

Michael Trego



Contents:

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



Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Personal Data

Name: Trego Michael A Mr.
(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]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Present Address

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Employment Desired

Open Vacancy Desired:

JobID: 1202 **Superintendent:** Superintendent-Worthington at Worthington City Schools

Date Last Submitted
5/12/2011

Experience in Similar Positions
-

Position Desired:

Superintendent

1. Superintendent - Worthington

Experience in Similar Positions
-

JobID 1202 Questions

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

I believe I am a strong candidate for the Worthington City Schools superintendency because I can assist the Board and staff in achieving their vision of Absolute Excellence / Exponential Impact . The time is now for districts like Worthington to take the lead in rebuilding education to address the current concerns within the State of Ohio, our country, and the world. I believe that through my diverse experiences in a high performing district I bring the knowledge, skills, and tools necessary to lead this effort.

For the last six years I have served as the Deputy Superintendent of Dublin City Schools. During this time I have had all of the duties of a superintendent. I collaborated to rework our organization structure to ensure we have the right people doing the right work making the right decisions resulting in the desired outcomes. Our team has been successful through hard work and a laser-like focus on advancing student achievement. We challenged our team to construct stretch goals that cause us to look at best practice and benchmark ourselves against the best in public education. We see barriers as opportunities for us to be innovative and create unique solutions. Data drives our decisions and we have created supports to allow all staff to accumulate and manipulate data. The large variety of experiences and challenging situations have allowed me to refine my skills in problem solving, listening, leading, communicating, negotiating, and being innovative.

I have worked with our team to orchestrate a three-year reorganization of special education services addressing the needs of students with disabilities in an inclusive setting at their home schools. We looked at support from outside agencies and developed unique professional development opportunities focused on expanding staff knowledge and enhancing student support and achievement. We have created alternative education options with our Power Plus and West Bridge Street Academy. This has helped us service our children better and saved the district considerable dollars. Our levels of support of students with emotional and social issues have

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

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

expanded to meet their needs within the district. I have many interactions with our pupil services executive director as she talks through situations and issues looking for guidance and support.

We conducted reviews of the ESL program and the resources we provided staff and students. An outcome was the creation of an ESL resource handbook that guided our practices. This was just updated to stay current with our expanding population and their ever-changing needs. The decision was made to align English Language Learning with our literacy program under the oversight of our director of literacy.

I served as gifted education coordinator for a period of time during a transition. I learned about our practices, looked at best practices, and have worked to meet the changes that ODE has mandated. We have refined our delivery models at the elementary and middle school level. These expanded opportunities are available to our students. I restructured the summer enrichment opportunities this year to be included under our Community Education program. This allows for more variety of offerings, times, and sites.

I have had the opportunity to lead and work with our department of learning and teaching. My involvement has ranged from implementing IB diploma programs at all three of our high schools to targeting efforts to break down the barriers prohibiting students from accessing AP and other higher level learning opportunities. I organized and participated in efforts to immerse us in the work of implementing Professional Learning Communities. Today we have learning communities focused on the analysis of student data. This results in over 300 teachers attending the Dublin Summer Teacher Academy at no cost to the district. They worked to create and share results of common assessments and lessons that produced these results. We have established data teams at each building to mine data and to use it to reform our practices and impact student achievement resulting in record performance on ACT scores, PI index performance, increased OAA performance in 14 areas, successfully meeting AYP, and exceeding the academic growth expectations. We have implemented Mastery Manager as a data warehouse for student assessment data and a repository of questions for developing common assessment. Our work has led to the creation of expanded opportunities for students with flex credit, our new engineering academy, our teacher's academy, and our young professionals academy.

Our school reform task force spent 16 months researching the best time for our students to begin school. This task force represented all aspects of our community. They reviewed a variety of research and conducted five surveys to gain insight from various groups on proposed models and attitudes. We will begin our new start times in 2011/12.

Our team has reduced expenditures by \$11.5 million dollars since 2007. I am currently working with staff, administrators, and our unions to address the current budget situation, a loss of \$14 million dollars over the next two years. My work with our human resources department and the treasurer's office has allowed me to lead the conversations with administrators and staff as I work to create a slate of possible options. Many of these reductions have come through unique and innovative hiring and class coverage strategies.

Dublin's student population is changing. We have one school with over 50% free and reduced lunch. We currently have over 1100 ELL students speaking over 60 languages. I have worked with our diversity and equity coordinator to develop a 3-year vision. This includes the areas of minority recruitment and retention, outreach initiatives, examining educational equity gaps, and enhancing school cultural connections. Our efforts in diversity and equity have resulted in equity audits allowing our team to meet the specific needs of schools. We have extended these efforts with staff serving as community liaisons with our Hispanic and Arabic communities.

Through my work with our human resource team and ODE we have been able to develop and implement standards based evaluation tools to guide our work. I have had the responsibility to provide staffing projections and work with the principals to develop strategies to meet their needs while stressing the need to be efficient. I have made recommendations to enhance their efficiency and impact the largest portion of our budget, personnel.

I have been an active member of our last two successful levy campaigns and negotiation teams with both of our unions. In addition, I have been a lead negotiator on the district negotiation teams when we negotiated with both of our unions.

I have worked with our Board for the last six years to develop policy and guidelines allowing them to stay current and address the ever-changing landscape of public education.

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

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

What recent piece of literature has influenced your leadership beliefs?

The pieces of literature that have influenced my beliefs as a leader are not new and offer a respected and proven approach to leadership. They are a combination of two books by Jim Collins, *Good to Great* and *Good to Great and the Social Sectors*. I have seen the components of this philosophy enacted by two different superintendents with opposite results. In one case the components were taken separately and imposed on the organization. This resulted in a failure of the strategy and the top leadership at that time. In the second example, our current Dublin superintendent has incorporated these components seamlessly and the results are have been extremely positive.

I have found that Collins' work is summed up in a quote from his book. Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice, and discipline.

We have reworked our organization structure to ensure we have the right people, doing the right work, making the right decisions resulting in the desired outcomes. The change is slow moving at first but as Collins states, once the flywheel begins to move, you are persistent in your effort and momentum builds. Collins discusses that when tangible results are coupled with an emotional share of heart, potential supporters believe not only in your mission, but also in your capacity to deliver the mission.

Public schools are traditionally a place where change occurs often. They are also a place with a wide spectrum of responsibilities. The challenge that Collins levies on public school leaders is to refine our work to allow for a focus on what we are deeply passionate about and at what can we be the best. Utilizing his framework, we channel our resources and attention on these concepts and refrain from the tradition of adding on and losing focus and constantly changing direction. Through these efforts we gain support from our communities because they believe in our mission and our ability to deliver on it.

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

While there have been many challenging issues in my career there is one that rises to the top. During the tenure of our previous superintendent a series of complicated events occurred that split the administrative team, the staff, and the community. As this battle

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

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

between the superintendent, treasurer, staff, and community raged on, it became increasingly hard to focus on the mission. There was conflict both above and below the table. Many staff members were constantly looking over their shoulder and the trust factor had been eliminated.

In the middle of this series of events I was promoted to Deputy Superintendent from Executive Director of Learning and Teaching. This move coupled with other proposed reorganization moves, added to the rapid changes in administrators for the district. In the middle of this action we were also facing a challenge in who would be leading our special education program and how some of our most challenging students would be served. Many public forums were held where I was the spokesman. My task was to instill confidence in our families that we did indeed have their children's best interest in mind. I became the one constant theme through all of these events. Our students and the teachers who worked with our students were amazing. They never missed a beat in their classrooms and there were more than enough distractions that could have caused a loss of focus.

Because of my long tenure in Dublin and my loyalty to the district, I felt it was my responsibility to remain a constant in the transition of leadership. When asked if I would be applying for the superintendency, I told people no. I explained that we needed a new outside perspective to help us move beyond the occurrences and wounds of the last few years. When an interim superintendent was named, I committed myself to making their time valuable and productive. We worked closely together and were able to address some main issues facing the district. One of the major issues facing the district was the development of a plan to help with a projected budget shortage. Our interim superintendent and I accomplished this objective within two months.

When Dave Axner joined Dublin as our new superintendent, I again pledged my total support to his success. I worked with him as we transitioned the administrative team from the old Dublin ways to the new practices and expectations. Dave and I have a very close working relationship and this has allowed us to impact all aspects of our district.

Education

High School Attended: Chillicothe High School
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	06/1996 08/2002	Educational Administration			
The Ohio State University	08/1984 08/1997	Educational Administration		MA	08/1989
Ohio University	09/1981 09/1987	Physical Education		MS	09/1987
Ohio University	08/1974 09/1981	Physical Education	Health, Biological Science	BS	08/1981

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Experience

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact	
Dublin City Schools Deputy Superintendent		7030 Coffman Rd. Dublin, OH 43017 (614) 760-4364		David Axner (614) 760-4364 axner_david@dublinschools.net	
Date From - Date To:	08/2006 - 05/2011	Full/Part Time:	Full	Last Annual Salary:	\$132,000.00
Reason For Leaving:	I am still employed in this position.				
Responsibilities/Accomplishments	I am responsible for the day to day operations of the district. I support the superintendent and the district by making recommendations and decisions that allow for the continued efficient operation of the Dublin City Schools. I work with all aspects of our organization including Learning & Teaching, Student Services, Human Resources, Public Relations, Treasurer, Business Affairs, Assessment, and Diversity and Equity. I also serve as a resource to the building principals.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Dublin City Schools Executive Director of Learning & Teaching		7030 Coffman Rd. Dublin, OH 43017 (614) 760-4364		Linda Fenner	
Date From - Date To:	08/2005 - 08/2006	Full/Part Time:	Full	Last Annual Salary:	\$113,200.00
Reason For Leaving:	Promoted to a new position.				
Responsibilities/Accomplishments	Coordinated efforts in the Department of Learning and Teaching to undertake the following initiatives: implementation of International Baccalaureate; expansion of Advanced Placement; school-wide enrichment; after school extended learning opportunities; three minute walk-through; pyramids of intervention; and common assessments. Worked with staff on the implementation of Professional Learning Communities through book discussions, benchmarking visits to districts, sending staff to conferences, and hosting a six-day coaching academy.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Dublin City Schools Executive Director of Pupil Services		7030 Coffman Rd. Dublin, OH 43017 (614) 760-4364		Sharon Zimmers	
Date From - Date To:	08/2003 - 08/2005	Full/Part Time:	Full	Last Annual Salary:	\$108,900.00
Reason For Leaving:	Promoted to a new position.				
Responsibilities/Accomplishments	Responsible for the areas of Special Education, Gifted Education, Multicultural Education, English as a Second Language, Records Compliance, Intra-district Enrollment, Home Education, Nursing, Physician and Health Care services. Coordinated a two-year review of the English as a Second Language program, professional development plans and resource materials. The result was a new ESL resource handbook, a new professional development plan, and pilots of new research based resource materials. Completed a three-year reorganization of the district special education programs and services to redirect focus to building level services and home school attendance by students with disabilities. Completed Baldrige and NCA CASI District Accreditation training.				

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Dublin City Schools Director of Curriculum		7030 Coffman Rd. Dublin, OH 43017 (614) 760-4364		Steve Anderson	
Date From - Date To:	08/1999 - 07/2003	Full/Part Time:	Full	Last Annual Salary:	\$100,753.00
Reason For Leaving:	Promoted to a new position.				
Responsibilities/Accomplishments	Responsible for creating policy, programming, staffing, professional development opportunities, and budgets in the areas of Instructional Technology, English as a Second Language, Psychologists, Special Education, and Student Services. Coordinated the \$4.5 million plan to update the technology equipment in all sixteen of our schools. Participated in the yearlong Strategic Planning process on the team planning for system capacity. Collaborated on the educational specifications for an elementary school, a middle school, and a high school.				

Salary

Present salary: \$131,256.00 Expected salary: \$160,000.00

Professional Activities

List professional activities:

I am currently on the Dublin Teachers Academy Advisory Board and serve as a alternate to the Dublin Educational Foundation Board. I attend Educational Council meeting as a alternate. I am a member of ASCD, OSBA, and AASA. I serve on the community group, Adolescents and Community Together Coalition. I was a member of the Dublin AM Rotary earlier in my career.

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.

Overall GPA	Undergraduate 2.49/4	Graduate 3.59/4
Major GPA	/4	/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
MA/MS	22	Educational Administration

List honors, awards or distinctions you have earned:

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Referrals

How did you hear of our vacancy(ies)?

Other: I was called to interview.

Current Status

Contract Status

* Are you currently under contract?

Yes

If Yes, which district?

Dublin City Schools

If Yes, when does it expire?

July 2012

When may your present employer be contacted?

Anytime

Professional Status

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

Yes

If Yes, where?

Worthington City Schools

When?

1988

* 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, Michael Trego, 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

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

ESCCO Criminal Record Statement continued

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
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

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

ESCCO Criminal Record Statement continued

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
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.

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

ESCCO Additional Criminal Record Questions continued

* 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?

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?

If yes, give details.

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

If yes, give details.

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

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?

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?

If yes, give details.

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

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Legal Information continued

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, Michael Trego, 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.

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, Michael Trego, 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.

Educational Service Center of Central Ohio Online Application

Trego, Michael - AppNo: 18049

Date Submitted: 5/12/2011

Professional References

Reference 1 Name	Dr. David Axner	Phone Number	(614) 760-4364
District/Agency/Company	Dublin City Schools	Position	Superintendent
Reference 2 Name	Lynn May	Phone Number	[REDACTED]
District/Agency/Company	Dublin City Schools	Position	President of the Board
Reference 3 Name	Chri Valentine	Phone Number	(614) 370-6147
District/Agency/Company	Dublin City Schools	Position	Dublin Board of Education
Reference 4 Name	Gwen Callender	Phone Number	(614) 370-6147
District/Agency/Company	Dublin City Schools	Position	Dublin Board of Education
Reference 5 Name	Steve Osborne	Phone Number	(614) 760-4310
District/Agency/Company	Dublin City Schools	Position	Treasurer DCS

May 12, 2011

Marc Schare
President Board of Education Worthington Schools
200 E. Wilson Bridge Road
Worthington, Ohio 43085

Dear Mr. Schare,

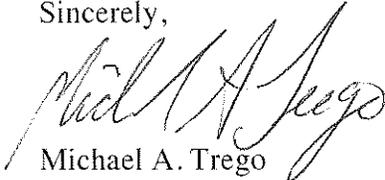
I was very excited to receive the phone call from Ralph Johnson asking me to meet with you and Jennifer Best to discuss the Worthington superintendency. The conversation we had has only fueled my desire to become the next superintendent of Worthington Schools.

I believe I possess the experience and skills necessary to be a successful superintendent. Serving in a role that has me performing the duties of a superintendent for the past six years has prepared me for this opportunity.

This superintendency would be very special since I began my public school career in Worthington. I served as an academic assistant at Kilbourne when it was the freshman building. Later that year I was able to secure a position at Worthingway as a teacher.

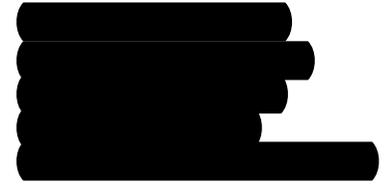
This is an interesting time in education. There are changes being announced almost daily. There is a need for strong leaders with experience and a proven track record of success. I believe after you review my resume and supporting materials, you will see that I possess a wealth of knowledge, experiences, and skills that would be beneficial to the Worthington Schools.

Sincerely,



Michael A. Trego
Deputy Superintendent
Dublin City Schools

Michael Trego



“... his motivation, work ethic and team attitude is one of the best I have seen in over 30 years of education.”

David E. Axner, Ed.D.
Superintendent
Dublin City Schools

“... adept at building consensus at the same time he instills confidence in the decisions ...”

Lynn May
Board President
Dublin City Schools

PROFESSIONAL OBJECTIVE

To become the Superintendent of Worthington City Schools, a district that constantly strives for excellence by preparing all students to succeed in higher learning, the world of work or in life by creating a variety of learning opportunities, rich in 21st century skills, while balancing the fiscal responsibility to their taxpayers.

EDUCATION

District Leadership Institute, 2010/11, The Educational Service Center of Central Ohio

Master of Arts, major in Educational Administration, 1989. The Ohio State University, Columbus, Ohio.

Master of Science, major in Administration of Physical Education, 1987. Ohio University, Athens, Ohio.

Bachelor of Science, Physical Education, minors in biological sciences and health education, 1981. Ohio University, Athens, Ohio.

Chillicothe High School, 1974. Chillicothe, Ohio.

Certifications Superintendent – expires June 30, 2016
High School Principal – permanent
Biological Science (professional) – expired June 30, 2016
Health Education (professional) – expired June 30, 2016
Physical Education K-12 (professional) – expired June 30, 2016

WORK EXPERIENCE

8/06–Present **Deputy Superintendent, Dublin City Schools, Dublin, Ohio**

- Our attention to academic success in Dublin has allowed us,
 - To be recognized with Ohio’s highest rating for the seventh consecutive year.
 - To attain our all time highest ACT score, coupled with an increase in participation, a composite of 25.
 - To improve in 14 different assessment areas on the OAA and OGT in 2009, reaching an historic high performance score of 105.8.
 - To met adequate yearly progress and exceeded value added academic growth expectations.
- Our commitment to be good stewards of our resources has resulted in,
 - \$11.5 million in reduction since 2007 to allow the district to meet our levy cycle promise and to streamline operational costs.

“... possesses a rare blend of knowledge, experience, and true passion for educating children.”

Chris Valentine
Board Member
Dublin City Schools

“... his ability to manage a district's financial resources, and balance those resources with the best interest of children, is admirable.”

Steve Osborne
Treasurer
Dublin City Schools

- Reforms to our hiring practices to reduce staffing costs and providing the district \$952,919.00 in savings.
 - Establishing West Bridge Academy and Power Plus programs to better serve our students in our district while reducing the need to pay other educational agencies for these services, saving the district \$650,000.00.
 - The district insurance committee negotiating a new agreement saving the district \$606,703.00 over the next two years.
 - Prioritizing district objectives and focusing our budget expenditures to support the initiatives of student achievement, efficiency, performance and communication.
 - Innovative methods to provide class coverage and to hire experienced staff while limiting the number of years of experience.
- Coordinate policy and administrative guideline development with the Board of Education.
 - Conducted professional development for our principals on our new standards based teacher evaluation tool and the rationale for having strong teachers leading the learning activities for our students.
 - Participated in Superintendent's coffee hosted at various businesses during the 2011/11 school year.
 - Served on the last two successful levy campaigns in 2004 and 2008.
 - Collaborated with the Executive Director of Learning and Teaching on the grant to secure seed funding for Dublin's new engineering academy.
 - Participated with staff to develop Dublin's flex credit framework.
 - Served as chairman of the district's School Reform Task Force who for 16 months, studied embedding student intervention/enrichment and teacher collaboration within the school day and studied the student attendance times at all levels. The result was delaying all student start times by 20 to 30 minutes.
 - Conducted an equity audit with school teams at each building to determine the unique needs associated with each building and developed goals/action plans to meet these needs.
 - Work with Central Office staff on multicultural activities including the administration of the Tripod Survey, workshops conducted by Dr. Miranda from OSU, and serve as a member of the district Diversity and Equity Task Force.
 - Member of the negotiating teams for the certified and classified contracts.
 - Participated in the Ohio Department of Education Ohio Principals Evaluation Pilot during the 2007/08, 2008/09 and 2009/10 school years.
 - Met with various constituency groups: Senior Council, PTO Presidents, Student Advisory Group, to share information and gain their perspectives on issues.

8/05-8/06 **Executive Director of Learning and Teaching, Dublin City Schools, Dublin, Ohio**

- Coordinated efforts in the Department of Learning and Teaching to undertake the following initiatives: implementation of International Baccalaureate; expansion of Advanced Placement; school-wide enrichment; after school extended learning opportunities; three minute walk-through; pyramids of intervention; and common assessments.

“... possesses the leadership skills necessary to take any school district in Ohio to the next level in student achievement.”

Gwen Callender
Board Member
Dublin City Schools

“... can best be described and characterized as an outstanding educator who is versatile, mature, responsible, compassionate, and dedicated to improving education for all children.”

Bill Mulbarger
Executive Director of
Human Resources
Dublin City Schools

- Worked with staff on the implementation of Professional Learning Communities through book discussions, benchmarking visits to districts, sending staff to conferences, and hosting a six-day coaching academy.

8/03-8/05 Executive Director of Pupil Services, Dublin City Schools, Dublin, Ohio

- Responsible for the areas of Special Education, Gifted Education, Multicultural Education, English as a Second Language, Records Compliance, Intradistrict Enrollment, Home Education, Nursing, Physician and Health Care services.
- Chaired a yearlong study of the gifted education program with a task force comprised of parents, teachers, and administrators.
- Coordinated a two-year review of the English as a Second Language program, professional development plans and resource materials.
- Completed a three-year reorganization of the district special education programs and services to redirect focus to building level services and home school attendance by students with disabilities.

8/99-7/03 Director of Curriculum, Division of Educational Services, Dublin City School District, Dublin, Ohio.

5/94-8/99 Principal, Willard Grizzell Middle School, Dublin City School District, Dublin, Ohio.

8/93-6/94 Principal, Olde Sawmill Elementary School, Dublin City Schools, Dublin, Ohio.

8/89-8/93 Assistant Principal, John Sells Middle School, Dublin City Schools, Dublin, Ohio.

1985-1989 Tutor/Teacher, Worthington City Schools, Worthington, Ohio

1984-1985 Teacher, Learning Unlimited, Columbus, Ohio

PROFESSIONAL ASSOCIATIONS

Association for Supervision and Curriculum Development
American Association of School Administrators
Dublin Adolescents and Community Together Coalition
Dublin Education Foundation
Dublin Teachers Academy Board of Directors
Educational Council

HONORS AND RECOGNITION

Honda Educators Tour to Japan – 1996
Founding Member of Leadership Dublin – 1995
Department of Education, Excellence in Education –
John Sells Middle School, 1991
Department of Education, Excellence in Education –
Worthingway Middle School, 1987
Attained the rank of Eagle Scout - 1972

REFERENCES

Dr. David Axner
Superintendent
Dublin City Schools
(614) 760-4364
[REDACTED]

Stephen Osborne
Treasurer
Dublin City Schools
(614) 760-4310
[REDACTED]

William Mulbarger
Executive Director of Human Resources
Dublin City Schools
(614) 760-4373
[REDACTED]

Lynn May
President Board of Education
Dublin City Schools
[REDACTED]

Chris Valentine
Board Member
Dublin City Schools
[REDACTED]
(614) 370-6147

Gwen Callender
Board Member
Dublin City Schools
[REDACTED]
(614) 370-6147