

Joyce Hackett

[REDACTED]

[REDACTED]

[REDACTED]

Contents:

1. Application
2. Attachment: Cover Letter
3. Attachment: Resume

[REDACTED]

[REDACTED]

[REDACTED]

Educational Service Center of Central Ohio Online Application

Hackett, Joyce - AppNo: 18422

Date Submitted: 4/15/2011

Personal Data

Name: Hackett Joyce L Mrs.
(Last) (First) (Middle Initial) (Title)
Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Thompson Joyce L Ms.
(Last) (First) (Middle Initial) (Title)

Email Address: [REDACTED]

Postal Address

Permanent Address	Present Address
Number & Street: [REDACTED]	Number & Street:
City: [REDACTED]	City:
State: [REDACTED]	State:
Zip Code: [REDACTED]	Zip Code:
Daytime Phone: 614 459-5173	Phone Number:
Home Phone: [REDACTED]	
Cell Phone: [REDACTED]	

Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 1202 Superintendent: Superintendent-Worthington at Worthington City Schools	4/15/2011	-

Position Desired:	Experience in Similar Positions
Administration 1. Assistant Superintendent	4 years
2. 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 believe that I am a strong candidate for a superintendency because I am a very energetic individual who has a deep passion for public education. I have served the students in Columbus City schools since 1990 as a teacher, building administrator and in various central office roles. Through all of my roles of service to the students, I have been focused on helping students to achieve their dreams and goals.

What recent piece of literature has influenced your leadership beliefs?

I recently read the book Outliers by Malcolm Gladwell. The most important message from the book was that society has a misconception that successful people find success based on their smarts and ambition. However, Gladwell challenges this misconception by stating that what we can do for students in education as a community matters as much as what the students do for themselves. As a leader, this message reinforces the belief that educators can have a significant impact on motivating students to succeed.

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JobID 1202 Questions continued

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

One of the most challenging issues that I have had to face as a leader has been as Director of Supplemental Education Services. In this role I have been the target of public records requests from one community member for the past year. Every aspect of the department has been under scrutiny since our department has been in the spotlight and received media attention. The adversity has made me a much stronger individual and I resolve much of the attention by remaining very focused on the projects at hand. I also constantly reflect on the procedures and practices we have in place in our department to determine if we are as efficient and productive as we can be. Ultimately, I choose to remain focused on teaching and learning so that our students receive the maximum benefit from supplemental tutoring.

Education

High School Attended: Buckeye South High School Tiltonsville, 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
The Ohio State University	9/1979 6/1982	Elementary Education		BS	June 1982
The Ohio State University	9/1989 12/1990	Educational Administration		MA	December 1990

Salary

Present salary: \$116,942.00 Expected salary: equivalent

Experience

Current or Most Recent Position	Employer Contact Information		Supervisor/Reference Contact		
Columbus City Schools Director of Curriuelum/Intervention Programs	270 E. State St. Columbus, Oh 43215 614-365-5000		Suzy Rhett 614-365-8993 srhett@columbus.k12.oh.us		
Date From - Date To:	10/1990 - present	Full/Part Time:	Full	Last Annual Salary:	\$116,942.00
Reason For Leaving:	Currently employed				
Responsibilities/Accomplishments	As a curriculum director for Columbus I am responsible for monitoring curriculum implementation for Region 1 of the district. I also oversee intervention programs K-12 for the district including after-school tutoring, Supplemental Education Services, Summer School K-12 and Ohio Graduation Test tutoring.				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Columbus City Schools Executive Director (Assistant Superintendent) Middle Schools		270 E State Street Columbus , Oh 43215 614-365-5000		Dr. Gene T. Harris 614-365-5888 superintendent@columbus.k12.oh.us	
Date From - Date To:	07/2004 - 08/2008	Full/Part Time:	Full	Last Annual Salary:	approx. \$115,000
Reason For Leaving:	Secured a new position in the district during an organizational realignment.				
Responsibilities/Accomplishments	As the executive director of middle schools, I supervised twenty seven middle school principals which included working to develop and improve their leadership capacity through mentoring, professional development, networking, coaching, etc...				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Columbus City Schools Elementary Principal		270 E. State St. Columbus, OH 43215 614-365-5000		Susan Fossmeier 614-365-8667 sfossmey@columbus.k12.oh.us	
Date From - Date To:	03/1994 - 07/2004	Full/Part Time:	Full	Last Annual Salary:	approx. \$85,000
Reason For Leaving:	Promoted to Central Office				
Responsibilities/Accomplishments	As the principal of an elementary school, I had success in working with my school community to achieve the academic goals established for the students.				

Professional Activities

List professional activities:

Currently I am an active member of the Columbus Administrators' Association. I also served as the president of the Elementary Administrators' Association from 2002-2004 representing the elementary administrator within the Columbus City School district. As the Executive Director of Middle Schools, I was an active member of the National Middle School Association which allowed me the opportunity to network with middle school administrators throughout the state and nation.

Military Experience

Branch of Service

Current Commitment

Discharge Status

Total Years

N/A

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

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Education Continued

Overall GPA	Undergraduate 3.4/4	Graduate 3.83/4
Major GPA	El.Ed/4	Ed.Ad/4
Highest Degree Attained	Number of graduate hours beyond your highest degree: approx.100	Grad Program Of Study Educational Administration
MA/MS		

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**

Type	Certificate/License Number	Expiration Date	Status
Superintendent	OS1043107	June 2015	Current
Assistant Superintendent	OS1043107	June 2013	Current
Principal	OS1043107	June 2013	Current

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

Elementary K-8 Teaching

Do you hold a current out-of-state certificate?

State	Type	Certificate Number	Expiration Date	Current?
Tx			Lifetime	Yes

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

elementary k-8

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 would like to become a Superintendent because I feel that my career path has lead me to serve students and the community on a broader scale. I have found my work as a building principal and central office administrator to be very rewarding. All of these experiences have prepared me for the next level of leadership...the superintendency.

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Statement continued

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

The most rewarding role as an administrator has been attending high school graduations each spring and summer. Ultimately, we are preparing students for success in life and high school graduation is one very important step on that journey to success!

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

As an administrator, I believe that clear, consistent communication is a very important key to success within an organization. I am someone who enjoys being with people and so I think that face to face conversations are very effective. However, I also rely on technology to communicate on a daily basis with people within the organization.

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

My strength as an administrator has been my people skills and listening skills. I have had success in bringing groups of individuals together to work towards a common goal. In addition, I understand that to be successful as a leader I must surround myself with very talented individuals who share a common vision and work ethic. I have learned that by being a good listener, I learn a great deal from others around me.

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

In my last assignment as an elementary principal, I believe that the school community was very strong because we worked together with a common theme of "Keeping Kids First." As a result, our students made academic gains which was recognized in the entire community. As a result, we became an elementary school with the second highest student waiting list in the city schools. We were able to instill a sense of pride and ownership with the students and trust within the community.

How will you delegate responsibilities to others?

I have always believed that when people understand your vision and share your passion for achieving the goals, delegation of responsibilities becomes a given. When I have worked with school staffs to write an all school improvement plan, we developed a common vision and an understanding that it was everyone's responsibility to ensure that we reached our goals. (Everyone including support staff, custodians, parents, volunteered for a role in the success plan and monitored members of their teams.)

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

I am a firm believer, that in order to bring about change in an organization, you first begin by establishing a clear plan for improvement. First begin by assessing the current situation and analyzing the causes. Next, in the Do, Study, Act Model for improvement, I would develop an improvement theory and strategies including very specific timelines and resources. The plan would also include strategies for monitoring the plan and making adjustments throughout the process as needed.

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. Gene T. Harris	Steve Vargo
School/Org:	Columbus City Schools	Columbus City Schools
Current Position:	Superintendent	Special Projects/Retired Chief Operating Officer
Home Phone:		
Cell Phone:		██████████
Work Phone:	365-5888	614-365-5000
Mailing Address:	██████████ ██████████	██████████ ██████████
Email:	superintendent@columbus.k12.oh.us	svargo@columbus.k12.oh.us
Relationship to Candidate:	Employer	Business and Operations Resource Person
Years Known:	15(??)	10(?)
	Reference 3 of 3	
Name:	Evelyn Bell	
School/Org:	Columbus City Schools	
Current Position:	Executive Director Principal Development/Chief Academic Officer	
Home Phone:	██████████	
Cell Phone:		
Work Phone:	365-8667	
Mailing Address:	██████████ ██████████	
Email:	ebell@columbus.k12.oh.us	
Relationship to Candidate:	Former Supervisor	
Years Known:	15(??)	

Referrals

How did you hear of our vacancy(ies)?

County Regional Office Web Site	Other: Education Week	
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Current Status

Contract Status

* Are you currently under contract?

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Yes
Columbus City Schools
july 2012
immediately

Professional Status

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

If Yes, where?

When?

No

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Current Status continued

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

No

If Yes, explain:

* 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, Joyce Hackett, 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

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ESCCO Criminal Record Statement continued

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
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

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ESCCO Criminal Record Statement continued

2909.02	Aggravated arson	2921.11	Perjury	2925.32	Trafficking in harmful intoxicants
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, Joyce Hackett, 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, Joyce Hackett, 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.

Professional References

Reference 1 Name	Jill Dannemiller	Phone Number	614 365 5733
District/Agency/Company	Columbus City Schools	Position	Director of State Federal Programs
Reference 2 Name	Gene T. Harris	Phone Number	614 365 5888
District/Agency/Company	Columbus City Schools	Position	Superintendent
Reference 3 Name	Dr. George Tombaugh	Phone Number	542-4167
District/Agency/Company	ESCCO	Position	OSU Instructor
Reference 4 Name	Evelyn Bell	Phone Number	365-8667
District/Agency/Company	Columbus City Schools	Position	Ex. Dir. Principal Leadership and Development
Reference 5 Name	Barb Boyd	Phone Number	286-9287
District/Agency/Company	Nationwide Insurance	Position	Executive on loan to CCS

Letter of Interest

Joyce L. Hackett
Curriculum Director
Supplemental Programs
Project Mentor
Columbus City Schools

Work: 365-5010
Home: [REDACTED]
Cell: [REDACTED]

Mission: Each student is highly educated, prepared for leadership and service, and empowered for success as a citizen in a global community.

April 15, 2011

To Whom It May Concern,

I am writing to express my interest in the Superintendent's Position for Worthington City Schools. I believe that my experiences in K-12 education would be valuable within the Worthington School District and would be pleased to share additional information about my credentials and strengths as a candidate.

I am currently serving as Director of Curriculum and Intervention Programs for Columbus City Schools. I have had a career characterized by a dedication and commitment to urban education; I have served as teacher, assistant middle school principal, elementary principal and Executive Director for the Middle Schools in the Columbus City School District. Prior to my work in Columbus City Schools, I taught elementary school in the Houston Independent School District in a school that was 99% African American and 95% of the students were eligible for free/reduced priced lunches.

As the Executive Director of Middle Schools, I worked closely with the National Middle School Association to write a plan which would redesign the middle schools for Columbus City Schools. The work with the National Middle School Association allowed me to network with middle school administrators throughout the state to determine successful best practices in working with at-risk adolescents.

As many of our suburban communities experience a shift in the student populations they serve, I understand the needs of urban students, having spent the past twenty one years in Columbus City Schools where the student population is 70 percent minority and 72 percent low income. I believe that my experience in a large diverse district would be an asset to the Worthington School District.

I have also had the responsibility to oversee the district-wide initiative, Project Mentor. Project Mentor is collaboration between Columbus City Schools, Big Brothers Big Sisters of Central Ohio and the Nationwide Foundation. Project Mentor has matched more than 1300 Columbus City School Students with volunteer mentors. This school-based mentoring program is intended to help the district meet its graduation goal of 90% by the year 2012. The overall goal will be to provide mentors to students beginning in grade six and sustain those relationships through high school graduation.

If you would like additional information about my qualifications for this position, please do not hesitate to contact me.

Sincerely,

Joyce L. Hackett



Joyce L. Hackett

Objective To obtain a position as a Superintendent of a school district in Ohio

Experience August 2008 - Present Columbus City Schools Columbus, OH
Curriculum Director

- Project Mentor/Intervention Programs

July 2004 – July 2008 Columbus City Schools Columbus, OH
Executive Director

- Office of Principal Leadership Development

1993 – July 2004 Columbus City Schools Columbus, OH
Principal

- Arlington Park Elementary School
- Beck Urban Academy
- Linden Elementary School
- Clinton Middle School – Summer School Administrator – Summer, 1996
- East High School – Summer School Administrator – Summer, 1993

1991 - 1993 Columbus City Schools Columbus, OH
Assistant Principal

- Wedgewood Middle School

1990 – 1991 Leadership Trainee Columbus, OH

1989 – 1990 Columbus City Schools Columbus, OH
Teacher

- 8th Grade Science / Social Studies – Starling Middle School

1982 – 1989 Houston Independent School District Houston, TX
Teacher

- 1st Grade – Wesley Elementary School

Education December 1990 The Ohio State University Columbus, OH
• Master of Arts
Educational Administration

June 1982 The Ohio State University Columbus, OH
• Bachelor of Science
Elementary Education

Licensure

Superintendent's License

- Expires July 2015

Assistant Superintendent's

- Expires July 2013

Elementary Principal

- Expires July 2013

Elementary K-8 Teaching Licensure

- Expires July 2012

Professional Development**Development**

- Superintendent's Accelerated Licensure Program
The Ohio State University September 2008-August 2009
- August 2010 Leadership Summit for Columbus City Schools
Columbus Convention Center
- July 2009 Superintendent's Leadership Academy
Blackwell Center, The Ohio State University
- June 2007 Teacher Advancement Program National Conference
Greenville, South Carolina
- June 2006 Model Schools Conference
Orlando, Florida
- November 2006 National Middle School Association 's 32nd Annual
Conference & Exhibit
- July 2005 National Middle School Association Institute for Middle School
Essentials Conference Breckenridge, Colorado
- April 2005 Ohio Elementary Principal Association Conference
Columbus, Ohio

Reference

Gene T. Harris, Ph.D. Superintendent (614) 365-5888	Columbus City Schools	Columbus, OH
Keith Bell Chief Academic Officer (614) 365-5777	Columbus City Schools	Columbus, Ohio
Barb Boyd Executive Business Partner with Columbus City Schools (614) 286-9287	Nationwide Insurance	Columbus, OH
Mary Ey Executive Director of Special Education (614) 365-5206	Columbus City Schools	Columbus, OH
Jill Dannemiller Director, School Improvement and Federal Programs	Columbus City Schools	Columbus, OH (614) 365-5733

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