am pleased to submit my application for the role of interim Superintendent of the Orange County Department of Education (OCDE). As an experienced superintendent with more than 30 years in education, I am committed to academics, operational excellence and personal engagement with staff, students and families.

In my resume and below I have highlighted some of the specific experiences that have prepared me to be a strong leader – not only in an operational sense, but also in the critical goal of inspiring greatness in every student:

**Stabilizing a
District in Turmoil**

- Improved working conditions and morale for staff in Culver City Unified School District (CCUSD) – a district that was transitioning from leadership turmoil.
- Advanced learning conditions for students by hiring permanent leaders for schools and provided guidance to support the drafting of a Black Student Achievement Plan and the Arts Strategic Plan.
- Led efforts to place a much-needed educational facilities bond on the ballot – the \$358 million bond was approved by voters on March 5, 2024.
- Built trust between staff/families and the Board of Education through clear communication, thoughtful action and nurturing disparate personalities to rally together in support of student achievement.

**Driving Student
Achievement**

- During my tenure with Whittier City, all the schools became Positive Behavior Intervention Systems (PBIS) award winning schools, two earned California Distinguished Awards, and one earned a Golden Bell award.
- While at CCUSD, I helped develop a 2023-2028 Strategic Arts Plan focusing on Equity and Access to Arts Learning and aiming to support access through sustainable systems and community engagement on curriculum, professional learning, and showcasing student voice.
- In all my work, I have championed structures and systems of equity, diversity and inclusion in academics, arts, athletics, and activities as the cornerstone to great schools to improve educational experiences of all students.

Given the diverse learning needs of your district, I would welcome the opportunity to build upon the incredible work that has already been done and work with Orange County Department of Education to establish essentials for excellence in education with a caring approach to address urgent issues in literacy, mental health issues and fiscal accountability that protects student and staff wellbeing and values collaborative relationships.

I have a true passion for each child and I know a learning environment that can help every student achieve their full potential is the mark of a successful district. From working with English language learners and students with disabilities to challenging those students who excel in their academic endeavors, I believe all students are capable of success and they should be treated with dignity and respect. No exceptions. I know this requires consistent and inclusive instructional support from all the professionals around them, and family engagement is needed to partner in students' success.

Whether as a teacher, high school assistant principal, elementary school principal or assistant superintendent, superintendent, or Los Angeles County Office of Education (LACOE) deputy superintendent, and most recently as interim Superintendent with Culver City Unified School District, I have a track record of high academic achievement, stakeholder engagement, and innovation.

My mother instilled in me the values of public service, giving back, hard work, integrity, and resilience, and I know OCDE children and their families are counting on us to do this work in partnership with them. Like some of your students, I was an English language learner. My mom was a single parent, and we were new to California when I entered school in kindergarten. I understand the value of education in changing trajectory. It is a competitive world, and we need to prepare all students to achieve their highest potential. Students deserve a world class education which values compassion and accountability. Creating a learning environment with engaged families, community members and staff strengthens connection and shared responsibility. I chose education as my career because I see this challenge as a moral imperative and a calling.

To do this work successfully, leaders must be prepared to have hard conversations, have integrity, collaborate, be innovative and show courage. I want to be the interim Superintendent of Orange County Department of Education because I know that, together, we can create opportunities to change students' lives for the better. We can inspire the next generation to be the best it can be.

I am excited about this opportunity and look forward to discussing further with you the role, and the contributions I can bring to the district and students it serves.

Sincerely,

A handwritten signature in black ink, appearing to read "Maria Martinez-Poulin". The signature is fluid and cursive, with a large initial "M" and "P".

Maria Martinez-Poulin, Ed. D.

Maria Martinez-Poulin, Ed.D.

Objective: To serve where my educational experience and background can contribute to building a thriving educational community in alignment with values of collaboration, equity, inclusion and success.

Education

Doctorate of Education: University of Southern California

Master of Arts in Secondary Education: Loyola Marymount University, Los Angeles

Bachelor of Arts in English: California State University, Los Angeles

School Business Management Program: USC Program: Certificate

Clear Administrative Credential

Clear Single Subject Teaching Credential, English, CLAD

Work History

Interim Superintendent: October, 2023- March, 2024

Deputy Superintendent: July, 2021-June, 2023

District Superintendent: July, 2018-June, 2021

District Assistant Superintendent: December, 2014-July, 2018

Principal: July, 2009-December, 2014

High School Assistant Principal: July, 2007-June, 2009

High School English Teacher & Department Chair: July, 1999 -June, 2007

Elementary School Teacher: July, 1994 - June, 1999

Professional Employment Experience

Interim Superintendent, Culver City Unified School District (CCUSD): October, 2023- March, 2024

- **Integrity and Ethics:** Led with the highest ethical standards to develop, coordinate, assess and implement strategies to settle pending litigation and contract resolution to protect District programs and student learning. Prioritized active listening, clear communication and building trust as central to maintaining and growing relationships.
- **Visionary and Innovative Leadership:** Embraced innovation to adapt to changes and emerging trends in education. In partnership with the community, district staff, and partners, I led the successful, voter approved facilities bond of \$358 million dollars which passed in March, 2024.
- **Advocacy:** Initiated introduction and sponsorship of Senate Bill 1338 authored by Senator Smallwood-Cuevas. Senate Bill 1338 exempts CCUSD from incurring a fiscal penalty for failing to meet minimum instructional time requirements in the 2021-2022 fiscal year due to the emergency closure of schools. The full text of the bill can be read [HERE](#).

- **Collaboration and Partnerships:** Utilized a collaborative mindset, with an ability to lead and work as part of a team to problem solve and advance equitable solutions. Demonstrated a deep commitment to actively center racial and gendered equity in all work.
- **Fiscal Responsibility:** Adept at financial management, strategic planning, fundraising, and making sound budgetary decisions that allocate resources effectively to support both short-term needs and long-term sustainability. Drafted required board approved Fiscal Stabilization Plan to balance budget and protect sustainable programs to bolster achievement.
- **Commitment to Student Success:** Dedicated to student success and equity, recognizing every student, regardless of background, deserves access to high-quality education and support to achieve their academic goals. Guided cross program efforts of three departments, Education Services, Student Support Services and Technology Services, in refining their instructional programs to ensure that connections and coordination were in place to better address the wellbeing of the whole individual. In addition, the planning exercise advanced the priorities of strengthening support for English Learners, students with disabilities, and at-risk learners.

Deputy Superintendent, Los Angeles County Office of Education: July 2021-June 2023

- Served as the chief operations officer for the Los Angeles County Office of Education (LACOE) the nation's largest regional education agency that provides comprehensive educational services. The Office is the intermediary between the California Department of Education and the 80 school districts and 13 community college districts serving 1.7 million preschool and school-age students in Los Angeles County. LACOE employs approximately 2,600 employees and operates within a budget of \$640 million while providing services to its school districts.
- Supervised Chiefs of Divisions
- Served as executive in charge in the Superintendent's absence
- Led supervision of two specialized high schools and instructional programs of camps and halls for students impacted by the justice system
- Modeled compassion and accountability to raise expectations and to redefine staff as the variable of change

Superintendent, Whittier City School District: July, 2018-June, 2021

- Established successful and safe reopening of schools during COVID-19 pandemic
- Integrated successful transition to distance learning with distribution of iPads, 400 hotspots, responsive technology supports for families, and Grab N Go Meals
- Provided oversight of district's technology and facilities development with careful attention to bond implementation, completion of one middle school's modernization and preparation of a second school modernization project.

- Supported increased achievement: two schools became California School Distinguished and a third received a Golden Bell Award, and all schools were recognized as PBIS award winning schools
- Closed deficit spending and maintained educational program integrity through careful fiscal development
- Articulated and worked towards alignment of a shared Vision, Mission, and Goals in support of high student achievement
- Demonstrated respect for the diversity of cultures, languages, and backgrounds in the students and families of our schools

Assistant Superintendent, Education Services, Centralia School District: 2014-2018

- Led Centralia School District to have the highest percentage of growth in Orange County in state testing for English Language Arts. 2016, increased by 10%
- Established District partnership with America on Track, an Orange County nonprofit organization to acquire \$1.3 million dollars in services and equipment towards physical education and wellness
- Increased funding for District preschool programs by \$1.2 million dollars with state funded pre-school and school readiness through a competitive grant application process
- Provided leadership in the effort to pass Measure N, the 21st Century facilities improvement bond
- With professionalism and collegiality, guided administrators and teachers to improve curriculum, instruction and assessment with data analysis and intervention follow-up as a cultural norm
- Served as district lead for LCAP development and ensured statutory mandates in Title I, Title II, and Title III

Principal, Centralia School District: 2009-2014

- Ensured safety of campus, implementation of standards-based instruction, and enrichment opportunities that fostered a love of learning and creativity
- Exceeded target API- and earned California Distinguished Award for my elementary school, 2014
- Provided professional coaching to teachers and principals to use the trainer of trainers model and used data for targeted professional development and academic focus
- Organizational management experience in master schedule and teacher assignments

High School Assistant Principal, Garden Grove Unified School District: 2007-2009

- Supervised student issues related to attendance and discipline and coordinated state and district required student assessments
- Integrated community groups such Boys and Girls Club on the high school campus to offer extended learning opportunities for students
- Responsible for implementing and adhering to contractual agreements as per association contracts, e.g. training, supervision, objective and performance based appraisal of certificated and classified staff to support student and staff achievement
- Organizational management experience in master schedule and teacher assignments

High School English Teacher and Department Chair, Bellflower Unified School District: 1999-2007

- Implemented standards-based lessons and assessments to students in college preparatory and Honors classes (9th, 10th, 12th grades)
- English Department Chair, yearbook advisor and provided support to new teachers as Beginning Teacher Support Assistance (BTSA) mentor

Elementary School Teacher, Saint John of God School: 1994-1999

- Served as general education classroom teacher for 5th grade and Kindergarten
- Implemented use of technology to foster a robust writing program

Selected Skills and Accomplishments

- Bilingual/Bi-literate, Spanish
- 57th Assembly District Distinguished Women of the Year Award: Honoring Resilience and Excellence, March 29, 2021
- Hispanic Outreach Taskforce, Positive Image Award for Education, 2021
- Association of California School Administrators (ACSA) Region 17 Curriculum and Instruction Administrator of the Year Recipient, 2017

Professional Memberships

- Rio Hondo Community College Foundation Board Member
- The Whole Child Board Member
- Rotary, Executive Board Member
- USC Rossier Dean Superintendent Advisory Group
- Association of California School Administrators (ACSA) Member

Professional References for Maria Martinez-poulin, Ed.D.

Name	Email/ Phone Number	Relationship
Ray Long		Teacher Union President, professional relationship
Dr. Kelly Kent		Culver City USD, Board of Education, President, professional relationship
Cecilia Perez		Whittier City SD Board of Education, former President, professional relationship
Marjean Rosen		Whittier City SD Teacher Union President, professional relationship
Anthony Granado		Former Whittier City SD Teacher Union President and member of the negotiation team, professional relationship
Betty Forrester		Los Angeles County Board of Education former president, current member, professional relationship
Debra Duardo		Superintendent, LACOE

CECILIA RUIZ PEREZ



May 26, 2023

Dear Hiring Committee:

It is with great pleasure that I write a letter of recommendation for Dr. Maria Martinez-Poulin for the position of Superintendent in your school district.

I have known Dr. Martinez-Poulin in her role as the Superintendent of the Whittier City School District during my time as School Board President from about July 2018 until December 2020, when I concluded my service on the Board. Dr. Martinez-Poulin has over 30 years of experience in education. Her career has focused on student achievement, accountability and fiscal prudence. Maria constantly demonstrated her excellent abilities and educational expertise. I was very grateful to have worked by her side.

Dr. Martinez-Poulin quickly establishes excellent relationships with staff, students and parents. She has the ability to work with diverse groups of people. She has a special gift to work with and inspire people with her dedication and passion for the District and the community-at-large. Maria's enthusiastic, warm, trusting and multicultural approach contributed greatly to the overall success of our school district. She is an excellent motivator who strives to encourage staff and students to perform to their potential and often beyond. Maria is highly collaborative with a wealth of experience in all aspects of education and expertise in fiscal management and student achievement. In her first year, she corrected the District's financial deficit while maintaining quality programs.

In March of 2020, when the Pandemic struck our community, I observed Dr. Martinez-Poulin handle a variety of responsibilities with great success, calm and patience. She adapted quickly to new situations and was able to create, implement and adjust to new challenges facing the success of the schools and/or district. Maria is a true leader among her peers. She led fourteen local school districts in attaining vaccines for their staff in partnership with our local hospital, PIH Health Whittier Hospital and the Los Angeles County Department of Public Health.

She has excellent vision and the capacity to engage people in a unique way. Her endeavors as a team member are outstanding. She is a good person who works hard and who

works well with people. It was no surprise that in her third year as superintendent, Maria was recruited to join the Los Angeles County Office of Education as their Deputy Superintendent. Our loss was the gain of 80 districts and 13, 000 Head Start students.

I unreservedly and highly recommend Dr. Martinez-Poulin for this position and place her in high regard as a person, educator, motivator, mentor and administrator.

Please do not hesitate to contact me if you have any questions.

Sincerely,



CECILIA RUIZ PEREZ
Former Board President (2017-2020)
Whittier City School District



Los Angeles County Office of Education

Serving Students ■ Supporting Communities ■ Leading Educators

Debra Duardo
Superintendent

January 17, 2024

Los Angeles County
Board of Education

Re: Letter of Recommendation for Dr. Maria Martinez-Poulin

Yvonne Chan
President

To Whom It May Concern:

Stanley L. Johnson, Jr.
Vice President

James Cross

Andrea Foggy-Paxton

Betty Forrester

Theresa Montañó

Monte E. Perez

It is with pleasure that I provide this letter of recommendation for Dr. Maria Martinez-Poulin who began service as Deputy Superintendent for Los Angeles County Office of Education (LACOE) on July 19, 2021. During her tenure with LACOE, Dr. Martinez-Poulin was an active member of Executive Cabinet and provided oversight in many key areas of the county office.

Dr. Martinez-Poulin provided direct supervision of Chief Officers, led the Special Projects Team, and coordinated services and support for our 80 school districts and 13 community colleges serving 1.7 million students in Los Angeles County. Additional duties included but were not limited to monitoring county programs and determining their levels of success; apprising the County Board of Education and County Superintendent on policy development; operating as the Administrator in Charge in the County Superintendent's absence; evaluation of senior staff as assigned by the County Superintendent; met with community agencies and vendors as necessary; and advised the County Board of Education and the County Superintendent on matters related to the county board meeting agenda. Because of her knowledge of fiscal matters, she played a critical role in securing budget cuts aligned with our strategic plan. She worked closely with HR and budget, and served as an important thought partner on negotiations matters. Thanks to her leadership, she was instrumental in creating stronger cross division teams on crucial projects. Through her efforts, LACOE staff adopted and secured robust emergency and safety training, and related policy.

If I can be of any further assistance, I can be reached at [REDACTED] or via email at [REDACTED]

Sincerely,

Debra Duardo, M.S.W., Ed.D.
Superintendent – Los Angeles County Office of Education (LACOE)



CULVER CITY UNIFIED SCHOOL DISTRICT

4034 Irving Place, Culver City, CA 90232

PHONE (310) 842-4220, Ext. 4222 • FAX (310) 842-4205 • www.ccusd.org

March 2024

To The Selection Committee:

It is my sincere pleasure to recommend Dr. Maria Martinez-Poulin for the superintendent position in your district. As a two-term school board member for the Culver City Unified School District (CCUSD), I have worked with more than a few superintendents over 8 years. Most recently, I have had the honor of working with Dr. Poulin as Interim Superintendent. Our district's tremendous upheaval over that past year notwithstanding, I feel immensely fortunate to have crossed paths with Maria. In just the past six months, Dr. Poulin shared with our students, staff and families her commitment to protecting the district's bottom line, as well as her finesse in relationship building under even the most high-pressure environments.

As is the case more and more frequently in recent years, school board dynamics can be heavily weighed down by political theatre. Indeed, the current CCUSD board of education is working through precisely this challenge. This however, should not detract from Dr. Poulin's record or reputation as both a relational and operational expert.

In the short time that Dr. Poulin served our district of 7000 students and 800 staff members, she was able to save us almost \$15 million in litigation liabilities, convince many of our most vociferously detracting staff and community members to support a direly needed \$358 million facilities bond measure, which has just successfully passed on the March 5th ballot, calm the turbulent waters of leadership transition in the wake of an abrupt superintendent termination and interface with regional elected representatives to draft legislation to recoup \$1.3 million in average daily attendance fees.

The most notable benefit of having Superintendent Poulin as our leader for a time, was that she became a trusted and reliable district representative practically overnight. Those of us with years of experience in education understand deeply how unsettling superintendent transitions can be. Even when faced with misdirected resentments, anger and skepticism, Dr. Poulin carried out the board's direction with fidelity, conviction and grace, and always with student success as her north star. There is no doubt in my mind that if you are looking for measured and student-centered executive direction, Dr. Poulin will be an excellent leader for your district.

Sincerely,

A handwritten signature in black ink, appearing to read "Kelly Kent".

Kelly Kent, PhD
President, CCUSD Board of Education

DR. RAMON MIRAMONTES

A proven instructional leader where leadership and innovation provide a quality education and opportunities for all students.

EDUCATION AND CREDENTIALS

DOCTOR OF EDUCATION (Ed.D.), K-12 EDUCATIONAL LEADERSHIP	MAY 2015
• University of Southern California (USC)	
PROFESSIONAL CLEAR ADMINISTRATIVE SERVICES CREDENTIAL	MAY 1999
• Whittier College	
MASTER OF ARTS (M.A.), EDUCATIONAL ADMINISTRATION	MAY 1995
• Azusa Pacific University	
BACHELOR OF ARTS (B.A.), LIBERAL STUDIES	MAY 1991
Professional Clear Multiple Subjects Teaching Credential	
• Vanguard University	

PROFESSIONAL EXPERIENCE

DEPUTY SUPERINTENDENT	2023-Current
Orange County Department of Education	

- Provide highly responsible assistance to the County Superintendent in planning, directing, and monitoring Academics, Instructional and Educational services and activities
- Coordinate activities among all division and outside agencies
- Provide strategic direction and educational accountability for all county operated schools
- Conduct comprehensive analysis of policies; organization, procedures and services
- Assist the Superintendent with a compelling academic vision to assist OCDE schools and Orange County school districts accomplish the mission of College and Career Readiness and Success
- Lead the development of OCDE's Strategic Plan
- Plan and oversee district system-wide services for all internal academic and instructional programs
- Assure the preparation of required state and federal instructional reports
- Represent OCDE and serve as liaison to California Department of Education to assure state, federal and local standards and requirements are met
- Attend community functions and visit schools to observe and assist with instructional programs and student support
- Participate on a variety of committees and boards; prepare meeting agendas, etc.
- County Liaison for Community and Non-profit organization approvals
- Attend meetings with outside agencies on behalf of the Superintendent
- Attend all Orange County Superintendent Meetings
- Attend and represent the Superintendent at the California County Superintendents Meetings
- Act as Superintendent Designee and Representative as directed by the Superintendent

Member of the following organizations:

- CALSA -California Association of Latino Superintendents & Administrators
- ACSA - Association of California School Administrators
- Orange County Business Council
- Orange County Hispanic Chamber of Commerce
- United Way
- Orange County Superintendents
- California County Superintendents
- Schools First FCU Advisory Committee
- North Orange County SELPA
- Teacher Education Advisory Council @ Biola University & Vanguard University
- Fullerton Rotary Member
- Institute for Education Innovation
- AASA - American Association of School Administrators

SUPERINTENDENT

Buena Park School District

2018-2023

- Member of the Governance Team and Administrator In-Charge
- Directly oversees the Divisions of Fiscal Services, Personnel Services, Operational Services and Educational Services
- District Representative within the Buena Park School Community and local civic agencies, business partners, and faith based and non-profit organizations including the following:: Orange County Superintendents Organization, Buena Park City Collaborative, Buena Park Chief's Superintendents Advisory Council, Buena Park Rotary Club, North Orange County Special Education Local Plan Area Superintendent's Cabinet, School's First FCU Advisory Member, and serves on the Board of Directors Buena Park Boys and Girls Club.

ASSISTANT SUPERINTENDENT EDUCATIONAL SERVICES

Buena Park School District

2014-2018

- Directly oversee curriculum, instruction, and student achievement for 6 elementary schools and 1 junior high school. Supervise & work with Superintendent on annual goals related to Curriculum Instruction and Instructional Leadership with all principals in the district. Conduct monthly meetings with elementary and junior high principals and assistant principals as part of the Instructional Leadership Council.
- Successfully supported four elementary schools in the attainment of the CDE Gold Ribbon Award.
- Served on Cabinet. Led the development and authored the district's Local Control Accountability Plan (LCAP). Prepare board agendas for responsibility areas and present at board meetings.
- Lead site visits with principals to ensure instructional accountability and provide site specific feedback. Coordinate ongoing PD for principals with educational partners focused on the instructional design model. Planned 3-day annual administrative retreat.
- Designed new Summer School program at all elementary schools focused on academics and enrichment. Increased the number of GATE students and supported the development of the debate program for GATE students competing in the Orange County Debate League

DR. RAMON MIRAMONTES Page 3

- Led Curriculum Leadership Team through implementation of Common Core. Developed and communicated district's 5-year instructional plan. Guided work of district's instructional TOSAs in the development of instructional design program and performance assessment management system.
- Coordinated annual 8-day summer professional development for teachers focused on Common Core, technology integration, and project-based learning. Developed Educational Services monthly newsletter, "The Impact" in order to convey district TK-8 initiatives. Coordinated professional development in the areas of Common Core in ELA, Student Success Team (SST) process, Writing Workshop, Transitional Kindergarten, and Data Teams training. Led the development of the district's new English Learner Master Plan through a collaborative process.
- Chaired TK Task Force and Early Literacy Committee, designed and implemented early literacy program at six school sites through strategic plans. Led the Curriculum and Instruction Staff Development Committee by examining data and programs.
- Chaired the GATE Steering Committee to review data and program effectiveness. Provided direct leadership training to curriculum specialists to guide their work in support of all schools. Communicated district programs via presentations at Leadership Team, DELAC, PTA, and board meetings
- Facilitated assigned district school visits for ELA, Math, and ELD to provide feedback and plan next steps.

Director II – Human Resource Services

Los Angeles County Office of Education (LACOE)

2011-2014

- Planned, organized, directed, and administered the fiscal and human resources in relationship to the recruitment, selection, assignment, transfer, promotion and termination of personnel within the Los Angeles County Office of Education and their school sites (i.e. Special Education Local Plan Areas and Juvenile Court Schools).
- Served as Human Resource Lead for Local Control Accountability Plan (LCAP) team for County Schools.
- Collaborated the development and negotiation of collective bargaining agreements and administer, monitor, and review employee/employer problems, issues, and concerns to ensure compliance with contractual agreements.
- Responsible for the professional growth and preparation of new teachers through the Beginning Teacher Program (formerly BTSA) and collaborated with leaders from various districts through the LACOE Leadership Consortium in planning future teacher supports for instructional success and credential clearing including Common Core State Standards (CCSS) and 21st century skills.
- Supervised CBEDS and California Commission on Teacher Credentialing Assignment Monitoring and federal No Child Left Behind reporting to ensure proper and equitable distribution of appropriately credentialed and highly-qualified staff across all school sites.
- Planned, organized, and directed certificated and classified personnel management operations including job offers, assignments, employment processing, transfers and layoffs.
- Provided leadership to the personnel management and human resource staff in the design, development, and administration of modern human resource programs and services.
- Planned, organized, administered, and participated in innovative staff development, in-service training program and presentations pertaining to human resources, personnel management planning, service projection, and forecasting.

DR. RAMON MIRAMONTES Page 4

- Planned, organized, and directed personnel management operations including coordination of an evaluation program for all personnel to ensure compliance with contractual obligations while maintaining an environment as an employer of choice and ensuring highly qualified staff throughout the organization.
- Provided guidance and insight to organization and interdisciplinary task forces from the human resource and personnel management perspective thereby assisting to set priorities for the educational services and programs in the best interests of the students, community, and organizational stakeholders.

Principal Beechwood School K-8

Fullerton School District

2005-2011

- Evaluated, coached, and observed teachers to provide feedback to support instruction
- Led school to continuous improvements with an increase of 62 API points to 960
- Led and prepared staff for National Blue Ribbon Validation Visitation Committee 2008
- Administrative representative for District Bond Oversight Committee.
- Collaborated with National Blue Ribbon Writing Team 2007
- Wrote application for International Baccalaureate Middle Years Programme 2009
- Wrote and secured grant of \$18,000 for Partnership for 21st Century Learning through Phelps Foundation 2010
- Implemented school wide K-8 Action Teams with a focus on school culture and climate
- Redesigned middle concept for K-8 school and hired highly qualified teachers
- Effectively sustained and refined the Professional Learning Community (PLC) model
- Instituted a new Science Technology Engineering Math (STEM) lab and curriculum for K-8 students
- Recognized a need for a foundation and created a vision that raised \$150,000 in first year of implementation 2010
- Responsible for all school operations: curriculum and data analysis, school culture, team building, budgets, purchasing, safety plan, Single School Plan, English Learner Advisory Council, School Site Council, Leadership Team, and school/community relations

Principal Cesar Chavez Elementary School

Norwalk-La Mirada USD

1999-2005

- Evaluated, coached, and observed teachers to provide feedback to support instruction
- Coached new principals and teacher leaders through Coaching Leaders for Student Success model
- Wrote and led team through California Distinguished School application – award received 2006
- Led continuous academic improvements from underperforming school to California Distinguished in a five-year cycle
- Collaborated with community and city officials to build stronger community support for the school
- Delivered staff development programs in the areas of mathematics, language arts, ELD, and technology
- Conducted and led parent trainings
- Conducted home visits to foster and build community/school relations
- Served on Superintendent's extended cabinet as K-5 representative for the Glenn Family of Schools
- Represented school as panel member for Abolish Chronic Truancy (ACT) along with district attorney's office

DR. RAMON MIRAMONTES Page 5

Assistant Principal

Benton Middle School, Norwalk-La Mirada USD

1997-1999

- Worked with community groups including PTSA, DELAC, and Annenberg Task Force for La Mirada Family of Schools
- Responsible for all school operations: curriculum and data analysis, school culture, team building, budgets, purchasing, safety plan, Single School Plan, English Learner Advisory Council, School Site Council, Leadership Team, and school/community relations

Teacher on Special Assignment

Benton Middle School, Norwalk-La Mirada USD

1996-1997

- Served on leadership team that wrote California Distinguished School application – awarded in 1996
- Led staff development for writing across the curriculum framework
- Supported district wide intramural sports programs for an all-district middle school after school league
- Chaired School Site Council, ELAC, and School Safety Committees
- Established After School Intervention Program (ASIP) for at risk students
- Monitored the Behavior Improvement Program
- Worked with staff, parents, and community members to build and sustain positive relationships
- Supported principal with all school operations as quasi administrator

Teacher, Grades 1 and 4

Cesar Chavez Elementary School, Norwalk-La Mirada USD

1991-1996

- Chaired grade level team and organized grade level staff development programs
- Co-authored SB1274 School Restructuring Grant
- Chaired School Site Council
- Represented colleagues as site representative for teachers' association (TANLA)
- Supported English Language Advisory Committee through parent workshops/trainings

Achievements

CA Association of Latino Superintendents and Administrators Region 6 Superintendent of the Year, 2021
Los Angeles County Office School Administrators (ALACOSA) District Administrator of the Year, 2012
Fullerton School District Beechwood School AYP Similar School Ranking 10-10 for 2008, 2009, 2010
Fullerton School District Principal of the Year Award 2010
Phelps Grant Recipient, Beachwood School 2009
International Baccalaureate Middle School Programme Recipient, Beachwood School 2009
National Blue Ribbon Recognition Award Recipient, Beechwood School 2008
NLMUSD Site Administrator of the Year 2007
California Distinguished Award Recipient, Cesar Chavez School 2006
Honorary Service Award Chavez PTSA 2002
California Distinguished Award Recipient, Benton Middle School 1996
NLMUSD Sallie Mae Rookie Teacher of the Year 1992

Professional Organizations

Member, Association of California School Administrators (ACSA) 1998-present
Associate, California Association of Latino Superintendents and Administrators, 2011-present
Buena Park School District Management Team 2014-present
Member, Association Supervision Curriculum Development 2012-present
Member, Association of Los Angeles County Office School Administrators (ALACOSA), 2011-2014
Vice President - Legislations, ALACOSA 2012-2013
Member, Fullerton Educators School Administrators' Association (FESMA) 2007-2011

District Committees

Buena Park School District

2014-present

- Led and facilitated Instructional Leadership Council for all site administration and certificated managers
- Led and facilitated Curriculum Leadership Team
- Serve and support the Buena Park Management Team
- Served on District Budget Development Advisory Council
- Led and facilitated Classroom Without Limits Technology Task Force
- Led and facilitated Early Literacy Committee
- Led and facilitated the development of the Buena Park Literacy Collaborative with the City of Buena Park and the Buena Park Library District
- Led and facilitated the Buena Park Visual and Performing Arts Committee
- Developed partnership with Yamaha Corporate Office to enhance Music Program
- Led BPSD OCSTEM Ecosystem Initiative supported by Samueli Foundation and OCDE
- Led One-Science Committee to enhance project based learning and Next Generation Science Standards at the junior high school
- Led and facilitated extended day programs for both ASES and Kid Connection Advisory Committees
- Serve on Human Resources Guidance Team
- Led and facilitated Digital Migration Task Force

Los Angeles County Office of Education

2011-2014

- Led HR Through FCMAT Recommendations
- Collaborated with staff on f district negotiation team with Los Angeles County Teachers
- Led interview panels for principals, directors, teachers, and program specialist positions
- Served on Business Action Team for Fiscal Crisis Management Assistance Team
- Served on Personnel Commission/Human Resources Reduction in Force Committee
- Participated on the Superintendent's Extended Cabinet

Fullerton School District

2006-2011

- Participated on the Redesign Task Force Committee for principals and teachers
- Assisted with teacher association (FETA) negotiations as part of district negotiation team
- Served on interview panels for principals, directors, and program specialist positions
- Served on Superintendent's District Budget Advisory Council
- Collaborated with colleagues as part of the Superintendent's Extended Cabinet as K-8 representative

DR. RAMON MIRAMONTES Page 7

- Collaborated with colleagues on the JR High/MS district team
- Worked with district HR recruiting team at CSUF job fairs including expert panelist for principals

PROFESSIONAL DEVELOPMENT

CA Latino School Boards Association Presenter 2021, 2022
ASCD District Leadership Co-Presenter 2017
ACSA Leadership Summit Presenter 2014, 2016
Accountability Leadership Institute for English Learners and Immigrant Students – 2011
AALRR Law Conference 2011, 2012, 2013
Association of California School Administrators Conference – 2011, 2012
California Association for Bilingual Education - 2015
Classroom Instruction that Works (Marzano) – 2010
Closing the Achievement Gap Conference – 2010, 2011
Common Core Conferences, OCDE – 2011, 2012
Common Core Math Leadership Conference – 2013
Common Core Standards: Creating a Culture of High Expectations for the 21st Century - 2011
Common Core: An Overview of Project-Based Learning for the 21st Century – 2011
Common Core: Rigorous Curriculum Design – 2011, 2012 and SMARTER Balance Training, OCDE – 2012
Computer Using Educators (CUE) Conference – 2006, 2009, 2014
Masterful District Leadership, Pivot Learning – 2014
OC STEM Institute 2015, 2016
Professional Learning Communities Conference (PLC), (Dufour) – 2005, 2011
Response to Instruction and Intervention Conference (RtI²), OCDE – 2011
STEM Conference, CDE - 2015
Thinking Maps – 2010
Two-Way Bilingual Immersion OCDE Workshop – 2014

PROFESSIONAL REFERENCES

Dr. Michael Escalante
Professor USC Rossier School of Education
Superintendent (Ret.), Glendale Unified School District
[REDACTED]

Dr. Cuahatemoc Avila, Superintendent
Rialto Unified School District
[REDACTED]

Jim Coombs, Superintendent
Lowell Joint School District
[REDACTED]

May 6, 2024

Orange County Board of Education
200 Kalmus Drive
Costa Mesa, CA 92626

Honorable Board Members,

For many years the Orange County Business Council ("OCBC") and the Orange County Department of Education ("OCDE") have enjoyed a productive relationship which has provided benefits to both the education and business communities of our region. It is with this relationship in mind that I recommend the appointment of Dr. Ramon Miramontes as County Superintendent of Schools for the remainder of the current term which ends on January 4, 2027.

Our experience with Dr. Miramontes began with his distinguished service at the Buena Park School District and has continued since his appointment last year as a Deputy Superintendent for OCDE. For many years, he has demonstrated a collaborative approach with the business community and we have been impressed with the leadership he has brought to the Regional Investment Initiative (formerly known as Community Economic Resiliency Fund or "CERF"). This job creating opportunity requires us to coordinate with a variety of organizations and OCDE has been a valued partner with the benefit of his leadership style and the strong reputation which he has established with our business and community partners.

OCBC is focused on Economic Development that brings opportunities to residents across Orange County. Therefore, we value how Dr. Miramontes has been effective in working with diverse populations throughout our region. His positive attitude, collaborative skills and strong work ethic are quality attributes which enable him to garner respect and admiration with key leaders across our region. His strength of character, effective communication skills and extensive experience would serve OCDE well in the County Superintendent position for the coming years and beyond.

On behalf of the business community, we would strongly support and encourage you to appoint Dr. Ramon Miramontes as County Superintendent of Schools. Thank you all for your distinguished leadership and, as always, feel free to reach out to me with any questions regarding this recommendation.

Sincerely,



Jeffrey K. Ball
President/CEO

JKB:jb



CENTRALIA ELEMENTARY SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

6625 La Palma Avenue
Buena Park CA, 90620
714.228.3100 phone/fax
www.cesd.us



May 7, 2024

Dear Orange County Board of Education,

I am writing to enthusiastically recommend Dr. Ramon Miramontes for the position of County Superintendent in Orange County, California. I have had the pleasure of working closely with Dr. Miramontes for many years, first in the capacity of peers as he led the Buena Park School District while I serve as a neighboring superintendent in the Centralia School District. This year, as the Chair of the Orange County Superintendent's group, it has been my pleasure to work more closely with Dr. Miramontes and hear his vision for the Orange County Department of Education (OCDE) as he serves as a Deputy Superintendent in OCDE. I have consistently been impressed by his dedicated effort to lead, serve and show commitment to excellence in education in Orange County.

Dr. Miramontes has a strong heart for the students served by OCDE. Though he has been in his position just one year, he has already created a strong vision of improving services for our incarcerated youth, our students in ACCESS and our students with disabilities to the highest degree possible. Dr. Miramontes possesses a unique combination of vision, experience, and integrity that makes him exceptionally well-suited for the role of County Superintendent. He brings with him a wealth of experiences in various districts in Orange County as well as his work with the Los Angeles County Office of Education. He was a successful superintendent in Buena Park and now has a full year as a Deputy Superintendent in Orange County, filling in during the absence of County Superintendent, Dr. Mijares. Throughout our time working together, I have witnessed his unwavering passion for improving educational outcomes for all students in our county. His broad professional and life experience gives him a keen understanding of the challenges facing our education system.

As education continues to evolve (consider the impact of Artificial Intelligence), it is important to have a leader who is creative and is adept at developing innovative solutions to address them. This year, OCDE has been bold in its efforts to serve all districts through the innovative implementation of OC Forward, a year-long program for district teams to learn and collaborate in Artificial Intelligence (AI). He encourages and motivates his county team to provide a robust training platform for all school districts to engage and continue to deepen our knowledge about this important subject matter. The high level of district team participation speaks to his ability to translate vision into action and deliver positive change.

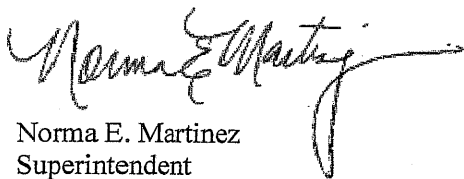
In addition to his outstanding leadership qualities, Dr. Miramontes has been responsive to the requests of county superintendents. During our monthly meetings, it is not unusual for a member of the group to request information from the county. Each time, he takes our requests and ensures that district superintendents have the information we need to make the best

decisions possible. He understands the speed in which we work and ensures a high level of responsiveness. This is valued and appreciated.

Dr. Miramontes has already been doing the work of leading and investing in our OCDE programs. He attends our county meetings with regularity and demonstrates a commitment to collaborate and support our OC districts. Without hesitation, I wholeheartedly endorse Dr. Miramontes for the position of County Superintendent in Orange County, California. His leadership, experience and dedication make him an exceptional candidate who will undoubtedly make a positive impact on our education system and the lives of countless students. I am confident that he will excel in this role and continue to inspire those around them to strive for excellence.

Please contact me if you need additional information or clarification about my support for his candidacy.

Attentively,

A handwritten signature in cursive script, reading "Norma E. Martinez". The signature is fluid and extends to the right with a long, sweeping tail.

Norma E. Martinez
Superintendent

May 10, 2024

Letter of Recommendation for Dr. Ramon Miramontes:

I am delighted to write this letter of recommendation on behalf of Dr. Ramon Miramontes in support of his application for the role of Orange County Superintendent of Schools. Dr. Miramontes is a person of deep commitment and outstanding character whom I have had the privilege of knowing for many years.

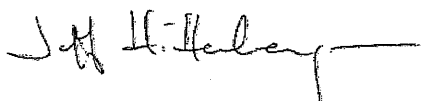
Dr. Miramontes is a graduate of Vanguard University, a Christian university located in Costa Mesa, California, that has been preparing students for ministry and the professions since 1920. I currently serve as Dean of the School of Education at Vanguard. The Miramontes family has been well-represented at Vanguard for many years. One of Dr. Miramontes's daughters completed the teaching credential program at Vanguard and one of his sons is currently a student here. The family is one that reflects strong values and a commitment to service.

Dr. Miramontes has a stellar academic record and a professional profile well-aligned with the requirements of this position. His experience as a teacher, school administrator, district administrator, Superintendent of the Buena Park School District, and Deputy Superintendent at the Orange County Department of Education is characterized by a commitment to the wellbeing and success of students.

At OCDE, Dr. Miramontes stepped into challenging circumstances and has served with integrity, sustaining the work of the Office and leading new initiatives. He cares deeply about the students, families, and communities of Orange County and the educators and professionals who make up the OCDE team. Dr. Miramontes understands the importance of collaboration and would be an effective partner with the Orange County Board of Education.

Dr. Miramontes brings a deep sense of care to his work and his relationships. He has extensive experience with navigating complex and sensitive organizational issues. He has strong relationships with Orange County's district superintendents, a vitally important asset for a county superintendent. Given these outstanding attributes, I am pleased to recommend Dr. Ramon Miramontes for your consideration, confident that he will bring insight and integrity to this role.

Sincerely,



Jeff Hittenberger, Ph.D.

Dean of the School of Education, Vanguard University

Kirsten Vital Brulte

Contact



Objective

To collaborate with the Orange County Board of Education to serve the students, parents, communities, county office, and districts in Orange County.

Education

Saint Mary's College of California (ABD), 2024

Whittier College,
Master of Arts, 1997

Northeastern University,
Bachelor of Arts, 1992

Credentials

Administrative Services
Professional Clear

Single Subject, English

CLAD

Education Experience

Superintendent • Capistrano Unified School District

8/2014 to 12/2022

Led the District through the supervision of a four-member Executive Cabinet, supported a seven-member Board of Trustees, and was responsible for a \$550 million budget.

- Led the safe reopening of in-person instruction in August 2020
- Implemented district-wide math and reading programs that resulted in little learning loss during the pandemic and 3% growth for English Learners
- Reorganized, expanded, and rebranded a college prep ROP program to increase enrollment to over 15,000 participants
- Implemented CUSD graduate with a long-term Theory of Action and benchmarks focusing on academic extension and interventions
- Increased elementary music, counseling support, full-day kindergarten
- Implemented districtwide Professional Learning Communities and expanded teacher collaboration time to increase student achievement.
- Implemented "Ask the Superintendent" community engagement and PTA chats to hear directly from families and the community
- Restructured teams, built the capacity of site leaders, rebuilt systems and operations in Special Education, Education Services, and Human Resources Services

Superintendent • Alameda Unified School District

1/2009 to 7/2014

Led District through supervision of a four-member Executive Cabinet, support of a five-member Board of Education, and responsibility for a \$94 million dollar budget.

- Implemented district-wide math and reading/writing initiatives to accelerate the achievement of all students from 2008/2009 API to 2012/2013 API Growth of between 17-64 points by subgroup
- Implemented accountability performance management system district-wide with department scorecards, school tiering system, and Ten Steps to Success academic performance milestones by grade level
- Created, adopted, and implemented 5-year district Strategic Plan with a community engagement process and annual reports on progress
- Implemented School Smarts Academy district-wide through partnership with California State PTA in all elementary schools district-wide
- *Faced with the restructuring of a middle school failing to meet the test scores required under "No Child Left Behind," worked with the community to transform the school into a charter that continues to thrive today*
- Completed Facilities Phase I Master Plan, with a Phase II Plan in progress to prepare for the bond measure in November 2014

Awards and Honors

CUSD CSBA Golden Bell 2021, 2022
CUCPTSA Service Award 2022
CUMA Award 2021
Maureen DiMarco Award with OC Superintendents, 2020
Model SARB Award 2022, 2013
AUSD CSBA Golden Bell 2011
Honorary Service Award, California State PTA - 2012
General Fellow, Institute for Learning, 2004
National School Reform Faculty, Annenberg Institute, 1996

Chief of Community Accountability (Associate Superintendent) • Oakland Unified School District under State Receivership

1/2006 to 12/2008

Annually reviewed and significantly intervened in a portfolio of programmatically diverse schools. Supervised Network Officers (Area Superintendents) responsible for the K-12 network of schools. Supervised the family and community office, complimentary learning, and police services. Responsible for district discipline, enrollment projections, charters office, and community partnerships. Helped return the district to the locally elected Board of Education from bankruptcy.

- *Led the first area to be returned to local control through FCMAT standards*
- *Developed accountability system that resulted in every school in the lowest performance tier, moving students out of far below basic and below basic by 16% and moving another 15% of students into proficient and advanced*
- *Created an International High School for English language learner students, a drop-out prevention program (AdvancePath), closed 7 low performing schools, incubated 12 new schools, and incubated a dual immersion K-8 school*
- *Led BOE special committee on attendance, boundaries, and open enrollment, which resulted in a new community-owned policy*
- *Created family and community office, which resulted in greater outreach and partnership*
- *Created charter oversight office, systems, and network of collaboration*

Administrator/Director • LAUSD (local Districts H and I)

7/2002 to 12/2005

Supported the secondary instructional program and developed, researched, and directed a coherent professional development program that shaped and promoted student achievement and effective models of educational leadership. I was promoted to supervise all local district staff on behalf of the local superintendent, including nursing, special education, instruction K-12, support personnel, compliance, and assessments. Then, I moved to a different local district to support redesigning low-performing high schools.

Adjunct Professor

Loyola Marymount University, Los Angeles, California 2005

California State University, Northridge, California, 2004-2005

University of Phoenix, Torrance, California 2003-2004

Co-principal • Santa Monica High School

7/2000 to 6/2002

Assistant Principal • Santa Monica High School

7/1999 to 6/2000

Humanities teacher and House leader • Whittier High School

8/1994 to 6/1999

Lisa Davis
Capistrano Unified School District Trustee
San Clemente, CA 92672

May 10, 2024

Orange County Board of Education
200 Kalmus Drive
Costa Mesa, CA 92626

I am writing in support of Kirsten Vital Brulte for the position of County Superintendent of Schools.

Prior to her hiring, CUSD had 6 Superintendents in the previous 5 years, a strike and a recall, the district hired a short-term superintendent to stabilize the district while searching for a long-term replacement. Kirsten Vital (she has subsequently married) was unanimously hired to lead our very diverse district.

Kirsten brought a leadership style of student focused education who understands that the Public School System is a service provider and students and the parents responsible for those students are the school district's customers.

This student and parental focus are the reason that Kirsten lead the administrative team and opened CUSD schools during the pandemic while most other school districts, including all 9 of the other 10 largest school districts in the state remained closed. In fact, at one time CUSD students represented a significant percentage of California students who were back in the classroom enrolled in full-time instruction. And recent testing showed that among all Orange County districts, CUSD had the smallest learning loss in reading/language arts and the second smallest learning loss in mathematics.

And there are many other examples of this student and parental focused leadership including expanding our ROP program, assisting the renewal of charter schools to provide parental choice adding primary music, fulltime kindergarten and additional counselors to our school sites.

Understanding that not every high school student is choosing college to pursue academics, Kirsten led the effort to reimagine our ROP program. Her efforts led to a more than tripling of the number of students enrolled in ROP and working with our community college district ensured that 100% of the CTE courses earned a UC a-g transferable credit. Not only did this program better prepare ROP students for college or technical schools, but it also saved the students time and money when they matriculated. The coherence of the programs allows students to have well-paying jobs when they complete the certificate at the community college.

Also understanding that charter schools can provide a more tailored education to students, Kirsten personally worked to assist the districts charter schools meet the requirements of state

law. As a result, a number of charters were renewed during her tenure. Today, these charters are providing a great education to our communities' students.

Kirsten also led the effort to open full-time kindergarten (which took hard fought negotiation with our unions) which provides more in classroom time for our younger students. This additional time in the classroom benefits these students as they move through our K-12 system.

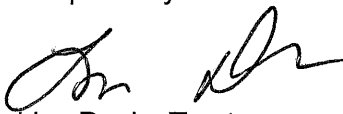
And Kirsten understands that from time to time some students will need mental health counseling. Through her efforts, the student to counselor ratio in secondary schools decreased significantly from 1000:1 to 425:1 and every elementary school now has on-site counseling services for the first time in CUSD history.

Having served as a teacher in the California Public School system, I have witnessed firsthand administrators who are afraid to take personnel action, even where it is clearly necessary to protect children. Kirsten does not suffer that failing. Kirsten sets high professional standards for herself and all CUSD staff. When necessary, she puts staff on improvement plans and those who are successful remain CUSD staff. Those who could not or would not meet the rigorous professional standards were terminated.

I voted to keep Kirsten as superintendent. It is unfortunate that partisan politics and the resulting swing in control of the CUSD Board following the 2022 election led to the buy-out of Kirsten's contract. That said, the innovative programs that were instituted during Kirsten's 8 ½ year tenure are still providing CUSD students with an education that will serve them well after they leave our school system.

Watching Kirsten in action while serving as a trustee, I was continually impressed with the way she kept the focus on children and student learning while meeting the needs of families, teachers, staff and administrators. This was in evidence when she was in the classroom, meeting with faculty and staff or answering questions from the community at the "Ask the Superintendent" events that she pioneered. I endorse her without reservation and know she would be an asset to the County Office of Education and the students and parents of Orange County.

Respectfully:

A handwritten signature in black ink, appearing to read 'Lisa Davis', with a stylized flourish at the end.

Lisa Davis, Trustee
Capistrano Unified School District

Linda Lindholm

Member, Orange County Board of Education

District 5 (2014-2018)

Board President, 2016, 2017

May 10, 2024

To the Members of the Orange County Board of Education:

I am writing to support the selection of Kirsten Vital Brulte to the open position of County Superintendent of Schools.

I have known Kirsten since before I was elected to serve on the Orange County Board of Education representing the 5th district. My area overlapped and included CUSD. I saw firsthand her commitment to children as a student and parent focused Superintendent. I am also aware of her service as Superintendent of the Alameda Unified School District and the Chief of Community Accountability working for a state administrator in Oakland while that district was under state receivership.

I would like to share with you some of the highlights of her actions that have benefited students.

- **Opening CUSD during the recent COVID pandemic:**

Knowing that *most* students benefit more from in-person instruction rather than online instruction, Kirsten led the efforts to safely re-open CUSD schools. CUSD was one of the first in the state and the first of the 10 largest school districts in the state to re-open. In fact, CUSD opened months before many other large districts reopened.

We know that learning loss occurs during summer vacation. By opening CUSD during the pandemic, learning loss was minimized. Focusing on the needs of students as well as the safety of students, parents, faculty and staff, CUSD was able to reopen safely and provide in-person instruction.

Recent testing has shown that as a result, CUSD experienced the smallest amount of learning loss out of all Orange County school districts in reading/language arts and the second smallest amount of learning loss in mathematics.

- **Support for parental choice and charter schools:**

I have been a longtime supporter of great traditional public schools as well as great public charter schools. CUSD is currently home to 5 charter schools.

CUSD has a commitment to over 47,000 students and Kirsten has shown that she supports students, teachers, staff and parents with nearly 4000 employees.

As Superintendent of Capistrano Unified School District, she and her team established transparent guidelines including timelines for renewal of charters and processes for charter submission. These guidelines and policies remain on the CUSD website today.

- **Restructuring of ROP to improve student outcomes and opportunities:**

As Superintendent of CUSD, Kirsten and her team worked closely with Saddleback Community College to build a partnership that included middle college high school implementation and articulation agreements that resulted in thousands of CUSD students earning college credit.

Importantly, 100% of the CTE courses offered earned UC a-g transferable credits.

During her tenure as Superintendent of CUSD, student participation in ROP more than tripled.

Because of her years leading school districts and her work with a state administrator, Kirsten is more than qualified to work with any local districts and the state Department of Education.

Kirsten Vital Brulte is an applicant with the wide variety of experiences necessary for running a county office of education in a county such as ours. Her commitment to students is second to none and she has proven that in every education position she has held. She would make a great County Superintendent of Schools and I am honored to recommend her.

Her local Orange County experience managing 63 campuses, covering over 200 square miles with a high graduation rate makes her a great candidate.

Sincerely,



Linda Lindholm

Member, Orange County Board of Education
District 5 (2014-2018)

Orange County Board of Education
200 Kalmus Drive
Costa Mesa, California 92626

May 9, 2024

Honorable Members:

It is my privilege to wholeheartedly recommend Kirsten Vital Brulte as the next Orange County Superintendent of Schools.

I first came to know Kirsten in 2018 while serving as the president of the board of directors of Oxford Preparatory Academy (OPA) which at the time operated two public charter schools, including one chartered by the Orange County Department of Education. Kirsten was then then-serving Superintendent of the Capistrano Unified School District (CUSD) and during a particularly turbulent period in Oxford Preparatory Academy's history, her adeptness at handling difficult circumstances and willingness to exhaust all possibilities to keep the school open was pivotal to the successful renewal of the academy's charter in 2018 - 2019.

When appointed to the OPA Board of Directors in 2017, the future of each of our campuses was very much in doubt. Following a scathing report of the Fiscal Crisis & Management Assistance Team, OPA was something of a poster-child for charter school dysfunction. For two years and unbeknownst to our Board, our administrative leadership failed to provide CUSD with the information necessary for CUSD to make an informed decision about renewing our charter. As an organization, we had given CUSD numerous reasons to revoke our charter.

I believe most superintendents would have revoked our charter at this point, however since being appointed to the Board, we had worked to reconstitute our board and install new leadership, and Kirsten, knowing that closing our CUSD charter would be detrimental to students, was willing to work with our new leadership so that kids would not suffer because of the failings of adults in the school's administrative leadership. Kirsten personally collaborated with me and the rest of our Board to resolve the major issues related to the FCMAT audit and other improprieties that had called into question the continued solvency and viability of our CUSD campus.

In May of 2019, based upon the superintendent's recommendation, the CUSD board of trustees approved the renewal of our charter. Working with Kirsten, we had not only righted the wrongs of our prior leadership, but secured the first seven year charter renewal in the State of California. We were left for dead, but Kirsten's intervention on behalf of our charter school and students not only saved our campus, but helped turn OPA from pariah into a gold standard.

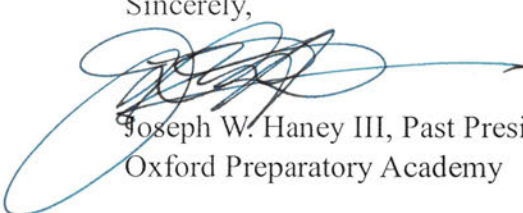
I was always impressed that even in such a large district, Kirsten visited our school every year to see for herself what was happening on our campus and in our classrooms. She was always kind, gracious, and complimentary of the results we were getting for students. She respected our program, which was different from district public schools, and supported the choice for families

to choose something different for their children. And when the time came, Kirsten did not simply pay lip service to that commitment, she invested her time and leadership capital when it mattered most.

I hold her in the highest regard. She has high expectations for herself and for the schools she supervises, including charter public schools and those expectations made OPA a better school. I find her to be a resilient leader, driven by deep-seated compassion for the students she serves, and I recommend her without reservation for the Orange County Superintendent of Education.

Please feel free to contact me if you have any questions or would like further elaboration on this recommendation.

Sincerely,



Joseph W. Haney III, Past President
Oxford Preparatory Academy