

# **Dr. Matthew Y. Akin**

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- Letter of Interest
- Application
- Resume'
- Official Transcript of Terminal Degree

December 7, 2016

To Whom It May Concern:

I am honored to apply for the position of superintendent in the Huntsville City School District. I have over thirteen years of experience as a superintendent in the state of Alabama.

As superintendent of the Piedmont City School District, I am proud to have helped lead our district to being recognized as one of the most innovative in the country. In 2013, our district was chosen as one of the charter districts of the Digital Promise League of Innovative Schools. Digital Promise is an organization that was formed by Congress to promote innovative growth in public schools across the country. Recently, I was chosen to join the AASA (School Superintendents Association) Digital Consortium. The purpose of the consortium is to provide school district leaders the opportunity to work together, to gain insight into emerging and successful models of best practices using digital media in support of engaging and effective learning experiences. I was also recognized by EdWeek as one of the 2016 educational "Leaders to Learn From."

I am actively involved with all aspects of our school system including curriculum and instruction, finance, technology, and facilities. I have a thorough understanding of school finances including the multitude of federal funding sources. Additionally, I have worked closely with local, state, and national political leaders to secure funding for our district. I believe that I have many of the qualities that your district seeks in a superintendent.

I believe that your district is a rich environment that provides multiple opportunities for innovation. I look forward to discussing my ideas about the future of your children.

Sincerely,

Dr. Matt Akin

## Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

### Personal Data

**Name:** Dr. Matthew Y Akin  
 (Title) (First) (Middle Initial) (Last)

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

**Other:** Matthew Y Akin  
 (Title) (First) (Middle Initial) (Last)

**Email Address:** Makin185@gmail.com

### Postal Address

Permanent Address	Present Address
Number & Street: 520 Babbling Brook Road	Number & Street:
Apt. Number:	Apt. Number:
City: Piedmont	City:
State/Province: AL	State/Province:
Zip/Postal Code: 36272	Zip/Postal Code:
Country: United States of America	Country:
Daytime Phone: (256) 8460287	Phone Number:
Home/Cell Phone: (256) 8460287	

### Employment Desired

<b>Closed Vacancy Desired:</b>	<b>Date Last Submitted</b>	<b>Experience in Similar Positions</b>
JobID: 207 <b>Administration:</b> Superintendent of Huntsville City (Alabama) at Huntsville City	12/7/2016	14 years

### Experience

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

Current or Most Recent Position		Employer Contact Information		
Piedmont City School District Superintendent		502 Hood Street, West Piedmont, AL 36272 256-447-8831		
<b>Date From - Date To:</b>	06/2003 - 09/2016 (Total Yrs: 13)	<b>Full or Part Time:</b>	Full Time	<b>Last Annual Salary:</b> \$154,000 +
<b>Reason for Leaving:</b>	Currently Employed			
<b>May we contact this employer?</b>	No			
<b>Responsibilities/Accomplishments at this Position</b>	School district superintendent- I am responsible for all aspects of school district operation, including personnel, budgets, curriculum, and policy development/adherence.  I supervise over 130 employees and the district enrollment is approximately 1240 students.  Our FY17 budget is approximately \$11,000,000.			

## Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted: \_\_\_\_\_

### Experience Continued

Previous Position Held		Employer Contact Information			
Piedmont City School District Piedmont High School Principal		502 Hood Street, West Piedmont, AL 36272 2564478831			
Date From - Date To:	07/2000 - 05/2003 (Total Yrs: 3)	Full or Part Time:	Full	Last Annual Salary:	\$65,000
Reason for Leaving:	New position (superintendent)				
May we contact this employer?	No				
Responsibilities/Accomplishments at this Position	High school principal- I was responsible for all school operations including personnel, curriculum, and school level budgets.  I supervised approximately 30 teachers and support personnel.  Annual Budget- \$150,000				

Previous Position Held		Employer Contact Information			
Piedmont City School District Coordinator of Administrative Services		502 Hood Street, West Piedmont, AL 36272 2564478831			
Date From - Date To:	09/1999 - 08/2002 (Total Yrs: 3)	Full or Part Time:	Full	Last Annual Salary:	\$65,000
Reason for Leaving:	High school principal position				
May we contact this employer?	Yes				
Responsibilities/Accomplishments at this Position	As Coordinator of Administrative services, I was responsible for the district federal programs, technology, facilities, transportation and maintenance.  I directly supervised ten employees.  I was responsible for a \$500,000 budget.				

### Education History

* Degree Type	Ed.D.
* Name of Institution	Samford University
* Field of Study	Educational Leadership
* Year Conferred or Expected	2015

* Degree Type	Master's
* Name of Institution	Jacksonville State University
* Field of Study	Education Administration
* Year Conferred or Expected	1998

# Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

## Education History continued

Degree Type	Master's
Name of Institution	University of Alabama
Field of Study	Mathematics/Secondary Education
Year Conferred	1996

Degree Type	Bachelor's
Name of Institution	Jacksonville State University
Field of Study	Mathematics/Secondary Education
Year Conferred	1990

Degree Type	
Name of Institution	
Field of Study	
Year Conferred	

# Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

## 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.

### 1. What personal characteristics define an excellent administrator?

There are multiple characteristics that define an excellent administrator. In order to be a quality leader, I believe that one must be an effective communicator and be able to maintain relationships with existing stakeholders. Additionally, the most effective administrators can effectively interact with current and future supporters and easily listen and understand the ideas and concerns of all constituents. In my opinion, communication establishes the foundation needed to develop a shared vision for the school district and surrounding community. The best leaders have the ability to collaborate with others to establish a vision and are able to continually communicate in order to transform the vision to reality.

Outstanding administrators also have the ability to create implementation plans based on the shared vision of the school district. As part of the planning process, they are able to collaborate with the board and district stakeholders to develop goals and strategic steps to reach the defined goals. The ability to organize is imperative. The most successful leaders can organize and delegate based on the strengths of the district leadership team. Delegation of defined tasks is vital. Ultimately, the leader of a school system should be energetic, focused, and capable of motivating others to accomplish the shared vision of the district.

### 2. From your point of view, how important is technology in education? What technology-related skills can you contribute to a school district?

I have been an advocate for the use of technology to improve the teaching and learning process for my entire educational career. From the beginning of my career as a computer science teacher to my current position of superintendent, I have continually implemented innovative methods to improve education for my students. As superintendent, I have led my district down the road of digital transformation for over a decade. I am fortunate to have a technological background and I truly understand the power of technology to potentially be the catalyst for changing the lives of our students. I believe that the proper use of technological tools provides access and empowerment for all students. Specifically, I have found that technological tools can help level the playing field for disadvantaged students.

As a result of the transformation that has occurred in my current district, our district has one of the highest graduation rates in our state and our college remediation rates are among the lowest in the region. Our one-to-one laptop initiative, MPower Piedmont, has evolved from a one-to-one laptop program to an initiative that provides a true personalized learning environment for all students. Personalized, self-paced learning for all students is difficult! It is a challenge for teachers, administrators, students, and parents, but our work is providing results. Last year's academic growth in reading and math, as measured by the ASPIRE assessment, was the highest in the state.

Over the last seven years, the Piedmont City School District has become a model for districts across the country that are undergoing digital transformations. As leader of the district, I have mentored other superintendents, hosted numerous site visits, webinars, and conference calls about our initiative. Additionally, we are one of the first districts in the nation to provide home Internet access to students. As a result, we have been able to create a summer virtual academy that offers online high school credit courses to middle and high school students. Last summer, over 40% of our middle school students earned high school credit. Additionally, all of our high school students take at least one online course per semester. In conclusion, I feel that I have the experience and expertise to lead the ongoing digital transformation in the Huntsville City School District.

# Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

## Referrals

How did you hear about employment with us?

Newspaper

## Disclosures

### Contract Status

\* Are you currently under contract?

Yes

If Yes, when does it expire?

June, 2020

When may your present employer be contacted?

Yes, If I am a finalist.

### Professional Status

\* Have you ever been dismissed, asked to resign a position or resigned to avoid termination?

No

If Yes, explain:

\* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

\* Do you have any relative(s) working in the school system?

No

Name:

Position:

Relationship:

## Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

\* Are you eligible to work in the United States?

Yes

\* Have you ever pled guilty or nolo contendere to or been convicted of a felony or misdemeanor?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

# Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

## Legal Information continued

\* Have you ever had any indicated finding of child abuse filed in your name? No

If yes, explain, giving dates:

\* Does your name appear on any Sex Offender Database in any state or country? No

## Applicant's Acknowledgment and Agreement

By checking the box below, candidate authorizes the school district to conduct an investigation of candidate pursuant to The School Code to determine whether candidate has been convicted of any criminal or drug offenses as set forth in such statute, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Candidate may not be employed unless such investigations have been initiated.

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

I, Matthew Akin, agree to all of the terms above.

I agree

## Career Achievements

Describe your educational philosophy.

I believe that one's philosophy of education should be built on solid foundational values that continually evolve. I am certainly a different leader today, after thirteen years as a superintendent, than I was during my first year as a principal. The cornerstones of my educational philosophy are vision and service.

There are several other foundational values that I feel are important to supplement these cornerstones. They include knowledge, dedication, compassion, and a love for children. It is my opinion that all good educational leaders have these characteristics interwoven into their beliefs. I truly value the people around me. I feel that I am a good listener that shows genuine concern for others. In order to move any organization forward, I believe a collaborative leadership style with all entities supporting the same mission and goals is vital.

I believe that I have developed into a visionary leader. I consider vision and the ability to communicate one's vision as the single most important trait of a superintendent. I am also convinced that vision should be focused on serving others. Ultimately, I feel I have a moral obligation to serve the children in our school district and the stakeholders in our community.

What leadership skills and traits would you bring to this position?

I believe that, as a leader, I am guided by a moral purpose that is founded on a commitment to meet the needs of all students in my school system. In order to be an effective leader, I must also be honest and trustworthy. Additionally, I feel that accountability is a cornerstone of any successful organization. To that end, I believe in holding the people around me and myself accountable. In order to develop an expectation of accountability, I continually try to model what I expect of others.



## Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

What leadership skills and traits would you bring to this position?

I've held various positions throughout my career that have allowed me to develop a strong leadership skillset. I have been a teacher, central office administrator, and a superintendent. Additionally, as a member of various boards, I have gained leadership experience from a different viewpoint. I feel that I am a good communicator and I believe that communication with all stakeholders of a school district is essential. Moreover, informal communication, in places such as school hallways, grocery stores, and ballparks are a vital component in establishing relationships that can benefit the school district.

I am a visionary leader. On a daily basis, I work to develop a shared vision for our school district. I believe that the development of a shared vision only happens when one truly understands the needs of the organization and the stakeholders that it represents. Ultimately, in order to implement plans aligned to a shared vision, I believe that a leader should be organized and be willing to delegate responsibilities. Both delegation and organization are skills that I have developed throughout my career.

Ultimately, in order to be successful, I believe that the board and superintendent must build a team that works together to achieve vision of student success.

List your major career accomplishments.

1991-94, Computer Science Teacher, Anniston City Schools

â€¢ Wrote and received a grant from U.S. Department of Energy to install one of the first high-speed internet connections to a high school in Alabama

â€¢ Implemented a project-based computational science class in partnership with UAH and Alabama Supercomputer Center

1994-1999, District Technology Coordinator and Director of Student Services, Anniston City Schools

â€¢ Designed and installed first computer networks in all schools throughout the district by utilizing community partnerships

â€¢ Developed district technology plan and wrote grants that provided for computers and teacher training in all district classrooms

â€¢ Worked on a team with the U.S. Department of Education to help re-zone schools in the district

â€¢ Supervised transportation system and all student disciplinary hearings

1999-2002, Coordinator of Administrative Services, Piedmont City Schools

â€¢ Responsible for administration of Federal Programs (Title I, II, IX), school facilities, transportations, technology, student discipline hearings

â€¢ Wrote and implemented grants to upgrade network infrastructure, install a district wide area network (WAN), purchase computers for teachers and students, install 21st century classroom equipment, and train staff members

2000-2003, Principal, Piedmont High School

â€¢ School achieved a graduation rate above 90% each year

â€¢ Piloted a 1:1 laptop initiative

â€¢ Created district's first credit recover program

2003-2016, Superintendent, Piedmont City School District

â€¢ Nationally recognized leader in educational technology

â€¢ Implemented a district wide 1:1 laptop initiative in 2009

â€¢ Acquired grant funds to install a community wide WAN to provide home internet access for families

â€¢ Designed and acquired funding to initiate a personalized learning environment in all district schools

â€¢ Remodeled school libraries into "Centers for Innovation"

â€¢ Strong financial record, while developing innovative schools

List honors and awards you have received during your career.

EdWeek- 1 of 13 national "Leaders to Learn From", 2016

Alabama Community Education Association- Superintendent of the Year, 2016

## Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

List honors and awards you have received during your career.

The White House, Office of Education Technology- 1 of 100 superintendents recognized for "Exemplary Leadership" in digital learning, 2015

Jacksonville State University- CORE Founders Award, 2015

The Anniston Star- Calhoun County Citizen of the Year, 2014

Verizon Innovative Learning School- Piedmont Middle School, 2014

National School Board Association- National "20 to Watch" for Ed. Tech, 2012

U.S. Department of Education- Piedmont High School "Blue Ribbon School", 2012

Council for Leaders in Alabama Schools- Piedmont Elementary School, CLAS Banner School, 2011

e-School News- National "Tech-Savvy" Superintendent, 2010

The Piedmont Journal- Citizen of the Year, 2010

Council for Leaders in Alabama Schools- Piedmont High School, CLAS Banner School, 2010

US News & World Report- Piedmont High School, "One of America's Best High Schools" (Bronze Level), 2007-16

US News & World Report- Piedmont High School, "Most Connected" High School in the Nation, 2011-12

Apple Corporation- Piedmont High School, Apple Distinguished School, 2011-16, Piedmont Elementary School, 2016

List the professional organizations of which you are or have been a member.

Alabama ESSA Implementation Committee (Co-Chair)

Digital Promise League of Innovative Schools (Advisory Committee)

American Association of School Administrators (Governing Board)

School Superintendents of Alabama (Executive Board)

Alabama Association of School Boards

AASA Digital Consortium

Lexington Education Leadership Award (LELA) Program Mentor

Learning Forward Alabama (State Board Member)

The Consortium of School Networking (CoSN) Empowered Superintendents Committee

Council for Leaders in Alabama Schools (CLAS)

Education Research and Development Institute (ERDI)

List the community activities you are involved in.

Piedmont Education Trust- Board of Directors (Secretary- 2016)

Community Foundation of Northeast Alabama (Board of Directors- 2014)

Jacksonville Medical Center (Board of Directors- 2014)

Calhoun County Chamber of Commerce (Member- 2016)

Piedmont First Baptist Church

Jacksonville State University- Collaborative Regional Education (Advisory Council- 2016)

# Alabama Association of School Boards Online Application

Akin, Matthew -

Date Submitted:

## Career Achievements continued

What is your current base salary?	\$154,000 +
How many employees report directly to you?	12
How many employees are you responsible for?	125

## Superintendent Certificate

\* Do you hold an Alabama superintendent certificate? Yes

If yes, please provide your social security number for verification purposes.

If you do not hold an Alabama superintendent certificate, are you eligible for one? (You may call the Alabama Department of Education at 334-242-9700 to verify)

\* Do you hold a superintendent certificate in another state? No

If yes please complete the following:

State:

Certificate Number:

Expiration Date:



# DR. MATT AKIN

*Superintendent of Schools*

📍 Piedmont, Alabama

☎ 256-816-0287

✉ makin185@gmail.com

## Professional Organizations

- Alabama ESSA Implementation Committee (Co-Chair)
- Digital Promise League of Innovative Schools (Advisory Committee)
- American Association of School Administrators (Governing Board)
- School Superintendents of Alabama (Executive Board)
- AASA Digital Consortium
- Lexington Education Leadership Award (LELA) Program Mentor
- Learning Forward Alabama (State Board Member)
- Piedmont Education Trust- Board of Directors (Secretary)
- Community Foundation of Northeast Alabama (Board of Directors)
- Jacksonville Medical Center (Board of Directors)
- The Consortium of School Networking (CoSN)
- Council for Leaders in Alabama Schools (CLAS)
- Education Research and Development Institute (ERDI)

## Presentations

- COSN
  - National Conference 'Technology Leadership in a Small School District'
- SxSWedu
  - 'Competency-Based Learning'
  - 'Effects of Home Internet Access'
- Discovery Education
  - Ignite Presentation 'The Average Student'
- League of Innovative Schools
  - Fall Conference 'Competency-Based Learning'

2003 - 2016 Superintendent  
 Piedmont City School District  
 School district leader responsible for oversight of all district operations.

- Nationally recognized leader in educational technology
- Implemented a district wide 1:1 laptop initiative (MPower Piedmont) in 2009
- Acquired grant funds to install a community WAN to provide home internet access for families
- Designed and acquired funding to initiate a personalized learning environment in all district schools
- Remodeled school libraries into "Centers for Innovation"
- Strong financial record, while developing innovative schools

2000 - 2003 Principal  
 Piedmont High School  
 Chief administrator responsible for developing and implementing policies, programs, curriculum activities, and budgets.

Created district's first credit recovery program

Piloted 1:1 laptop initiative

1999 - 2002 Coordinator of Administrative Services  
 Piedmont City School District  
 District Technology Coordinator  
 Federal Programs Coordinator  
 Student Services Director  
 Facilities and maintenance manager

1995 - 1999 District Technology Coordinator & Director of Student Services  
 Anniston City School District  
 Responsible for coordinating networks in all districts buildings

Received and implemented grant for the USDOE to install Internet access and implement Computer Science curriculum

Installed three computers in all district classrooms

1991 - 1995 Teacher/Coach  
 Anniston High School  
 A.P. Computer Science  
 Computer Science  
 Algebra I  
 Girls Basketball Coach  
 Soccer Coach

## Education

2013 - 2015 Ed.D., Educational Leadership  
 Samford University

1997 - 1998 Administration (Masters Level) Certification  
 Jacksonville State University

1995 - 1996 M.A., Secondary Education/Mathematics  
 University of Alabama

1987 - 1990 B.S., Secondary Education/Mathematics  
 Jacksonville State University

Access First, Then Let the  
Shipping Commence" March  
(2013)

- Compass Learning
  - National Sales and Leadership Meeting
- Blackboard World
  - National Conference "Summer Virtual Academy"
  - National Conference "MPower Piedmont"
- School Superintendents of Alabama
  - State Conference "Learning From Data: Interpreting and Collecting"
- National School Board Association
  - National Conference "1:1 technology implementation"

#### **EdWeek**

1 of 13 national "Leaders to Learn From", 2016

#### **Alabama Community Education Association**

Superintendent of the Year, 2016

#### **The White House- Office of Education Technology**

1 of 100 superintendents recognized for "Exemplary Leadership" in digital learning, 2015

#### **Jacksonville State University**

CORE Founders Award, 2015

#### **The Anniston Star**

Calhoun County Citizen of the Year, 2014

#### **Verizon Innovative Learning School**

Piedmont Middle School, 2014

#### **National School Board Association**

National "20 to Watch" for Ed. Tech, 2012

#### **U.S. Department of Education**

Piedmont High School "Blue Ribbon School", 2012

#### **Council for Leaders in Alabama Schools**

Piedmont Elementary School, CLAS Banner School, 2011

#### **e-School News**

National "Tech-Savvy" Superintendent, 2010

#### **The Piedmont Journal**

Citizen of the Year, 2010

#### **Council for Leaders in Alabama Schools**

Piedmont High School, CLAS Banner School, 2010

#### **US News & World Report**

Piedmont High School, "One of America's Best High Schools" (Bronze Level), 2007-16

#### **US News & World Report**

Piedmont High School, "Most Connected" High School in the Nation, 2011-12

#### **Apple Corporation**

Piedmont High School, Apple Distinguished School, 2011-16