

Trent Bowers



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Educational Service Center of Central Ohio Online Application

Bowers, Trent - AppNo: 18016

Date Submitted: 4/11/2011

Personal Data

Name: Bowers Trent H Dr.
(Last) (First) (Middle Initial) (Title)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other:
(Last) (First) (Middle Initial) (Title)

Email Address: [REDACTED]

Postal Address

Permanent Address

Number & Street: [REDACTED]
City: [REDACTED]
State: [REDACTED]
Zip Code: [REDACTED]
Daytime Phone: 614 825-0926
Home Phone: [REDACTED]
Cell Phone: [REDACTED]

Present Address

Number & Street:
City:
State:
Zip Code:
Phone Number:

Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 1202 Superintendent: Superintendent-Worthington at Worthington City Schools	4/11/2011	3 years

Position Desired:	Experience in Similar Positions
Administration 1. Superintendent	-
Superintendent 1. Superintendent - Worthington	-

JobID 1202 Questions

Why do you believe you are a strong candidate for this position (i.e. your strengths, contributions, etc.)?

I have always had the ability to work well with people and to help people accomplish challenging goals. I believe in what's possible. I won't let what has always been done or who has always held a certain responsibility get in the way of what needs to be done. Everything I do will be with care and candor. I'll take care of people and create an environment that people want to be in.

I've been a teacher and a school principal. Within Worthington I have in-depth knowledge of how the Human Resource operation works and how Academic Achievement works. This year I have been part of creating the district leadership framework, evaluating directors, communicating expectations to principals and making changes in technology. I have participated in all community conversations and have listened to the community feedback. I have forged working relationships with both law firms that currently represent the district with employee related issues. I have in-depth knowledge of all pending legal issues and have plans for administrator transitions. There is no one within or outside of the organization who has such a 360 degree view of Worthington's operation.

I grew-up on the west side of the district. I've taught on both sides of the district and I currently live on the east side of the district. I have a real understanding of each area's perspective on different issues. I have meaningful relationships with many members of our business community and local government community. I see things from the view of an employee, a parent and as a taxpayer. I can sit in the barbershop and listen to the pulse of the community. Most importantly I care deeply about the future of our school system and our community. I am vested in making sure that every decision we make is good for kids and is good for the community. I'm not afraid of change, but I understand the need to hold on to important traditions.

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JobID 1202 Questions continued

What recent piece of literature has influenced your leadership beliefs?

Team of Rivals: The Political Genius of Abraham Lincoln by Doris Kearns Goodwin, 2005

This book talks in depth about how Lincoln juggled the opposing views and needs of a radical political culture. It seems trite to compare the modern superintendency to what President Lincoln dealt with, however there are obvious parallels. Lincoln had the unique ability to put himself in the place of other men, to experience what they were feeling, to understand their motives and desires. This capacity enabled Lincoln to bring disgruntled and talented people together to use their collective capacity for the greatest good.

What was your most challenging issue as a leader and how did you resolve it?

In 2007 I was asked to build, staff and open Northwood elementary school as the principal while remaining as the principal at Navin Elementary. The schools were two miles apart and would hold over 600 students. This opportunity presented some unique challenges both from a time management standpoint and a human relations standpoint. Leadership is helping people move forward to accomplish more than they personally believe is possible. In this case I needed to provide leadership for two schools while also accomplishing the daily tasks necessary to construct, purchase materials for, staff, and open a new school. I accomplished this through constant communication. I worked tirelessly to communicate our vision for student success. All members of the school community, staff, parents and students understood their role in helping our students to succeed. Daily I communicated what was important and then I empowered others to use their talents within our established framework. This challenge helped me understand how I lead best. I will constantly communicate with all stakeholders to make certain we are all working towards the same goals. I will monitor progress and allow others to use their unique talents. Serving as the principal at two schools is never easy. Building and opening one of those schools added to the challenge. Learning to communicate effectively and empower others became a lasting lesson.

Education

High School Attended: Worthington High School, Worthington, Ohio
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Education Continued

Name and location	Dates Attended: From - To	Major area of study	Minor area of study	Degree	Date Conferred or Expected
Ashland University, Ashland Ohio 73 semester hours	05/2005 6/2009	Educational Leadership		Ed.D.	May 2009
Ohio State University, Columbus Ohio 46 semester hours	06/1999 03/2001	Educational Administration		MA	03/2001
Taylor University, Upland Indiana 127 semester hours	8/1991 5/1995	Elementary Education		BS	05/1995

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Experience Continued

Responsibilities/Accomplishments continued...

- Supervised, led and evaluated twenty-six regular classroom teachers and a full complement of student support services. Made contract recommendations to the superintendent.
- Implemented Assessment for Learning and Professional Learning Communities with all school staff members.
- Supervised special education programs and was the district representative for IEP and 504 conferences.
- Trained all staff in the Honda Quality Tools and created opportunities for all students to be empowered in their personal learning through personal learning plans and data notebooks.
- Initiated and founded a school community partnership with the Parent Teacher Organization, the Union County Big Brother/Big Sister Organization, and the Union County Health Department.

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Worthington City Schools Teacher		200 E. Wilson Bridge Road Worthington, OH 43085 614-883-3000		Dr. Melissa Conrath 614-883-3000 mconrath@worthington.k12.oh.us	
Date From - Date To:	08/1997 - 07/2001	Full/Part Time:	Full	Last Annual Salary:	45,000
Reason For Leaving:	Professional Growth				
Responsibilities/Accomplishments	Dean of Students at McCord Middle School Fifth and Sixth Grade Teacher at Evening Street School				

Professional Activities

List professional activities:

- Vision, Continuous Improvement, Focus of District Work
- Implemented a District Leadership Framework with measurable objectives.
 - Facilitated the creation of a balanced scorecard to measure district progress and hold administrators accountable.
 - Successfully developed and carried out a middle school restructuring plan to increase student choice and reduce middle school costs by over one million dollars.
 - Has demonstrated much success as a change agent. □Change is loss. □Effectively implements plans with precision, harmony and cooperation. Highly skilled in emotional intelligence and coaching.
- Communication and Collaboration
- Optimally uses all forms of communication, which has been successful in passing levies, dealing with conflict, creating new visions and inspiring cooperation among diverse groups.
 - An empathetic listener that is skillful in conflict resolution.
 - Communicates high expectations with strong credibility.
- Policy and Governance
- Develops innovative and powerful training techniques.
 - Assists team members in reaching new levels of skills, knowledge and attitudes.
 - Excels in empowering people, establishing collaborative norms and setting goals for maximum team effort.
 - Effectively draws on the strengths of all team members.
- Instruction
- Re-designed administrative job accountabilities to focus on instruction and school support.
 - Leads school renewal with a focus on 21st Century Skills in Communication, Collaboration, Creativity and Critical-thinking
 - Collaborates regularly with high school administrators to develop an International Baccalaureate program and interest driven academies.

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List professional activities:

- Successfully implemented the Ohio Improvement Process to focus district efforts.
 - Diligently collaborated on the Credit Flexibility plan.
- Resources
- Delivered cost savings through reductions identified by the State Performance Audit.
 - Established and maintained relationships with other profit and non-profit organizations.
 - Demonstrated fiscal responsibility and strong budgetary skills in school finance.
 - Served on the district's administrative team during contract negotiations for both certified and classified staff in two different school districts.

Military Experience

Branch of Service

Current Commitment

Discharge Status

Total Years

Note: Please be prepared to provide discharge papers should you be called for an interview.

	Undergraduate	Graduate
Overall GPA	3.2/4	3.9/4
Major GPA	3.2/4	3.9/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
EdD/PhD	15	Educational Leadership

List honors, awards or distinctions you have earned:

Certification/Licensure

Do you hold a National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate an Ohio certificate/license? **Certificate/License is held**

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Certification/Licensure Continued

Type	Certificate/License Number	Expiration Date	Status
Superintendent	OH1-17-3284	06/30/2014	Current
Principal (Elementary Principal (PK-6), High School Principal (7-12))	OH1173284	06/30/2014	Current
Elementary (1-8)	OH1173284	06/30/2014	Current

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

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

State	Type	Certificate Number	Expiration Date	Current?
			mm/dd/yyyy	

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

Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

Why do (did) you want to become an administrator?

I became a school administrator because I wanted to make a long-term positive difference in the lives of students, their families and the community. I choose the field of education to give back to others. My move into administration takes advantage of my ability to lead people, to relate with diverse groups of stakeholders and to shape the future of our schools and our community.

What about being an administrator has been (will be) most rewarding to you? Why?

The most rewarding thing about being a school administrator is helping others to succeed at our common vision and purpose. There is a joy in working with others to accomplish what cannot be accomplished alone. The work is difficult and often is messy because of the human issues, however it is extremely rewarding to work with others towards a common purpose and a common good.

As an administrator, what communication approaches or systems are (would be) most effective for you?

As an administrator I will use all forms of communication. Most importantly I will listen to others and learn from their perspectives and their knowledge. I will seek feedback from multiple stakeholder groups. I will be approachable and available to others. I work to listen first and speak second. When I do speak I seek to be direct and honest in my communication. I will also strive to keep all stakeholders informed of our common vision for the school district. I will communicate in written form, using web and digital tools.

What do you consider to be your major strengths as an administrator?

I believe I have two major strengths as an administrator. The first is that I work well with a diverse set of people. I keep my emotions in check at all times and am able to listen and relate to the people I work with. I seek to always remain authentic and honest. I communicate with people with care and candor. The second strength I bring is an ability to see the big picture. I often understand how one thing relates to another. I work hard to understand political forces and their impact on the school district. This allows me to be proactive in my actions and to work through situations before they become real situations.

Statement continued

In your previous experience, in what ways have you most influenced a school and community?

In my current experience I have been able to bring trust and integrity to the department that I serve in. Through my daily interactions with all stakeholders, through my follow-up on details, and my regular communication I have been able to create a culture of trust that helps all 1200 employees in Worthington Schools.

How will you delegate responsibilities to others?

I would choose to delegate responsibilities to others based upon the person's strengths and their interests. If the person has strength in an area and also an interest in this area that is the ideal time to delegate a responsibility. I will not delegate difficult conversations to communications to employees. I will allow others to receive praise, but will always take responsibility for our shortcomings.

What methods or approaches do you use most to bring about change in a school?

Change is loss for many. Worthington is an established excellent school district. There is an expectation of success. This is critical. But sometimes we also feel like a large American automobile company. We resist change and often find reasons why things won't work or can't work. For us to be successful this will need to change. We need to evaluate everything we do and ask ourselves "Why do we do this?" "What purpose does this serve?" "We need to become more collaborative and less role oriented. Together we will grow and excel. We cannot succeed in isolation.

There are several guiding questions for our work:

- * Is this good for kids?
- * What do we want students to learn?
- * How will we know when a student has learned the material?
- * How will we respond when a student experiences difficulty in learning or needs extensions?
- * Why Not?

As the leader of the organization there are several things that I believe are critically important. It's important that all employees and all students receive a simple message:

1. What we're doing here is important.
2. You can do it!
3. I'm not going to give up on you-even if you give up on yourself.

Likewise, as we set out to change the culture in our organization and we have a message that we need all to internalize, as the leader I will:

- * Say it
- * Model it
- * Organize for it
- * Protect it
- * Reward it

These questions and these strategies are important in a time of change.

Language Skills

Do you know any language other than English? No

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Professional References

	Reference 1 of 3	Reference 2 of 3
Name:	Dr. Melissa Conrath	Mr. Larry Zimmerman
School/Org:	Worthington City Schools	Marysville Exempted Village Schools
Current Position:	Superintendent	Superintendent
Home Phone:	██████████	
Cell Phone:	██████████	██████████
Work Phone:	614-883-3000	937-644-8105
Mailing Address:	200 E. Wilson Bridge Road Worthington Ohio 43085	1000 Edgewood Drive Marysville Ohio 43040
Email:	tbowers@worthington.k12.oh.us	ldzimmer@marysville.k12.oh.us
Relationship to Candidate:	Supervisor	Former Supervisor
Years Known:	3	10
	Reference 3 of 3	
Name:	Mr. Mark Glasbrenner	
School/Org:	Worthington City Schools	
Current Position:	Assistant Superintendent	
Home Phone:	██████████	
Cell Phone:	██████████	
Work Phone:	614-883-3040	
Mailing Address:	200 E. Wilson Bridge Road Worthington, Ohio 43085	
Email:	mglasbrenner@worthington.k12.oh.us	
Relationship to Candidate:	Supervisor	
Years Known:	3	

Referrals

How did you hear of our vacancy(ies)?

District Employee		
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Current Status

Contract Status

* Are you currently under contract?

Yes

If Yes, which district?

Worthington City

If Yes, when does it expire?

2013

When may your present employer be contacted?

Anytime

Professional Status

* Have you ever been employed under a continuing contract in Ohio?

No

If Yes, where?

--

When?

--

* Have you ever been denied tenure/a continuing contract?

No

If Yes, explain:

--

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Current Status continued

* Have you ever failed to be rehired/renewed, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

ESCCO Criminal Record Statement

* I, Trent Bowers, HAVE been convicted of, or entered a guilty plea to, one or more of the following offenses (see lists) or prior or existing laws of Ohio which are substantially similar to prior or existing laws of another state or substantially similar to laws of the federal government:

No

If you answered YES to the above question, please provide an explanation:

2903.01	Aggravated murder	2907.12	Felonious sexual penetration	2919.24	Contributing to unruliness or delinquency of a child
2903.02	Murder	2907.21	Compelling prostitution	2919.25	Domestic violence
2903.03	Voluntary Manslaughter	2907.22	Promoting prostitution	2923.12	Carrying concealed weapons
2903.04	Involuntary Manslaughter	2907.23	Procuring	2923.13	Having weapons while under disability
2903.11	Felonious Assault	2907.25	Prostitution	2923.161	Improperly discharging a firearm at or into a habitation or school
2903.12	Aggravated assault	2907.31	Disseminating matter harmful to juveniles	2925.02	Corrupting another with drugs
2903.13	Assault	2907.32	Pandering obscenity	2925.03	Trafficking in drugs
2903.16	Failing to provide for a functionally impaired person	2907.321	Pandering obscenity involving a minor	2925.04	Illegal manufacture of drugs or cultivation of marijuana
2903.21	Aggravated menacing	2907.322	Pandering sexually oriented matter involving a minor	2925.05	Funding of drug or marijuana trafficking
2903.34	Patient abuse or neglect	2907.323	Illegal use of minor in nudity-oriented material or performance	2925.06	Illegal administration or distribution of anabolic steroids

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ESCCO Criminal Record Statement continued

2905.01	Kidnapping	2911.01	Aggravated robbery	2925.11	Drug possession (other than minor offense)
2905.02	Abduction	2911.02	Robbery	3716.11	Placing harmful objects in food or confection
2905.04	Child stealing (former law)	2911.11	Aggravated burglary		
2905.05	Child enticement	2911.12	Burglary		
2907.02	Rape	2919.12	Unlawful abortion		
2907.03	Sexual battery	2919.22	Endangering children		
2907.04	Corruption of a minor	2919.23	Interference with custody (child stealing)		
2907.05	Gross sexual imposition				
2907.06	Sexual Imposition				
2907.07	Importuning				
2907.08	Voyeurism				
2907.09	Public indecency				
OR					
2903.041	Reckless homicide	2917.31	Inducing panic	2923.123	Illegal conveyance of deadly weapon into court house
2903.15	Permitting child abuse	2917.33	Possession of hoax weapon of mass destruction	2923.17	Unlawful possession of explosives
2905.11	Extortion	2919.121	Performing or inducing unlawful abortion on minor	2923.21	Improperly furnishing firearms to minor
2907.24	Soliciting prostitution	2919.13	Abortion manslaughter	2925.041	Illegal possession of chemicals for manufacture of drugs
2907.241	Loitering to engage in prostitution	2921.02	Bribery	2925.13	Permitting drug abuse
2907.311	Displaying matter harmful to juveniles	2921.03	Intimidation of public servant or witness	2925.22	Deception to obtain dangerous drug
2907.33	Deception to obtain matter harmful to juveniles	2921.04	Intimidation in criminal case	2925.23	Illegal possession of drug documents
2907.34	Compelling acceptance of objectionable materials	2921.05	Retaliation against public servant or witness	2925.24	Tampering with drugs
2909.02	Aggravated arson	2921.11	Perjury	2925.32	Trafficking in harmful intoxicants

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ESCCO Criminal Record Statement continued

2909.22	Soliciting or supporting terrorism	2921.34	Escape	2925.36	Illegal dispensing of drug samples
2909.23	Making terroristic threat	2921.41	Theft in office	2925.37	Counterfeit drug offenses
2909.24	Terrorism	2923.122	Illegal conveyance or possession of deadly weapon or counterfeit firearm into school safety zone	2927.24	Contaminating substance for human consumption; spreading false report
2913.44	Personating an officer	2917.01	Inciting violence	2917.02	Aggravated riot
2917.03	Riot				

OR

ANY FELONY, or any offense of violence, theft offense, or drug abuse offense under either state law or any similar municipal ordinance that is not a minor misdemeanor.

ESCCO Additional Criminal Record Questions

* Have you ever been charged with one of the offenses listed on the preceding page and subsequently been convicted of or plead guilty or no contest to a lesser offense based on the same incident?

No

If you answered "YES" to the above question, please give details below.

* Have you ever been convicted of or pleaded guilty or no contest to an ATTEMPTED version of any of the offenses listed on the preceding page?

No

If you answered "YES" to the above question, please give details below.

Legal Information

* Are there any criminal charges currently pending against you other than a minor misdemeanor or misdemeanor traffic offense?

No

If yes, give details.

* Have you ever had a criminal conviction sealed or expunged?

No

If yes, give details.

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Legal Information continued

* Have you ever surrendered ANY professional certificate, license or permit or had any such certificate, license or permit denied, limited, suspended or revoked?

No

If yes, give details.

* Are you presently being investigated or under a procedure to consider your discipline or discharge for misconduct by your present employer?

No

If yes, give details.

* Have you ever been discharged, asked to resign from a position or resigned from a position while under investigation for misconduct?

No

If yes, give details.

* Have you ever been subject to an investigation for child abuse by any agency or law enforcement?

No

If yes, give details.

* Have you ever been discharged from any branch of the military other than by honorable discharge?

No

If yes, give details.

An affirmative answer will not necessarily disqualify you from employment. Rather, except as otherwise required by Ohio law, all pertinent information will be considered on a case-by-case basis to determine whether the nature and time of the offense (or alleged offense) are manifestly inconsistent with the duties of the position sought.

FALSIFICATION OF THESE STATEMENTS SHALL BE GROUNDS FOR NON-HIRING OR IMMEDIATE DISCHARGE.

* I, Trent Bowers, attest that I have read and (please select one)

understand

these questions regarding my criminal record and employment history and further attest that all responses provided are true.

If you do NOT understand this document for any reason, please write an explanation below or discuss directly with the hiring officer.

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Applicant's Acknowledgment and Agreement

With the understanding that falsification of any information furnished on this application is grounds for the rejection of this application or dismissal after my employment (if I am hired), I certify that all such information is true and complete to the best of my knowledge, and I hereby authorize agents of the employer and those acting in accordance with their direction to investigate same. I understand that any such investigation may include, but need not be limited to, an inquiry to the Ohio Bureau of Criminal Identification and Investigation (BCI) and the Federal Bureau of Investigation (FBI); I accordingly agree to cooperate promptly and fully during the application process in being fingerprinted and otherwise in completing and signing all forms required for any such inquiry, and I acknowledge that my failure to cooperate shall cause the rejection of my application. Further, I hereby give my permission to the BCI, and the FBI, as well as any and all other persons and entities who might have knowledge concerning information that I have provided on this form, to disclose to agents of the employer and those acting in accordance with their direction all pertinent information in their possession (except to the extent that I have expressly stated otherwise on this form), and I release those so requesting, receiving, and providing that information, and their respective agents and principals, from any and all liability in connection therewith to the full extent permitted by law, and I voluntarily authorize employer to contact any references whose names I have submitted. I voluntarily release employer and any persons providing information from any liability and claims relating to the use of information obtained.

I, Trent Bowers, agree to all of the terms above.

I agree

IT IS THE POLICY OF EACH CONSORTIUM MEMBER'S BOARD OF EDUCATION THAT THE BEST-QUALIFIED APPLICANT SHALL BE SELECTED FOR EACH POSITION WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, DISABILITY, SEXUAL ORIENTATION, AGE, SEX OR MARTIAL STATUS.

Superintendent References

Reference 1 Name	Dr. Melissa Conrath	Phone Number	614-883-3000
District/Agency/Company	Worthington City Schools	Position	Superintendent
Reference 2 Name	Mr. Mark Glasbrenner	Phone Number	614-883-3000
District/Agency/Company	Worthington City Schools	Position	Assistant Superintendent
Reference 3 Name	Mr. Larry Zimmerman	Phone Number	937-644-8105
District/Agency/Company	Marysville Schools	Position	Superintendent
Reference 4 Name	Mr. Timothy Kannally	Phone Number	937-644-8105
District/Agency/Company	Marysville Schools	Position	Assistant Superintendent
Reference 5 Name	Mrs. Tamu Lucero	Phone Number	614-883-3400
District/Agency/Company	Worthington City Schools	Position	Principal

March 19, 2011

Dear Dr. Johnson,

I am writing to indicate my interest in being considered as the Superintendent of Worthington Schools. I believe that my diverse experiences and core beliefs will not only help to continue the current high expectations of Worthington, but will also lay the foundation for a culture that values innovation and passion.

Currently, I am serving in multiple roles for Worthington Schools. As the Assistant Superintendent Intern I am charged with supervising, evaluating and developing our departments of Academic Achievement, Special Education, Gifted Services, Safety and Security, Information Technology and Athletics. Furthermore, I work daily with our Superintendent of Schools to plan our administrative council agenda which sets the direction of our school system. I am also the Coordinator of Human Resources. In this role I am solely responsible for all aspects of certified and classified human resources.

Over the past several years I have been involved in several important projects in Worthington. This fall I assisted a team in redesigning our middle school program. This change ultimately provided more curricular options for our students while saving the community over one million dollars. Likewise, this summer I instituted a new structure for the Worthington administrative team. This structure, aligned with the Ohio Improvement Process, should help all members of the administrative team to collaborate and connect to make certain all efforts are aligned towards student achievement. Lastly, I am the chair of Worthington's incentive compensation committee. I have worked with a team of teachers, administrators and school board members to research differentiated compensation to be implemented in our next negotiations. Through this effort I have collaborated with Battelle for Kids and the District Management Council from Cambridge, MA.

I am a school administrator committed to making a positive difference in the lives of students, families and the community. I work hard to do this by focusing on student achievement and creating meaningful collaborative relationships with all stakeholders. The Worthington Schools are special. As a 1991 graduate of Worthington High School and as a community resident, I believe that I can help continue to move the school district and community forward in positive ways. My unique knowledge of this community and my passion for our school system will be unmatched by any external candidate.

I look forward to speaking with you regarding this position. Please feel free to contact me anytime at [REDACTED] on my mobile at [REDACTED] or at home at [REDACTED]

Sincerely,

Trent H. Bowers

Trent H. Bowers, Ed.D.

Trent H. Bowers, Ed. D.



Personal Statement:

I will work to make a positive difference in the lives of all students, staff and community members as the Superintendent of Schools.

Education:

Doctor of Education in Educational Leadership May 2009
Ashland University, Ashland, Ohio

Dissertation: Connections between Ethical Leadership and Collective Efficacy as Perceived by Teachers. Defended: February 4, 2009

Master of Arts in Educational Administration March 2001
The Ohio State University, Columbus, Ohio

Bachelor of Science in Elementary Education May 1995
Taylor University, Upland, Indiana

Licensure:

Ohio Superintendent's License: OH1-17-3284 Issue Date: 7/01/09 Expires: 6/30/14
Ohio High School Principal License
Ohio Elementary School Principal License
Ohio Elementary 1-8 Teaching License

Ohio Superintendent Evaluation Skills::

Vision, Continuous Improvement, Focus of District Work

- Implemented a District Leadership Framework with measurable objectives.
- Facilitated the creation of a balanced scorecard to measure district progress and hold administrators accountable.
- Successfully developed and carried out a middle school restructuring plan to increase student choice and reduce middle school costs by over one million dollars.
- Has demonstrated much success as a change agent. "Change is loss." Effectively implements plans with precision, harmony and cooperation. Highly skilled in emotional intelligence and coaching.

Communication and Collaboration

- Optimally uses all forms of communication, which has been successful in passing levies, dealing with conflict, creating new visions and inspiring cooperation among diverse groups.
- An empathetic listener that is skillful in conflict resolution.
- Communicates high expectations with strong credibility.

Policy and Governance

- Develops innovative and powerful training techniques.
- Assists team members in reaching new levels of skills, knowledge and attitudes.
- Excels in empowering people, establishing collaborative norms and setting goals for maximum team effort.
- Effectively draws on the strengths of all team members.

Instruction

- Re-designed administrative job accountabilities to focus on instruction and school support.
- Leads school renewal with a focus on 21st Century Skills in Communication, Collaboration, Creativity and Critical-thinking
- Collaborates regularly with high school administrators to develop an International Baccalaureate program and interest driven academies.
- Successfully implemented the Ohio Improvement Process to focus district efforts.
- Diligently collaborated on the Credit Flexibility plan.

Resources

- Delivered cost savings through reductions identified by the State Performance Audit.
- Established and maintained relationships with other profit and non-profit organizations.
- Demonstrated fiscal responsibility and strong budgetary skills in school finance.
- Served on the district's administrative team during contract negotiations for both certified and classified staff in two different school districts.

Professional Experiences:

Adjunct Faculty

April 2009 - Present

Ashland University, Ashland, Ohio

- Employed by Ashland University to teach courses to aspiring administrators in the Masters of Education and school principal licensure program. The teaching load includes courses such as Introduction in Educational Administration and Educational Leadership.

Assistant Superintendent Intern

April 2010 – Present

Worthington City Schools, Worthington, Ohio

- Successfully constructed the Ohio Improvement Process with Worthington teachers, parents, community members and school board members.
- Chaired the Worthington Schools Transformation Team to develop and implement the scope of work involved in Worthington's Race to The Top program.
- Devised a new structure for Worthington's administrative team. Created an administrative council to align district initiatives, determine direction and make district level decisions.
- Supervises and evaluates directors in charge of Academic Achievement, Special Education, Gifted Services, Student Discipline, Athletics and Computer Services.
- Plans and leads cutting edge professional development for all 49 Worthington School District Administrators.
- Leads change through the facilitation of 21st Century renewal plans at all Worthington Schools. Focuses on the 4c's of Communication, Collaboration, Creativity and Critical Thinking.
- Provides guidance and leadership to the Worthington Credit Flexibility Team. Strives to implement the law with fidelity.

*Coordinator of Human Resources
Worthington City Schools, Worthington, Ohio*

August 2008 – Present

- Responsible for recruiting, interviewing and recommending quality candidates for selection.
- Collaborates with building administrators to identify professional development opportunities for staff experiencing difficulty on the job.
- Chairs the Worthington committee to investigate differentiated compensation for teachers and administrators.
- Selects, evaluates, develops and maintains a quality group of 300 + substitute teachers.
- Plans and implements the orientation, professional development and evaluation of substitute teachers.
- Oversees the assignment of student teachers in all buildings and programs.
- Oversees the completion on HQT reporting procedures serving as a consultant to building administrators and the EMIS coordinator.
- Collaborates with senior administrative staff while working on the Superintendent's cabinet

*Principal
Navin and Northwood Elementary Schools, Marysville, Ohio*

May 2002 – July 2008

- Designed, constructed and opened Navin Elementary as the first school principal, beginning in February of 2002.
- Designed, constructed, opened and became the first principal of Northwood Elementary beginning April of 2007. Simultaneously served as the principal of both Navin and Northwood Schools for the 2007-2008 school year.
- Interviewed and selected all certified and classified staff for the new school buildings which are home to a combined 630 K-4 students.
- Worked to coordinate school construction, selection of instructional materials and completion of the school buildings.
- Supervised, led and evaluated twenty-six regular classroom teachers and a full complement of student support services. Made contract recommendations to the superintendent.
- Implemented Assessment for Learning and Professional Learning Communities with all school staff members.
- Supervised special education programs and was the district representative for IEP and 504 conferences.
- Trained all staff in the Honda Quality Tools and created opportunities for all students to be empowered in their personal learning through personal learning plans and data notebooks.
- Initiated and founded a school community partnership with the Parent Teacher Organization, the Union County Big Brother/Big Sister Organization, and the Union County Health Department.

*Assistant Principal
Creekview Intermediate School, Marysville, Ohio*

June 2001 – June 2002

- Implemented all academic and social programs for a new school concept with 750 students.
- Created and initiated safety and security plans for the new school.
- Worked in conjunction with the school principal to evaluate teachers, manage the budget, design educational programs, and create discipline and incentive plans.
- Developed the student code of conduct and the teacher/staff handbook.
- Scheduled student classes and oversaw standardized testing.

*Dean of Students
McCord Middle School, Worthington, Ohio*

August 1999 – June 2001

*Fifth and Sixth Grade Teacher
Evening Street Elementary School, Worthington, Ohio*

August 1997 – June 1999

*Fifth and Sixth Grade Teacher
Potomac Elementary School, King George, Virginia*

August 1995 – June 1997

Relevant Training

- ESCCO District Leadership Institute
- Ventures for Excellence Teacher and Principal selection training
- District Management Council Summit on Teacher Compensation
- Battelle for Kids Differentiated Compensation Conference
- Union County, Ohio: Leadership Institute
- Interest Based Collective Bargaining: bargaining experience April 2007
- Ohio State University, Literacy Collaborative Principals' Institute and RTI Training
- Everyday Mathematics Training
- Pinellas County, Florida: Quality Academy Training
- Honda of America SOAR Training
- Battelle for Kids SOAR – DIVA Trained
- Battelle for Kids T-Cap Project Pilot
- Honda of America Educators to Japan – Oct. 2002
- Extensive work with Professional Learning Communities (Dufour), Assessment (Stiggins) and Standards Based Education Reform.
- Teacher Recruiting at Ohio State, Ohio University, and Ohio Northern as part of the Buckeye Bonanza.

Professional Associations

NAESP, OAESA, ASCD, AERA, OSPA