

DR. MARIANNE SIMON

13 Senegal Drive, Ponte Vedra, Florida 32081 (904) 234-4715
simonm@duvalschools.org

An educational leader with 24 years of experience dedicated to the students and families of Duval County Public Schools. An innovative leader with a focus on data-driven, collaborative decision-making in order to make a positive impact on student outcomes. A relationship-builder, who instills trust and inspires excellence in others. A systems thinker who understands and can implement Florida Law while keeping students at the center of implementation. An excellent communicator and committed consensus builder who is visible and present in the community and school events.

EDUCATION

MAY 2023

Ed.D. EDUCATIONAL LEADERSHIP, UNIVERSITY OF NORTH FLORIDA

Defended and passed on February 28, 2023, graduation May 2023

Dissertation title: New Principals: Experiences that Influence the Role

MAY 2005

M.A. EDUCATIONAL LEADERSHIP, UNIVERSITY OF NORTH FLORIDA

MAY 1999

B.A. SPECIAL EDUCATION, UNIVERSITY OF WEST FLORIDA

CERTIFICATIONS

Educational Leadership-FL- All Levels

School Principal-FL-All Levels

Emotionally Handicapped-FL-All Levels

EXPERIENCE

06/01/2019-CURRENT

ELEMENTARY REGION SUPERINTENDENT, DUVAL COUNTY PUBLIC SCHOOLS

- Supervise 35- 67 Duval County elementary schools with a wide-range of diverse students, staff, and school needs.
- Set goals and targets for each school based on their individual needs to assist the district in our goal of becoming an A district.
- Conduct Instructional Reviews at all schools which includes systematic rubric and observation tool used on classroom observations with a focus on task and assessment alignment to new Florida Benchmarks and students' engagement on aligned tasks and assessments.
- Develop an Instructional Review Support Plan for each school based on the outcomes of their

Instructional Review in collaboration with the school leadership team to include steps the school will take and the types of district support that will be provided to help move the school to the highest level of the rubric (Mastery).

- Conduct 4-Step Data Analysis meetings with each school after each state or district assessment to measure progress towards yearly goals and to develop appropriate interventions to work towards those goals in collaboration with school leadership teams.
- Coordinate and deploy a team of Specialists to support schools with common planning, lesson development, small group instruction and progress monitoring.
- Participate in budget meetings with principals, support new principals with budget and FTE processes, and advocate for additional funds for those schools in need. Total budget of my schools has been between \$88,000,000 and \$250,000,000 without Title I and other add-ons.
- Collaborate and provide support to principals on instruction, data analysis, school culture, school management, budget, discipline, HR actions, navigation with union concerns, school improvement, stakeholder input.
- Complete beginning of year, mid-year, and end of year evaluations on school principals.
- Respond to constituent concerns in a timely manner.
- Lead professional development for school admin and teachers on best practices for diverse populations.
- Support schools in gathering 5 Essentials data each year in order to gain feedback from parents, students, and staff.
- Work with schools to develop a plan based on 5 Essentials data, including gathering next steps from parent groups, student groups, and faculty.
- Assist principals with problem-solving and when needed, decision-making in challenging situations.
- Summer Programs Coordinator for the district including programs for students in PK-12. Directly responsible for site selection, budget, communication with all departments and schools, promotion, selection of students, communication to parents, data analysis, and monitoring of Good Cause Exemptions for our 3rd grade students.

07/01/2007-06/01/2019

PRINCIPAL, DUVAL COUNTY PUBLIC SCHOOLS

- Developed a shared vision with all stakeholders.
- Promoted a positive learning and working environment.
- Used data for planning, staff development, and school improvement.
- Provided instructional leadership.
- Managed the daily operation of the school, including school-wide budgets of up to \$5,000,000.
- Fiscally responsible with Title I budget for use on student needs.
- Engaged the community in various activities at the school.
- Set high expectations for faculty, staff, and students with also providing the support needed to obtain those expectations.
- Maintained professional code of ethics for myself and that of employees.
- Maintained collaborative relationship with teacher's union when dealing with issues and concerns.
- Responsible for making appropriate decisions based on individual situations and available data while abiding by district policies and procedures.

ARLINGTON HEIGHTS ELEMENTARY-2018-2019

▪ **HIGHLIGHTS**

- Moved school from school grade of D to B in one year.
- Acaletics model school for implementation with 18% increase in math proficiency, 29% increase in math gains, and 23% increase in math learning gains for the lowest 25%.

- Implemented House System with all students PK-5 to build strong school culture.
- Continued the work of Leader in Me at the school.

REYNOLDS LANE ELEMENTARY-2014-2018

▪ HIGHLIGHTS

- Moved school from school grade of D to C.
- Finalist for Leonard Miller Principal Leadership Award
- Accepted into and completed Leadership Florida-Education Class II
- Chosen to speak in Tallahassee on behalf of the school district-advocating for a change in accountability for schools in Turnaround-also on recommendations for Lowest 300 and the use of the extra hour in reading.
- Developed clothes closet and food pantry for families in need.
- Partnered with Blessings in a Backpack to provide meals for students on the weekends and long holidays.
- Attended Harvard's National Institute for Urban Leaders
- Completed three years of Duval County's Principal Academy

WATERLEAF ELEMENTARY-2011-2014

▪ HIGHLIGHTS

- Opened brand new school with involvement in every stage from construction, furniture selection, community meetings, staffing, and promotion.
- Achieved A status the first year opened.
- Implemented and directed an afterschool Drama Club that has continued for 12 years with a large production each year.
- Collaborated with a very active PTA and SAC to align school goals with community and district goals.

WOODLAND ACRES ELEMENTARY-2007-2011

▪ HIGHLIGHTS

- Moved school to its first and only A rating.
- Applied for and granted new Medical Arts Magnet School program.
- Collaborative partner with University of North Florida as an Urban Professional Development School.
- Partnered with faith-based partners to provide food, backpacks, and clothes at the beginning of each school year.

07/01/2005-06/30/2007

ASSISTANT PRINCIPAL, DUVAL COUNTY PUBLIC SCHOOLS

- Supported principal in moving the school from a D to a B.
- Counseled and disciplined students.
- Created school-wide discipline plan based on Foundations program.
- Analyzed various forms of reading and math data to assess school needs.
- Met with teachers monthly to review data and assist teachers in prescribing instruction.
- Responsible for classroom observations and curriculum.
- Developed professional development activities, including implementation of standards-based curriculum.
- Oversaw inclusion program including training, scheduling, and progress monitoring.

- Assisted with general operation of the school.

07/31/2004-07/01/2005

ESE READING SPECIALIST, DUVAL COUNTY PUBLIC SCHOOLS

- Oversaw the Reading Initiative in Duval County Elementary schools.
- Trained teachers in the use of Direct Instruction and various other reading tools.
- Managed budget of over \$1,000,000.
- Worked with consulting firm on providing coaching to ESE teachers.
- Worked closely with general education leaders on inclusionary practices.
- Developed an assessment portfolio to be used with Direct Instruction.
- Participated in K-12 Comprehensive Reading Plan for Duval County.
- Met with principals monthly to discuss reading program in their elementary schools.

08/01/1999-06/01/2004

ESE TEACHER, DUVAL COUNTY PUBLIC SCHOOLS

- Teacher of the Year 2003-2004
- Model Classroom for ESE Reading Initiative
- Mentor to new ESE teachers
- Mentor to Transition to Teaching participants
- ESE Liaison 2000-2004
- Participant in Leadership Team with training in SREB modules.
- Provided Direct Instruction to multi-leveled students in Reading, Spelling, and Language.
- Employed effective, positive, and equitable classroom management techniques.
- Participated in IEP and parent meetings.

Candidate: Dr. Marianne Simon

Position/district: CCPS Superintendent of Schools

Date: March 2023

For the past four years Dr. Simon has served as a Regional Superintendent for the 129,000 student Duval County Public Schools. In this capacity the applicant is responsible for the direct supervision of 35 of the Duval County elementary schools. For two years during Covid she had responsibility for all 67 Elementary schools. During the applicants 24-year tenure in the district she has served as a building principal, assistant principal and ESC reading specialist. The candidate was described by references as a dynamic but humble. The applicant was also described as being an innovative leader who uses data and her people skills to develop collaborative alliances that have resulted in positive student outcomes. One reference said, "Dr. Simon is intelligent, witty, and extremely effective in researching educational trends, strategies and methods which support improvement of school performance for the varying school types in her region. She is proven to help close achievement gaps by ensuring schools have the supports they need."

References include the candidate's immediate supervisor for the past four years, a direct administrative report and service recipients.

1. How would you describe the candidate's leadership style and ability to work with diverse stakeholder groups that have different priorities?
 - Visionary, who understands that not everyone is on the same page; but can and will bring people together to achieve common goals
 - Listener – ability to listen to diverse stakeholders without imposing a point of view or specific method/solution
 - Guides the team toward agreed to goals although the team may use varied and different approaches to achieve the goal
 - Visionary – people look up to her because she respects all the stakeholders, parents with different backgrounds trust her in Duval.
 - Diplomatic - She builds relationships with all the stakeholders.
 - Honest and open communicator; the trust and relationships she builds allows stakeholders to express themselves.
 - Listens to all points of views and helps them come together to reach the same goal.
 - Humble
 - Calm
 - Smart
 - Supportive

- Always does what is best for students/children; will move mountains for children to get them what they need to be successful
- Brings together the parties to meet the needs students where they are
- Can neutralize a combative and challenging environment
- Dynamic leader
- If she doesn't know the answer, she will admit it and pursue the answer
- Servant leader - She rolls up her sleeves and does the work; doesn't ask something of her team that she is not willing to do herself.
- Learns and understands her teams; wants to understand each team member as an individual; their strengths, challenges and uses this to motivate the teams for the children
- Accepting of all and provides support for all

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

- She is well received and open to input
- Delivers on goals – accomplishes what she set out to do.
- All positive; don't know of anything negative.
- Her successes and accolades
- Highly respected by all levels in the district
- Her dedication will be reflected
- Her work: she leads by example

3. What do you consider the candidates greatest strengths?

- Visionary
- Ability to simplify the complex to get to the output. She doesn't get lost in the sauce. She understands the goals and creates a simplified plan to get there without losing the integrity of the goal.
- Guide on the side; not authoritarian. Allows staff to develop while also ensuring that students are making progress. Brings in the supports for staff, grows staff while instructing and teaching students.
- Understands the details of education and the individuality of the students and instructors. She guides while allowing instruction to occur to meet the needs of individual students.
- She leads by example; people want to work for her.
- Caring – cares passionately about children
- Humble
- Data driven and organized.
- Ability to project goals
- Clear vision and focused
- Strategic – tracks data and is visible, hands on
- Visible – walks the schools, builds relationships

- Vulnerable
- Transformational
- Relational – wants to be a support for all levels of the education enterprise.
- Doesn't enjoy conflict but will not shy away from it. Her focus will be on enabling students to be served and so teachers can do their job.
- Supportive; even with challenging environment and limited resources; she will move mountains to get what is best for students.
- Data driven and ability to analyze in a way that drives the district to success; has a different lens on instituting change. Uses both data and relationships to bring about change – this is a transformational approach that she has proven to be successful
- Insight that is impactful and motivating.

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

- Not in her demeanor to be confrontative, she is observational, eloquent with her words. Sometimes I would like her to be a little more assertive/aggressive. However, her style works. She could be more demanding but it's not in her repertoire.
- Probably financial; she runs summer school program and is familiar with budgeting, however at the full district level a slight learning curve

5. How will the candidate react in a crisis situation?

- Pull in the right people to address the situation.
- She will allocate resources accordingly to deal with the crisis.
- She is calm under pressure and is amazing to watch
- Focus on what matters and does not get involved in the hype
- Driven by a checklist of what needs to be done.
- Follow-up on all aspects of the situation and provides support
- Addresses immediate concern; has the ability to read the situation; pulls together a plan and then allows team to execute.
- Gives leverage to the team to get the situation addressed while keeping all accountable.
- We deal with crisis daily in Duval, calm
- Listens to the facts to get all the information
- Hands on; whatever level.
- Parents have her phone number; she is all in; hands on; 24/7; never gets frazzled.
- Meticulous in her approach to resolve issues

6. Would you describe the candidate as an educational leader or manager or both and why?

- Both – she knows education inside and out but can manage operational systems. Vacillates between the two on a dime. Strikes a balance between the two sides of education; she manages her team through the lens of education (curriculum and instruction)
- Ed Leader – she knows how to run an educational system.
- Both – stronger suit is ed instructional leader; well read. Just completed doctorate; but understands management to get the job done. She manages the resources to deliver on educational outcomes.

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 perspective on the candidate's leadership skills?

- She understands what works in education. She knows why the initiatives, instruction, curriculum works and why. She just doesn't promote accomplishments.
- Ability to adjust the implementation as she monitors the progress. There are educators who talk about how to implement but don't really understand the nuts and bolts of implementation to close the achievement gap. She can adjust resources or the plan for individual children to meet their needs. She knows where she has resources and how to use them.
- People want to follow her and work with her in Duval; she is an inspiration.
- She is a culture builder.
- Giving, compassionate; in education for all the right reasons. I sought to work with her.
- I would follow her anywhere; people will follow her; she establishes trust and loyalty.
- Relationship leader
- Compassion
- Ability to meet people where they are and provide support to institute change. She sees the strengths in people and capitalizes on these strengths to bring about change and accomplish goals.
- She has proven success in one of the big seven school district in Florida.
- Calculated risk taker

Hazard, Young, Attea & Associates Online Application

Simon, Marianne - AppNo: 846

Date Submitted: 3/18/2023

Personal Data

Name: Dr Marianne P Simon
(Title) (First) (Middle Initial) (Last)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other: Ms Marianne P Simon
(Title) (First) (Middle Initial) (Last)
Email Address: simonm@duvalschools.org

Postal Address

Permanent Address

Number & Street: 13 Senegal Drive
Apt. Number:
City: Ponte Vedra Beach
State/Province: FL
Zip/Postal Code: 32081
Country: United States of America
Daytime Phone: (904) 2344715
Home/Cell Phone: ()

Present Address

Number & Street:
Apt. Number:
City:
State/Province:
Zip/Postal Code:
Country:
Phone Number:

Employment Desired

Open Vacancy Desired:

JobID: 1206 School District/Cooperative: Collier County Public Schools -
Superintendent at Collier County Public Schools

Date Last
Submitted
3/18/2023

Experience in
Similar Positions
0 years

Social Media

Please list an relevant social media links below:

Facebook:

Twitter:

LinkedIn:

Personal Website:

Other:

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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	
Region Superintendent, Duval County Public Schools I support my schools with their budgets-approx \$250,000,000 Elementary		129,000 in County, 18,000-36,000 in my region Jacksonville, FL 32207 904-390-2000		Scott Schneider 904-390-2675 schneiders@duvalschools.org Chief of Schools	
Date From - Date To:	06/2019 - 03/2023 (Total Yrs: 4)	Employment Status:	Full-Time		
Reason for Leaving:	Still in position				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Supervised 67 schools during the first two years with a range of schools from the beach area, urban core area, and rural areas. Also ranging in school grades from A-D. Working with such a diverse group of schools has allowed me to learn so much from each school and to make it a priority for the principals to meet and learn from each other. 2. Assisted all 67 schools with going to online learning during COVID-19. Supported principals and assistant principals through this time by meeting virtually, dropping off special treats, and just being a listening ear for them. 3. Developed the first ever online Summer School program in DCPS in the Summer of 2020. Organized teams to deliver materials to our students and teachers. Worked with food services, human resources, transportation, budget, and academic services. 4. Developed a rigorous Summer School program since students have returned in an effort to recoup learning loss from COVID-19. Program is for students K-7 and then credit recovery for 8th and 12th graders. 5. Have been a part of the half-penny sales tax initiative as far as promoting at the beginning and now with it passed, assisting in the new school builds in my region. We will be breaking ground on the first new school in my region this summer and we are in the planning stages for 3 additional new schools to open in 2025.				
Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Principal, Duval County Public Schools varied depending on school-\$3,500,000-\$5,000,000 Elementary		from 420-700 Jacksonville, FL 32207 904-390-2000		Randall (Jud) Strickland 904-904-881-9071 StricklandR@duvalschools.org Region Superintendent	
Date From - Date To:	08/2007 - 06/2019 (Total Yrs: 12)	Employment Status:	Full-Time		
Reason for Leaving:	Promotion to Region Superintendent				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Raised Woodland Acres to its first and only A rating in 2011 as their principal. 2. Opened a brand new school as principal in August 2011. Involved in all processes of the opening including community meetings, staff selection, and collaboration with district departments. 3. Participated in and completed Leadership Florida-Education Class II. 4. Finalist for the Council for Educational Change's Leonard Miller Award in 2016. 5. Raised Arlington Heights from a D to a B in 2019 after being principal for one year.				

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Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Assistant Principal, Duval County Public Schools \$3,500,000 Elementary		650 Jacksonville, FL 32207 904-390-2000		Stephanie Manabat 904-249-1691 manabats@duvalschools.org Executive Director	
Date From - Date To:	08/2005 - 06/2007 (Total Yrs: 2)	Employment Status:	Full-Time		
Reason for Leaving:	Promotion to principal				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Assisted the principal with moving Woodland Acres from a D to a B in 2007. 2. Worked collaboratively with the district and teachers to transition self-contained students with disabilities to an inclusionary model at the school. 3. Developed a school-wide behavior management system with incentives. 4. Worked collaboratively with the University of North Florida as a Professional Development School. Hosted pre-interns, interns, planned professional development, and provided feedback to the professors.				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
ESE Reading Specialist \$300,000 Organization		129,000 Jacksonville, FL 32207 904-390-2000		Stephanie Manabat 904-249-1691 manabats@duvalschools.org Executive Director	
Date From - Date To:	08/2004 - 07/2005 (Total Yrs: 1)	Employment Status:	Full-Time		
Reason for Leaving:	Promotion to Assistant Principal				
May we contact this employer?	Yes				
Significant Accomplishments at this Position (no more than 5; be concise)	1. Presented data to school principals on the benefits of a particular reading program for their students with disabilities, while giving tips and suggestions on how to implement with fidelity. 2. Developed a systematic approach to coaching teachers, providing support, and monitoring student reading data for ESE teachers across the district. 3. Collaborated with multiple district departments (Title I, ESE, Academic Services, Budget, Textbooks, Accountability) in order to meet the needs of our ESE teachers and students with disabilities.				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
ESE Teacher 0 Elementary		129,000 in County, 350 in school Jacksonville, FL 32207 904-390-2000		Carolyn Davis 904-390-2000 DavisC@duvalschools.org Principal	
Date From - Date To:	08/1999 - 06/2004 (Total Yrs: 5)	Employment Status:	Full-Time		
Reason for Leaving:	Promotion to Specialist				
May we contact this employer?	Yes				
Significant Accomplishments at this Position	1. Named Teacher of the Year in 2004 for my school. 2. Advocated for my students with emotional disabilities to be mainstreamed into general education classes by providing support and training to the general education teachers.				

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Experience Continued

Significant Accomplishments at this Position (no more than 5; be concise) continued...	<ol style="list-style-type: none">3. Served as lead teacher for the ESE department at my school, continuously advocating for my ESE students to be included in all school activities and planning.4. Served as a model classroom for Reading Mastery-Direct Instruction.5. Served as a mentor teacher to interns and first year teachers.
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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?

No

If yes, please indicate which language(s)

Please indicate your skill level below.

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

Language 3:

Can you communicate using any other world languages?

No

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?

No

If yes, please indicate which language(s)

Please indicate your skill level below.

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

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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/General Administrative)	815560	06/30/2024	Current
Special Teaching Certificate (K-12) (Standard/Social/Emotional Disorders)	815560	06/30/2023	Current

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

School Principal

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 - State University of Florida, University of North Florida	Educational Leadership Hrs: 63	Hrs:	Ed.D
FL - State University of Florida, University of North Florida	Educational Leadership Hrs: 39	Hrs:	MA
FL - State University of Florida, University of West Florida	Special Education Hrs: 143	Hrs:	BA

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?

I have wanted to be an educator since I was a very little girl. I remember forcing my brothers and sister to play school with me all the time. Everyone just knew that I was going to be a teacher. I never wavered from that dream, but I have always propelled myself forward in order to be in positions where I was needed most. I originally was in the Elementary Education track when I heard a professor talk about how much we needed special education teachers. I instantly knew that I needed to switch my major to special education. That is where my journey started, as a special education teacher, working with students with emotional and behavior disorders. I enjoyed my years working with children with so many unique needs and it was not long before I decided I needed to go into administration so that I could make an impact for these students on a larger scale.

One of the first things I accomplished as an assistant principal was to help move our self-contained students with disabilities into

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

inclusionary settings where they could receive their services in the least-restrictive environment. This process opened up so many additional experiences not only for our students with disabilities, but also our general education students who learned so much about acceptance and embracing the differences in others. From that experience, I moved into the principal role at the same school.

I was able to lead four different schools as a principal, and I moved schools by my request each time in order to afford myself a variety of experiences. My first school was a Title I school with very challenging student behaviors. Creating sound behavior management systems allowed us to focus less on behavior and more on ensuring students received quality, grade level tasks that propelled us to an A. I then requested to be moved to Waterleaf Elementary. It was a brand-new school being built and I was very excited about the opportunity to experience opening a school. This school was not a Title I school and I learned a lot about parent involvement and working collaboratively with the community. After three years, I was really called to return to the work of a Title I school and volunteered to go to a Turnaround school. Once that school came out of Turnaround status, I asked to go to yet another Turnaround school and was able to move them out of Turnaround status as well.

I attribute my success at each of my schools as principal to my ability to rally teachers, students, parents, and community members to one cause...the success of all students. I did this by having open communication with all stakeholders, high expectations for all stakeholders, providing support in order to meet those high expectations, and celebrating all of the successes along the way. Everyone knew I was a principal who worked hard, showed kindness and patience, and got results.

I was not expecting the move into a district leadership position, but the work I was accomplishing as a principal was recognized by our Chief of Schools and there was a desire for me to share my strengths with other school principals. I have been so fortunate over the last four years to mentor, teach, and learn from so many amazing leaders in our district. In this current role, I have been trusted to fill in for the Chief of Schools when he is out and have been appointed the Summer School Coordinator for the last four years. The Summer Programs role has given me great experience in working with all grade levels K-12 and with multiple district departments. Although I feel there is always so much more work to do when trying to improve outcomes for students, I am ready to move into the next chapter of my career where I can impact an entire school system.

To summarize, I feel that my past personal and professional experiences makes me a unique candidate in that I have a proven track record for high student achievement, I always keep students first in decision-making, and I understand that it takes a collaborative effort from the Superintendent, School Board, district departments, school-level stakeholders, parents, and the community to make a school system great.

Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Stephanie Manabat	Sanethette Shubert
Cell Phone:	904-249-1691	904-536-6452
Email:	manabats@duvalschools.org	shuberts@duvalschools.org
Relationship to Candidate:	She was my Past Supervisor and now I am her supervisor	I am her supervisor
Years Known:	20 years	4 years

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Professional References cont.

Reference 3 of 3	
Name:	Scott Schneider
Cell Phone:	904-252-1844
Email:	schneiders@duvalschools.org
Relationship to Candidate:	He is my supervisor
Years Known:	4 years

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Disclosures

Contract Status

* Are you currently under contract?

Yes

If Yes, which employer?

DCPS

If Yes, when does it expire?

06/20/2023

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.

Hazard, Young, Attea & Associates Online Application

Simon, Marianne - AppNo: 846

Date Submitted: 3/18/2023

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, Marianne Simon, agree to all of the terms above.

I agree

Marianne Simon is a Region Superintendent in Duval County Florida. She is married and has two adult children. Her husband, Dan, is a Network Engineer at Hewlett Packard Enterprise. Her son, Andrew, is a marine science teacher at Mayport Elementary and her daughter Hali is a junior at the University of North Florida studying Criminal Justice.

Dr. Simon's leadership style can best be described as humble leadership. She leads by practicing emotional intelligence while showing appreciation for others. This enables her to create a work environment that prioritizes employee empowerment. Dr. Simon is a successful leader who brings out the best in her principals by making them feel purposeful, motivated, and energized to do the work at hand. She provides constant support and daily inspiration which helps build a true culture of learning where her principals feel safe to take risks and share ideas with one another.

Dr. Simon is solution-oriented in the face of adversity. Many would say a strength of hers is keeping calm in challenging circumstances. She is able to diffuse situations with her effective communication skills, strong interpersonal skills, and her ability to reflect and develop solutions. Her soft skills are apparent and crucial when communicating honestly and with transparency to principals, parents, and other stakeholders.

In closing, Marianne Simon is a highly respected, committed leader ready to lead an entire school district. She can best be described by a direct quote given to her from one of her principals. "Thank you so much for being so supportive, understanding, generous, helpful, motivating, patient, etc. I could continue on and on with positive things to say about you. You are an amazing boss who I utterly respect and look up to."

