

LESLIE C. RICCIARDELLI, Ed.D.

239.777.7137

▪ Ricciale@CollierSchools.com

Dear Board Members,

I am writing to express my sincere interest in the position of Superintendent for Collier County Public Schools. It would be a great honor to continue to lead our district with the commitment of providing exceptional educational opportunities for all students.

As an experienced educator with a strong devotion to supporting students to become lifelong learners, I have 23 years of leadership experience, both at the school and District level. Most recently, I have been privileged to serve in the role of Interim Superintendent. Throughout my career, I have focused on ensuring that all students receive the support and resources needed to succeed, regardless of their background or ability level. I have extensive experience working with students with disabilities, and students whose first language was something other than English, and I have implemented programs and processes to ensure that these students have access to high-quality education and support services. Additionally, I have worked closely with teachers, parents, community members, and business partners to ensure that every student has access to a rigorous and meaningful education preparing them for success in whatever post-high school path they choose, whether it be to continue their education or move straight to a career.

Those who know me best will describe me as serious, collaborative, and passionate about my work. I am committed to making decisions that are transparent, data-driven, and in the best interests of all students, staff and administrators while being mindful and respectful of the desires of our parents. I believe that my experience and knowledge, combined with my pledge to ensure a safe learning environment are the foundational components which will allow me to continue providing effective leadership and support to all areas of Collier County Public Schools.

I understand the importance of creating a welcoming and inclusive school culture that celebrates diversity and supports all students. I am particularly excited about the opportunity to work in Collier County because of the district's emphasis on personalized learning, the use of technology to enhance teacher-led instruction, and the efforts to provide students with the awareness of the many college and career opportunities available to them after they graduate from high school. In partnership with our talented educators and staff, I am eager to build on our work to continue to provide students with the best possible education.

I am a very proud product of Collier County Public Schools. I am invested in, and committed to, the success of our students as their accomplishments play such a critical role in the success of our overall community. I firmly believe the success of a community is in part based on the success of its school system. Thank you for considering my application for the position of Superintendent of Collier County Public Schools.

Sincerely,



Leslie C. Ricciardelli, Ed.D.
Interim Superintendent, Collier County Public Schools

LESLIE C. RICCIARDELLI, Ed.D.

239.777.7137



Ricciale@CollierSchools.com

EXECUTIVE PROFILE

Results-driven Senior-level Education Leader with experience developing and executing programs of excellence to drive student outcomes. Enthusiastic self-starter, exhibiting high ethics, hard work, competence and confidence, underscored by a personal commitment to outstanding professional performance. Strategic thinker, visionary leader, and energetic executive with a strong foundation of integrity, vision, and innovative leadership. Sound character and dedication to propelling schools toward higher levels of achievement through advancing student outcomes. People oriented innovator of ideas. Practices a management style encouraging inclusivity. Compelling thought leader for issues related to local, regional and national conversations on education. Other strengths include:

- ▲ Academic Programs of Excellence/Academic Integrity
- ▲ Educational Program Design/Administration & Academic Leadership
- ▲ Teacher Growth & Development and Instructional Coaching
- ▲ School and District Leadership Development
- ▲ Strategic Planning/School Improvement
- ▲ Collective Bargaining
- ▲ School Safety and Security
- ▲ Performance Metrics
- ▲ Fiscal Accountability/Budgeting/Forecasting
- ▲ College and Career Readiness
- ▲ Data Analytics & Systems Management
- ▲ Process Improvement/Innovative Programming

Dependable and dedicated, employing strong communication skills with diverse groups opening the doors to building superior institutional relationships through collaboration and transparency. Proven ability to establish solid connections with essential stakeholders such as civic, community, cultural, and industry leaders to develop and enhance partnerships and programs that promote the mission of CCPS. Imaginative, perceptive, and driven, able to develop new channels of support for the organization. Possess a comprehensive understanding of leadership development, teaching and learning, and instructional technology principles and practices and school and district operations. Well-versed in the operational functions of public school systems.

EDUCATION

2009 - Nova Southeastern University, Doctor of Education:

Organizational Leadership, Specialization in Higher Education

2000 - Nova Southeastern University, Master of Science:

Educational Leadership

1991 - Flagler College, Bachelor of Arts:

Secondary Education and Social Sciences

PROFESSIONAL EXPERIENCE

COLLIER COUNTY PUBLIC SCHOOLS

DECEMBER 2022 - CURRENT

■ Interim Superintendent

Directly responsible and accountable for the day-to-day operations of a school system with just over 50K students, just under 7K full and part-time employees and a budget of approximately 1.4 billion dollars.

- Reviewed District organizational charts and reduced district-level annual staffing costs by \$1.6 million while reallocating support from District to school-level staffing in my first 45 days.
- Restructured District executive leadership to reduce the number of people in Superintendent's Senior Leadership while also reducing time in meetings to provide each person with more time to work in their area.
- Strategically created opportunities to increase communications between Facilities, Safety and Security and Technology increasing collaboration and creating a higher level of efficiency with the work.
- Pertaining to School Safety and Security, reviewed and revised District processes and procedures in the Emergency Response Plan and created a single repository to document compliance with statutory requirements.
- Oversaw the implementation and application of the statutory requirements of the Marjory Stoneman Douglas Public Safety Act, included specific oversight of site-based documentation.
- Conducted and analyzed results from the Employee Engagement and Culture Survey; responded to survey findings by creating district goals and monitoring schools' action plans.
- Enhanced communication and strategic engagement beginning with timely communication during the transition from former superintendent while providing Board members access to all levels of district and school leadership to promote transparency and streamline communication.

COLLIER COUNTY PUBLIC SCHOOLS**MARCH 2022 – DECEMBER 2022****■ Deputy Superintendent**

Primarily responsible for coordinating alignment and consistency across the organization to ensure greater collective impact. Lead and directed the operational management of the district office and served as the Superintendent designee. Lead multiple divisions within the organization which included, School Leadership and Performance, Safety and Security, Finance, Grants Administration, Transportation, Nutritional Services, Facilities Management, Technology and District Initiatives.

- Coordinated the review and planning of the district's capital outlay program.
- Conducted school visits and conferred with departmental leaders to address concerns regarding school performance, instructional program needs and operational supports.
- Utilized assessment information and multiple indicators for program development and improvement.
- Responsible for ensuring the 15 Imperatives of the Leadership Goal in the CCPS Strategic Plan met or exceeded the annual expectations.
- Collaborated with the senior leadership team to determine and prioritize departmental goals and initiatives and the strategies.
- Aligned Collier County Technical Colleges and Adult Education under one umbrella providing multiple career pathways for current students and adults in Collier and adjacent counties.
- Redesigned a comprehensive leadership development platform to include a three-year scaffolded mentoring component for new principals and assistant principals.
- Directly supported the goals and initiatives of the Superintendent while supervising schools and providing direct support in the areas of Teaching & Learning, Finance, Personnel, Facilities, Safety and Security, Boundary Modifications, Special Education, and State and District Initiatives.
- In collaboration with Collier County Sheriff's Office (CCSO) instituted *Event Planning Protocols* for large events and provided to Youth Relations Bureau (YRB) Office weekly.
- Working with the Sheriff and Undersheriff and legal departments from both organizations, provided every CCSO law enforcement officer with a security badge to access any CCPS facility in the case of an emergency.

COLLIER COUNTY PUBLIC SCHOOLS**MAY 2021 – MARCH 2022****■ School Leadership and Performance Officer**

Supported the design and implementation of a districtwide Connect to Success program to support social emotional learning. Began the initial planning to create a structure of a Collier County Public School Technical College and Adult Education umbrella providing multiple career pathways for current students and adults in Collier County and adjacent counties.

- Redesigned a comprehensive support system for school principals by elevating the leverage of principal supervisors providing them more time in the schools and a direct line of communication with District departments to create a wrap-around system of supports for principals.
- Directed and oversaw the redesign of the Leadership Pathways Program to include a three-year scaffolded mentoring component for new principals and assistant principals.
- Restructured Principal Meetings by rebranding them as Principal Learning Collaboration Sessions focusing on the professional growth of principals as instructional and operational leaders of their buildings.

COLLIER COUNTY PUBLIC SCHOOLS**JULY 2020 – MAY 2021****■ Assistant Superintendent, School Leadership**

Responsible for direct oversight of 52 school principals. After a reorganization, the Principal Supervisors were more closely aligned with the Department of Teaching and Learning to provide principals with a direct line of communication with instructional supports. In addition to a tighter alignment with the instructional arm of CCPS, a deeper collaboration between schools and district departments was created providing a greater level of support by the needs of each school site.

- In collaboration with Principal Supervisors, participated in year-long training program specific to the role of the Principal Supervisor.
- Weekly meetings with Teaching & Learning to discuss instructional supports being provided to schools and adjusting as need.
- Instructional Reviews at schools with new principals or at schools at risk of dropping in school grade providing a plan to support the principal, teachers and students. Regular review of the support plan to determine effectiveness and make changes as needed.
- Incorporated the Leader-to-Leader segment into all principal and assistant principal meeting agendas to provide highly innovative and successful practices to share with colleagues and provide platforms for succession management.
- Partnered with local institutions of higher education to create a to build leadership capacity with school-based administrators in order to provide resources and opportunities for early career administrators to acclimate to the role of an instructional leader.
- Created the three year, scaffolded mentoring program for new and early career administrators.

COLLIER COUNTY PUBLIC SCHOOLS

MAY 2015 – JULY 2020

■ Executive Director, Teaching & Learning

Responsible for the management of curricular supports to schools. Provided guidance to principals and assistant principals with master scheduling, staffing and monitoring of school grades. Worked extensively with content coordinators in the creation of curriculum guides, benchmark assessments and in differentiating supports provided to schools. Direct oversight of all levels of school counseling to provide comprehensive and timely information to counselors regarding state mandates and district initiatives in their support of students.

- Interpreted student achievement results and coordinated professional development opportunities for school site leaders.
- Initiated a District-wide initiative utilizing the new SAT Assessment and Khan Academy to increase high school graduation rates resulting in a 7.3% increase since 2015 and the highest graduation rate in the history of Collier County Public Schools
- Directly responsible for the oversight of middle and high school acceleration performance.
- Interpreted student achievement results and coordinated professional development opportunities for school site leaders.
- Facilitated trainings to districts in the Florida consortiums to share processes and successes from use of SAT and Khan Academy.
- Instituted End-of-Course (EOC) training days for teachers of EOC alike courses to include comprehensive review of tested District created curriculum guides, review of prior year assessment results, content limits for tested standards and use of textbooks and curricular resources.
- Planned and facilitated District in-person town hall and virtual symposium events to support parents and students in the areas of social media, substance abuse, financial planning for post-high school opportunities and financial aid nights for high school seniors and their parents.
- Direct oversight of college and career readiness opportunities culminating in all 7th graders visiting Florida Gulf Coast University and all interested 12th graders visiting Lorenzo Walker Technical College and/or iTech in Immokalee.
- Coordinated facility modifications for the new entrepreneurship courses in all high schools (2015) including the selection and purchase of furniture and the coordination of word walls and motivational quotes on the walls.
- Oversight and monitoring of entrepreneurship courses to include teacher and volunteer training.
- Improved student outcomes through district-initiated curriculum alignment, assessments, and differentiated accountability within an ethnically and socio-economically diverse district.
- Contributed recommendations and annual revisions to the district's legislative platform to direct and support direct lobbying efforts to the legislature.
- Facilitated the implementation of NAF Academies in all high schools (2015) and the implementation of engineering courses in middle schools (2017).

ADDITIONAL LEADERSHIP EXPERIENCES**COLLIER COUNTY PUBLIC SCHOOLS**

■ Principal, Lely High School	2012 - 2015
■ Principal, Golden Gate Middle School	2011 - 2012
■ Assistant Principal, Curriculum & Instruction, Lely High School	2010 – 2011
■ Assistant Principal, Attendance & Discipline, Palmetto Ridge High School	2004 – 2010
■ Dean, Attendance & Discipline, Lely High School	2002 – 2004
■ ESE Specialist, Lely High School	2000 – 2002

HONORS AND AWARDS

NAACP Zora Neale Hurston Award, 2023

2014 Finalist – Innovative Principal of the Year, Florida

1998 Seminole County Teacher of the Year, Rosenwald School

Awarded three "Disney Teacherrific Awards" for Outstanding Commitment to Quality Education for creating and implementing numerous student programs which focused on community involvement and employability skills

PROFESSIONAL AFFILIATIONS AND BOARDS

AASA, The School Superintendents Association

Champions for Learning, Board of Directors

Collier Association of School Administrators (CASA)

Collier County Public Schools Attendance Boundary Committee

Collier County Public Schools, Calendar Committee

Collier County Public Schools, Negotiations Committee

Leadership Collier 2022, Greater Naples Chamber

Florida Association of School Administrators (FASA)

Florida Gulf Coast University, College of Education Advisory Board

Greater Naples Chamber, Board of Directors

Kaiser University-Naples, Advisory Board

PRESENTATIONS

CCPS Literacy

NAACP, March 2023

Virtual Symposium – Being College, Career and Life Ready, 2020

Collier County Public Schools, 2020

Advanced Manufacturing and Engineering - Collier County Public Schools: A District Perspective

Presented to Florida Council of 100 and Ashley Furniture, December 2018

Strategically Utilizing the High School Accountability Model to Benefit Schools, Teachers and Students

Presented to Florida Partnership District Leadership Training (College Board), July 2018

Strategically Utilizing the Middle School Accountability Model to Benefit Schools, Teachers and Students

Presented to Florida Partnership District Leadership Training (College Board), July 2018

High School At-Risk Discussions

Presented to eight Florida Districts, January 2018

Town Hall - Funding Your Child's Educational Future

Collier County Public Schools, 2016

Virtual Town Hall: Financial Aid Information Night

Collier County Public Schools, 2017 and 2018

Candidate: Dr. Leslie Ricciardelli

Position/district: Collier County PS Superintendent of Schools

Date: March 2023

Since December 2022 Dr. Ricciardelli has served as interim superintendent of the approximate 50,000 student Collier County Public Schools. During the candidate's short tenure in the position, she has restructured the districts executive leadership team, increased communications, reviewed organizational charts, and allayed fears regarding stability during a time of leadership transition. Previous to the applicant's current executive leadership role she assumed the CCPS deputy superintendent position in March 2022. Ricciardelli also previously served in various district and building leadership roles. These roles include School Leadership and Performance Officer, Assistant Superintendent, Executive Director for Curriculum and Instruction, High School, and Middle School Principal.

References indicate that Dr. Ricciardelli is all about teamwork, measurable expectations, and the allocation of resources to deliver results. They also indicate that she is humble but firm and that she has by virtue of her various leadership roles at both the district and building level has a comprehensive knowledge base of the district's strengths and challenges. She is also described as being confident and competent.

References included former supervisors, a direct report, a community partner, and internal/external stakeholders.

1. How would you describe the candidate's leadership style and ability to work with diverse stakeholder groups that have different priorities?
 - Collaborator: groups/teamwork is her mantra. She gathers input from her staff before moving forward. She builds trust with her team as a priority.
 - Approaches decisions from all stakeholders – parents, teachers, non-instructional staff, etc. before she makes decisions. High populations of ESOL students and parents; she worked hard to get input from this population.
 - Her greatest strength: she builds relationships. She is a relationship-oriented leader; brings people together.
 - Ability to understand differences; distills different points of view; great listener and acts as necessary.
 - Collier is a diverse community with stakeholders at every end of the socioeconomic spectrum. Whether Low or high performance, immigrant, ESOL, she connects with the diversity across the district.
 - Leads by consensus and is open to listening to different perspectives

2. When I google the candidate what am I going to find that people are saying about the candidate?

- She is all about Collier County. She grew up here and went to school here. Most people are transient or imported. Collier County bred person. Daughter went to school here. She raised her family here.
- Collier County residents are saying that she is very intelligent and understands curriculum and academics as well as the diversity of needs in across the county; and is open and very communicative.
- Open to ideas
- Cares deeply about the community and the students.
- Not afraid to listen to all community members; knows the uniqueness of all of Collier – not just Naples.

3. What you consider the candidates greatest strengths?

- Humble; humility; she looks for input. She is not afraid to accept the viewpoints or opinions of others before she makes a move.
- Experienced in most levels and areas of district. She has worked in SPED, secondary, middle, etc. Experience in various roles principal, asst. principal, directors, etc.
- Cares deeply about students and the community.
- Teamwork; measurable expectations
- Data driven; how to move students, schools, and district toward goals.
- Allocates resources appropriately to deliver results.
- Secondary expertise; how to assist students toward graduation; how to deliver outcomes for students so that they are successful in their next life step.
- She was part of the puzzle that moved CCPS forward over the last 10 years.
- Intelligent and approachable.
- Community oriented
- Consensus builder
- Flexible leader who is open minded but strong
- High level of integrity
- Multitasker what a great memory

4. What do you consider the candidates greatest challenges or areas for improvement?

- Elementary area is an area of growth including PreK.

- Understanding a little more of the financial complexity of a school district. Dealing with issues of debt and capital is something she will need expand in her knowledge base.
 - Understanding the differences of serving in the role on an interim basis and on a permanent basis
 - Internally following a long-term superintendent and the challenge to be her own person as a leader (Added by the reference-based on demonstrated leadership and actions to date in the interim roll this should not be a problem.)
 - Hard worker needs to be careful not to burn out
5. How will the candidate react in a crisis situation?
- Proactive so that she can prevent things from becoming an emergency.
 - Gathers facts from experts to make decisions and to implement a plan.
 - Never knee jerk; calm; bring experts in to make decisions.
 - She does not lose patience and does not become anxious when under pressure, very stable character.
 - When she makes decisions, she counts on her team and will look for those team members to deliver. She is effective in part because she has the right people surrounding her.
 - Remains calm under stress and leads
6. Would you describe the candidate as an educational leader or manager or both and why?
- Both. Leader first and foremost because she has walked the talk
 - She is a manager as well because she knows the terrain. She knows how to put people in the right areas so that jobs get done. She then trusts the team to do their job and holds them accountable.
 - Instructional leader with a very good managerial aspect to the work. Very instructional but is good at operations. Logistical operational mindset: she has struck the balance. Balance the instructional with the operations; she knows security what works, what doesn't. Graduations on the same day that required logistical planning. That is the manager in her.
 - She never loses sight of the instructional goals
 - Has proven to be a balanced leader/manager
7. Is there anything else you would like to share about the candidate and who else might be able to provide an assessment or another prospective on the candidate's leadership skills?
- Ability to work with data. She can direct because she understands how to analyze data. She dedicates resources accordingly. She has seen Collier County for 20 years and knows how things work; she also knows what doesn't work. She has experience and knows how to use the data to move to the next level.

- Knows the district. She is onboarded and can turn the permanent position quickly.
- In-depth knowledge of the district – the good, the bad and the ugly.
- She is confident with making decisions that are based on results and data.
- Exceptional instructional leader – at multiple levels.
- Her personality – connects with all different kinds of people and stakeholders. Nice balance of intelligence/academics and is approachable. She is visible in the schools; all levels in the schools seem to connect with her.
- In the current environment and landscape, she is capable and has demonstrated success. Internal candidate that can stay balanced despite differing interest of stakeholder groups. She is well anchored and committed to her community.
- Particularly adept at working with and partnering with law enforcement for monitoring and continually improving security for staff and students.

Hazard, Young, Attea & Associates Online Application

Ricciardelli, Leslie - AppNo: 824

Date Submitted: 3/23/2023

Personal Data

Name: Dr Leslie C Ricciardelli
(Title) (First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Ms Leslie A Cipolla
(Title) (First) (Middle Initial) (Last)
Email Address: lr Ricci2402@gmail.com

Postal Address

Permanent Address	Present Address
Number & Street: 264 Burning Tree Dr	Number & Street:
Apt. Number:	Apt. Number:
City: Naples	City:
State/Province: FL	State/Province:
Zip/Postal Code: 34105	Zip/Postal Code:
Country: United States of America	Country:
Daytime Phone: (239) 777-7137	Phone Number:
Home/Cell Phone: (239) 777-7137	

Employment Desired

Open Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 1206 School District/Cooperative: Collier County Public Schools - Superintendent at Collier County Public Schools	3/23/2023	0 years

Social Media

Please list an relevant social media links below:

Facebook:

Twitter:

LinkedIn:

Personal Website:

Other:

Hazard, Young, Attea & Associates Online Application

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Date Submitted: 3/23/2023

Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Interim Superintendent, Collier County Public Schools (CCPS) 1.4 Billion Organization		Collier County Public Schools Naples, FL 34109 239-377-0001		Kelly Lichter 239-377-0001 lichteke@collierschools.com School Board Chair	
Date From - Date To:	12/2022 - 06/2023 (Total Yrs: 0)	Employment Status:	Interim		
Reason for Leaving:	Currently under contract				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Reduced district-level annual staffing costs by \$1.6 million (January - February) 2. Implemented modified zero-based budgeting process all department leaders will share draft budgets with Superintendent and Senior Leadership - all new projects or increases in expenses will include an Return on Investment which evidences impacting student achievement 3. Demonstrated consensus building skills in working with School Board, district partners, and community members to implement a shared vision of positive student outcomes 4. Conducted and analyzed Employee Engagement and Culture Survey and have responded to survey findings by creating district goals and each school developing an action plan 5. Enhanced communication and strategic engagement with Board members providing access to all levels of district and school leadership to promote transparency and streamline communication				
Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Deputy Superintendent, CCPS District Budget - 1.4 Billion Organization		50,000 Naples, FL 34109 239-377-0001		Dr. Kamela Patton 305-447-8835 kamelaf@gmail.com Superintendent	
Date From - Date To:	03/2022 - 12/2022 (Total Yrs:)	Employment Status:	Full-Time		
Reason for Leaving:	Named Interim Superintendent				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. In collaboration with Collier County Sheriff's Office (CCSO) instituted Event Planning Protocols for large events and provided to Youth Relations Bureau (YRB) Office weekly 2. CCPS Strategic Plan - Responsible the 15 Imperatives in the Leadership goal and on track to meet or exceed all metrics for the final year of the plan 3. Coordinated the review and planning of the district's capital outlay program. 4. Utilized assessment information and multiple indicators for program development and improvement				

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Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
School Leadership and Performance Officer, CCPS District Budget - 1.4 Billion Organization		50,000 Naples, FL 34109 239-377-0001		Dr. Jose L. Dotres 954-383-7068 JDotres@dadeschools.net Deputy Superintendent	
Date From - Date To:	05/2021 - 03/2022 (Total Yrs:	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Deputy Superintendent				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	<ol style="list-style-type: none"> 1. Redesigned the district leadership pathways program to include a bench and induction program for aspiring and new administrators respectively which were recognized as a Commendation by Cognia in the Accreditation Report 2. Incorporated the Leader-to-Leader segment into all principal and assistant principal meeting agendas to provide highly innovative and successful practices to share with colleagues and provide platforms for succession management 3. Created the three year, scaffolded mentoring program for new and early career administrators instructional, induction, and onboarding resources 4. CCPS Strategic Plan - Responsible the 15 Imperatives in the Leadership goal and met or exceeded the metrics for each imperative 5. Oversight of a state grant provided to CCPS to open a technical college in Glades County which would serve a 5 county area 				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Assistant Superintendent, School Leadership, CCPS District Budget - 1.4 Billion Organization		50,000 Naples, FL 34105 239-377-0001		Dr. Peggy Aune 239-777-4430 Peggy.Aune@FLDOE.org Associate Superintendent	
Date From - Date To:	07/2020 - 05/2021 (Total Yrs:	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to School Leadership and Performance Officer				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	<ol style="list-style-type: none"> 1. Restructured the role of the Principal Supervisor as the primary liaison between district departments and schools 2. Directly responsible for Graduation Rate which increased for the 5th year in a row 3. Opened the lines of communication between Principal Supervisors and Curriculum and Instruction to provide wrap-around supports to school based leaders 4. Aligned targeted professional learning opportunities for administrators and teachers to increase academic gains/achievement, acceleration and graduation rates 				

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Date Submitted: 3/23/2023

Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Executive Director, Curriculum and Instruction, CCPS Unit		48,000 Naples, FL 34109 239-377-0001		Dr. Peggy Aune 239-777-4430 Peggy.Aune@FLDOE.org Associate Superintendent	
Date From - Date To:	06/2015 - 07/2020 (Total Yrs: 5)	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Assistant Superintendent, School Leadership				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	<ol style="list-style-type: none"> 1. Coordinated and directed professional learning for administrators and teachers on curriculum maps, pacing guides and a variety of digital resources to improve district success on state end-of-course assessments 2. Implemented new District policy regarding requirements for seniors to participate in commencement 3. Oversight of all College and Career Readiness activities for all 7th graders to include a field trip to Florida Gulf Coast University and 12th graders to visit local technical colleges 4. Implemented (2016) entrepreneurship courses in all comprehensive high schools utilizing the INCubatoredu curriculum and oversaw facility modifications to ensure equity across all schools 5. Implemented (2017) targeted plan to utilize PSAT/NMSQT and SAT scores by connecting with Khan Academy in all 11th and 12th grade intensive reading courses to support students in need of a concordant score to meet Florida graduation requirements 				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Principal, Lely High School - CCPS Approximately 1.5 million High School		Approx 1,500 Naples, FL 34109 239-377-0001		David Stump 239-404-1476 stumpda@collierschools.com Deputy Superintendent	
Date From - Date To:	07/2012 - 06/2015 (Total Yrs: 3)	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Executive Director, Curriculum and Instruction				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	<ol style="list-style-type: none"> 1. Instituted a system for quarterly data chats specific to at-risk students with counselors which was later replicated for all high schools 2. Finalist - Innovative Principal of the Year (2014) 3. Increased graduation rate for English Language Learners 4. Increased Advanced Placement (AP) Participation and Performance and Implemented Cambridge Advanced International Certificate of Education (AICE) program 5. Implemented Career Academies through NAF including the Aviation Academy providing dual enrollment opportunities through a partnership with Embry-Riddle Aeronautical University 				

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Date Submitted: 3/23/2023

Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Principal, Golden Gate Middle School - CCPS		Approx 1,000 Naples, FL 34109 239-377-0001		David Stump 239-404-1476 Stumpda@collierschools.com Deputy Superintendent	
Date From - Date To:	07/2011 - 07/2012 (Total Yrs: 1)	Employment Status:	Full-Time		
Reason for Leaving:	Named Principal of Lely High School				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Managed outside relationships for the district with agencies including business community, non-profits, and parent organizations 2. Implemented AVID program 3. Increased number of 8th grade students taking Algebra 1 and achieved a 100% pass rate				
Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Assistant Principal, Curriculum and Instruction, Lely High School, CCPS High School		Approx 1,500 Naples, FL 34109 239-377-0001		Ken Fairbanks 239-777-6352 Principal	
Date From - Date To:	06/2010 - 07/2011 (Total Yrs: 1)	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Principal, Golden Gate Middle School				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Responsible for implementation of AVID program 2. Increased participation and performance in Advanced Placement (AP) courses 3. Reinstated Academic Booster Club and created a 4-year post-high school planning guide for students				
Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Assistant Principal, Attendance and Discipline, Palmetto Ridge High School, CCPS High School		Approx 2,000 Naples, FL 34109 239-377-0001		Roy M. Terry 239-450-8501 terry3roy@aol.com Principal	
Date From - Date To:	07/2004 - 06/2010 (Total Yrs: 6)	Employment Status:	Full-Time		
Reason for Leaving:	Named Assistant Principal, Curriculum and Instruction, Lely High School				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Responsible for all safety and security measures including, but not limited to training staff, state required emergency drills, state reporting of all data regarding attendance and discipline data 2. Planned, Implemented & Facilitated the 9th Grade Academy - the first in Collier County				

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Ricciardelli, Leslie - AppNo: 824

Date Submitted: 3/23/2023

Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Dean, Attendance and Discipline, Lely High School - CCPS High School		Approx 2,200 Naples, FL 34109 239-377-0001		Roy M. Terry 239-450-8501 roy3terry@aol.com Principal	
Date From - Date To:	03/2002 - 06/2004 (Total Yrs: 2)	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Assistant Principal, Attendance and Discipline, Palmetto Ridge High School				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Planning and oversight of after-school clubs and activities 2. Collaboration with Department of Juvenile Justice to support monitoring of students in Juvenile At-Risk Programs				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
ESE Specialist - Lely High School High School		Approx 2,200 Naples, FL 34113 239-377-0001		Roy M. Terry 239-450-8501 roy3terry@aol.com Principal	
Date From - Date To:	08/2000 - 03/2002 (Total Yrs: 1.5)	Employment Status:	Full-Time		
Reason for Leaving:	Promoted to Dean, Attendance and Discipline				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Completed Master of Science Degree in Educational Leadership 2. Compliance with IEPs and Re-evaluations to earn maximum FTE 3. Re-structured scheduling of ESE Inclusion teachers to align each with specific courses or departments in order to build a stronger connection and increase collaboration to support students with disabilities				

Language Skills

Do you know any language other than English? No

Languages (cont.)

Please list any additional Languages below

Language 2:

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.

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Languages (cont.) continued

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

Language 3:

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

Language 4:

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

Certification

Do you hold or anticipate holding an education license or certificate?

Certificate is held

Type	Certificate Number	Expiration Date	Status
Administrative Certificate (Administrative K-12)	732655	06/30/2026	Current
Secondary Certificate (6-12) (Social Science)	732655	06/30/2026	Current
Special Teaching Certificate (K-12) (Standard/Social/Emotional Disorders)	732655	06/30/2026	Current

Please list any other endorsements and/or verifications documented on your Certificate(s):

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Certification (cont.)

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Education

Please tell us about your educational background beginning with the most recent. The following information belongs in your uploaded resume: honors, awards, distinctions, publications, presentations, and professional memberships.

Highest Degree Attained: Ed.D/Ph.D/etc.

Colleges, Universities and Technical Schools Attended:

Name and location	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree
FL - Nova Southeastern University	Organizational Leadership Hrs:	Higher Education Hrs:	Doctor of Education
FL - Nova Southeastern University	Educational Leadership Hrs:	Hrs:	Master of Science
FL - Flagler College	Secondary Education Hrs:	Hrs:	Bachelor of Arts

Statement

Tip: It is best to type your responses directly into the text areas for each question. Only plain text is supported. All bulleted lists and many quotation marks, apostrophies, and special symbols will not convert correctly when the application is printed. To avoid these errors and the resulting string of strange symbols and characters DO NOT COPY & PASTE from Word unless using plain text.

1. Please explain how your past personal and professional experience makes you a unique candidate?

Collier County is a very special community to me, it is my home. It is the place where I have lived, learned and worked for more than 40 years. My family moved to Naples when I was a small child and my parents owned and operated a local hotel where we grew up in the family business and had the principles of excellence, hard work, honesty, respect, care and compassion modeled for me on a daily basis. These values and my childhood experiences instilled in me a desire to be excellent, serve others and make a positive impact on my community.

Having grown up in Naples, I bring a unique perspective to my work in the Collier County Public Schools (CCPS). I was a CCPS student who benefited from the work of great teachers and leaders, opportunities to participate in a variety of extracurricular activities, and an extended system of community support. From my CCPS school experience, I was inspired to pursue a career in public education and chose to return to my Collier community to teach and raise my own family.

Throughout my career I have had the opportunity to work for and learn from many exceptional leaders who have encouraged and mentored me. I served in many roles at the school level: paraprofessional, ESE teacher, teacher leader, assistant principal, and principal at both middle and high school. As a high school principal, I brought both curricular knowledge and a relentless focus on the needs of every student, resulting in significant improvements in student learning and increased graduation rates. My knowledge of the community and the relationships I established over the years enabled me to develop unique instructional programming for my students providing opportunities for them to pursue interests and career aspirations, while gaining real world experiences preparing them for postsecondary success.

My leadership career took me to the district office, where I have had the unique opportunity to expand my role and make an even

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1. Please explain how your past personal and professional experience makes you a unique candidate?

greater impact. As the Executive Director for Secondary Programs, I brought my successful building level practices to scale across all secondary schools, raising graduation rates to historic levels for all subgroups of students. As School Leadership and Performance Officer, and later as Deputy Superintendent, I led the creation of a new school leadership division overseeing all district principals and providing comprehensive leadership development, from preparation to induction to career capacity building. Supported by district teams from teaching and learning and operations, an infrastructure for strong school leadership and succession management has been created.

Recently, I was humbled and honored to be chosen to lead the Collier County Public Schools as Interim Superintendent. As Interim Superintendent I have worked collaboratively with the School Board to develop new vision and mission statements and establish Board priorities which will become the foundation for the district's next strategic plan. Together, we have administered a comprehensive districtwide survey to gather stakeholder perspectives that will further inform the work moving forward. Under the Board's direction, I have established three areas of focus: fiscal responsibility, recruitment and retention of instructional and non-instructional staff, and climate.

Immediately after being named Interim Superintendent I began to address these three areas of focus. I have been working with our Chief Financial Officer to review and assess current SY23 budgets and expenditures in order to institute a new budget development process for SY24 that is both fiscally responsible and transparent. Concurrently, I have been working with the Chief Human Resources Officer on the challenges CCPS is facing as it pertains to staffing. While Collier County is experiencing significant growth in terms of new residential housing, the cost of living in Collier County is often priced out of the range of a teacher's salary. Moving forward, it will be incumbent upon the superintendent to work with Collier County government to find ways to provide affordable housing for CCPS employees and other essential workers. Finally, using data from the recent climate and culture survey, I have initiated actions responsive to identified topics to ensure that CCPS employees feel valued and recognized as contributors to the district's overall success. This will remain a key priority moving forward.

Collier County Public Schools is a 1.4 billion dollar organization responsible for educating approximately fifty thousand students and employing slightly under seven thousand full and part time employees. As a high performing school district serving a majority minority student population, excellent daily instruction is a top priority. My experiences and expertise within the district and this community have provided me with an in-depth understanding of the expectations and values the people of Collier County have of our public education system. My experience combined with my overall knowledge and understanding of the geographic, cultural and socioeconomic diversity existing in Collier County makes me a well qualified candidate. Further, I have a deep understanding of current practices and the systems that have been a hallmark of the district's success, as well as a deep understanding of the district's challenges. I have built an extensive network of personal and professional relationships across the school district, the county and the state which will be invaluable as we collectively work to shape the future of CCPS.

It is for these reasons that I believe I am a uniquely qualified candidate for the position of Superintendent of the Collier County Public Schools.

Professional References

	Reference 1	Reference 2
Name:	Jose L. Dotres	Roy Terry
Cell Phone:	954-383-7068	239-450-8501
Email:	jdotres@dadeschools.net	terry3roy@aol.com
Relationship to Candidate:	Former Supervisor	Former Supervisor, Former School Board Member
Years Known:	2	40

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Professional References cont.

	Reference 3	Reference 4
Name:	Peggy Aune	Colonel Jim S. Bloom
Cell Phone:	239-777-4430	239-595-2234
Email:	Peggy.Aune@FLDOE.org	Jim.Bloom@colliersheriff.org
Relationship to Candidate:	Former Colleague and Supervisor, Current FLDOE Vice Chancellor	School Relations Youth Bureau - CCSO/CCPS Partnership
Years Known:	15	Approx 20
	Reference 5	Reference 6
Name:	Sheriff Kevin Rambosk	Ellen Keegan
Cell Phone:	239-537-0241	239-860-1179
Email:	Kevin.Rambosk@colliersheriff.org	keeganel@collierschools.com
Relationship to Candidate:	School Relations Youth Bureau - CCSO/CCPS Partnership	CCPS Principal
Years Known:	Approx 6	13
	Reference 7	Reference 8
Name:	Paul Garrah	Megan McCarthy
Cell Phone:	239-784-2942	239-250-2522
Email:	garrahpa@collierschools.com	MMcCarthy@bgccc.com
Relationship to Candidate:	Current JROTC Teacher - Naples High School	CEO Boys and Girls Club
Years Known:	Approx 8	approximately 8

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Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, which employer?

Collier County Public Schools

If Yes, when does it expire?

June 30, 2023

When may your present employer be contacted?

Immediately

Professional Status

* Have you ever been suspended (paid or unpaid), terminated/dismissed, been asked to resign, resigned to avoid termination, or resigned to avoid discipline or an allegation of misconduct from any position while serving in a school or school district?

No

If Yes, explain:

* Have you ever had a credential, certification, or license revoked, suspended, or annulled in any state, territory or foreign country?

No

If Yes, explain:

Legal Information

* I understand that proof of eligibility to work in the United States must be provided if selected for hire.

Yes

* Have you ever been convicted of a felony or misdemeanor that would prohibit you from working in a school district under the federal or state laws in the state you're applying?

No

If Yes, explain:

Equal Opportunity Employer

Hazard, Young, Attea & Associates ensures equal employment opportunities regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors. Any individual needing assistance in making application for any opening should contact Hazard, Young, Attea & Associates at hya@hyasearch.com.

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Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the Hazard, Young, Attea & Associates to conduct an investigation of candidate to determine whether candidate has been convicted of any offenses that prohibits them from working in a school district as set forth in state and federal law, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Leslie Ricciardelli, agree to all of the terms above.

I agree

LESLIE C. RICCIARDELLI, Ed.D.

239.777.7137

▪ Ricciale@CollierSchools.com

Board Members,

It is my pleasure to introduce Dr. Leslie Ricciardelli, a proud product of Collier County Public Schools, and an accomplished leader in education. With over 28 years of experience in the field, Dr. Ricciardelli has served as classroom assistant, teacher, school-based administrator, and district leader working her way up to her current position as Interim Superintendent of Collier County Public Schools.

Dr. Ricciardelli's extensive experience working in schools throughout Collier County has given her a deep understanding of the needs of the students and their families. Her familiarity with the demographic and socioeconomic makeup of the county has also provided her with invaluable insight that enables her to provide targeted and appropriate supports to teachers and administrators.

Dr. Ricciardelli is passionate and devoted to what she believes in, and her sense of purpose is palpable. Dr. Ricciardelli is driven to make a difference and is continuously seeking ways to improve the educational experience. Her unwavering commitment to her work is a testament to her character and dedication.

Dr. Ricciardelli is a skilled and proven problem solver and seeks to understand the underlying issues and challenges impacting the educational system. She is a private individual who values introspection and self-reflection, which has been the driving force behind her personal-professional growth.

Dr. Ricciardelli has built strong relationships with community and business partners, and her dedication to education has earned her the respect of her colleagues and peers. She is a homegrown leader who continues to make a significant impact on the educational landscape of Collier County.

