

April 5, 2011

To Whom It May Concern:

This is an expression of interest in the position of Superintendent, Osceola County School District.

As an individual with a track record of successful leadership of large, complex organizations, I believe I could bring real and immediate value to the leadership of the Osceola County School District. As a Naval Officer and Provost of the United States Naval War College, a fully accredited degree conferring institution, Assistant Superintendent of the Boston Public Schools, Superintendent of the Marlborough Public Schools and Chief Executive Officer of the Advanced Math and Science Academy Charter School, I have a demonstrated history of leadership, strategic planning, strong administrative and financial management skills, fundraising expertise, a passion for people and the strong belief that a relationship based approach to leading and learning is essential to measurable success.

In my current role as the Chief Executive of the Advanced Math and Science Academy Charter School, I have had the opportunity to galvanize our school community around student achievement, interdisciplinary courses of study, experiential and community based learning and powerful relationships as this school has risen to among the highest performing in the Commonwealth of Massachusetts. In order to meet the financial needs of our faculty and students, we have created a Foundation and an institutional advancement effort with a vision of endowing the school. Additionally, we have modernized the infrastructure, reversed a condition of deficit spending and launched a higher education model of institutional advancement with a vision of endowing the school. As the head of a 7,000 person, \$620 million recruiting organization, I worked closely with colleges and universities throughout the country in the recruitment of 60,000 people a year. Through systemic change, creativity and imagination, we changed the image of the United States Navy and sustained the longest running period of recruiting success in the history of the All Volunteer Force.

As you will see from the attached Curriculum Vitae, throughout my professional experience, I have succeeded in positions of increasing responsibility and believe I have the capacity to successfully serve the students and community of Osceola County as their next Superintendent.

Thank you for your consideration,

Barbara McGann

6 Boss Court
Newport, RI 02840

401-487-9746

EDUCATION

Massachusetts Superintendents License, #396646

Ph.D Candidate, Lesley University, Cambridge, MA, 2007-Present (Degree Expected 09/11)

Fellow, Broad Urban Superintendents Academy, 2003

Ed.D, Honoris Causa, Roger Williams University, Bristol RI, 2002

M.A. in National Security Studies, Georgetown University, Washington, D.C., 1987
Certificate, National Security, United States Naval War College, Newport, RI, 1982-1983

M. S. in Management, Salve Regina University, Newport, RI, 1983

B. A. in English, College of Our Lady of the Elms, Chicopee, MA, 1968

PROFESSIONAL EXPERIENCE

Executive Director, Advanced Math and Science Academy 2008-Pres
Marlborough, MA

Chief Executive of a Math and Science charter school serving children in Central Massachusetts from Grade 6 to Grade 12.

Accomplishments

- Took over financially troubled school and led it to solvency.
- Launched a school wide institutional advancement effort with a goal of endowing the school.
- Led the teaching and learning team to among the highest ranking state-wide student performance on high stakes achievement tests.
- Built a state of the art technology infrastructure ensuring wireless and technology access in every classroom.

Superintendent, Marlborough Public Schools 2006-2008
Marlborough, MA

Chief Executive Officer of an urban school system serving 4,589 children in Central Massachusetts from Pre-school to Grade 12.

Accomplishments

- Developed a rigorous and relevant standards based curriculum infused with 21st Century Skills and preparation for productive citizenship in a global economy. Delivery of teaching and learning through a workshop model of instruction, student evaluation of student work using rubrics, project based teams and student portfolios.

- Led the school system out of state designated corrective action in less than two years.
- Developed strategic plan around the pillars of high standards curriculum, effective instruction, use of data and student work to inform instruction and powerful relationships between students, teachers, parents and school support staff. Launched the Marlborough Public Schools Foundation, 501(c) (3) to address long range financial planning, higher education Alumni Association model, peer to peer solicitation through Year Group Ambassadors, major gifts, memorial and planned giving.

Assistant Superintendent of Human Resources, Boston Public Schools

Boston, MA

2004-2006

Member of the Superintendent of Schools' Leadership Team in a system of 139 schools, 62,400 students and 10,000 full-time and part-time staff.

Accomplishments

- Led an unprecedented reform of the leadership and management of Human Capital.
- Developed a customer-focused culture with emphasis on continuous improvement.
- Implemented best human resources practices from business and public sector partners.
- Used technology to streamline information management, integrate disparate systems and automate staffing and reassignment functions.
- Launched diversity recruiting strategies, comprehensive teacher preparation programs and revamped the hiring process.

Chief Executive Officer, American Red Cross of Rhode Island

Providence, RI

2002-2004

Executive leader of state-wide complex organization that provides basic needs to victims of disaster and ongoing support for military personnel and families abroad and at home. Manage 17 person full time staff and over 700 members of immediate response teams. Respond to over 350 disasters a year.

Accomplishments

- Coordinate responses of all national, state and local agencies for fire, hazardous material and natural disaster responses throughout the state.
- Developed and implemented statewide preparedness planning and training used throughout Rhode Island.
- Eliminated a \$300,000 deficit through reduction of waste, overhead and increased revenues.
- Partnered with industry to provide for needs of Armed Forces members

deploying to support Operation Iraqi Freedom.

United States Navy

1970-2002

Served in the United States Navy for over 30 years. Retired in 2002 as a Rear Admiral “2-Star”, the second highest ranking woman in the Navy and one of the first women line officers to rise to this rank. Served in line leadership positions in education, financial management, human resources, recruiting and information operations.

Provost, Naval War College

2000-2002

Rear Admiral, “2-Star”

Newport, RI

Responsible for the operation and development of a fully accredited graduate institution of higher learning with 1000 students, 150 staff and an annual budget of \$65 million spread over three domestic colleges and two international colleges as well as correspondent programs for deployed Naval personnel. In the aftermath of September 11, 2001, led a re-evaluation of how to prepare the senior leaders of the United States in a world of rising Islamic Fundamentalism, re-invigorating the New Rule Set of war games focused on the global economy begun at the World Trade Center in partnership with Cantor Fitzgerald.

Accomplishments

- Successfully created accredited masters programs using both online and satellite resources to ensure access for all personnel both while on shore and at sea. Developed partnerships with private universities to create expanded opportunity for enrollment while on international military assignment.
- Gained Congressional approval for \$60 million dollar building program for new education complex including training facility. Currently under construction.
- Developed corporate support and recruited large donors, resulting in increased foundation revenue by 500%.
- Designed statewide domestic preparedness planning and training program currently being used.
- Routinely lectured and taught at the War College, institutions of higher learning and elementary and high schools in the New England area. Hosted high school and college students at providing standards-based history and national security seminars to schools and colleges to help educators get students ready for the global economy.

Commander, Navy Recruiting Command
Rear Admiral, “2-Star”
Washington, DC

1996-2000

Led Navy recruiting staff of 7,000 located in 1,400 dispersed locations; managed a \$550 million annual budget and \$70 million national advertising campaign. Recruited over 60,000 people per year to serve in US Navy.

Accomplishments

- Achieved the longest running period of recruiting success in over two decades. Achieved a 65% increase in recruiting productivity, the most significant nationwide productivity improvements in the Navy Recruiting Command in two decades.
- Oversaw a \$50 million dollar building program for headquarters and field activities. Resulted in relocation of recruiting headquarters and refurbishment or new construction of 1400 recruiting facilities nationwide.
- Launched a comprehensive system of professional development for all staff and implemented positive incentives for achieving recruiting goals. Continues to be used today.
- Routinely spoke to schools and individual classes throughout the nation

Assistant Chief of Naval Personnel
Rear Admiral, “1-Star”
Washington, DC

1994-1996

Responsible for \$22 billion military personnel compensation expenditures and formulation of Navy human resource policy

Accomplishments

- Conceived and designed a program to establish a “Smart Ship,” an experimental ship used to test product or system innovations that lead to human resource savings. Negotiated with and received approval directly from Chief of Naval Operations to implement plan. Over 50 initiatives were tested and applied throughout the Navy, leading to a 1 5% reduction in operating costs per ship.
- Successfully defended before Congressional Armed Services Committee appropriations for a record number of new operational initiatives that significantly improved quality of life for Naval personnel.
- Routinely addressed student bodies and classrooms at local schools on education and training opportunities in the U. S. Navy.

Fellow, Strategic Studies Group, Naval War College 1993-1994
Rear Admiral (Select)
Newport RI

Awarded highly competitive fellowship to study a wide range of strategic leadership concepts and make recommendations to the Chief of Naval Operations for more effective and efficient utilization of naval forces. Several recommendations have been implemented and are contributing to the quality of life of Navy Personnel.

Commander, Navy Recruiting Western Region 1991-1993
Captain (0-6)
Oakland, CA

Responsible for a \$12 million budget and 1,300 people at 400 separate locations.
Recruited 20,000 people a year for the U.S. Navy.

Accomplishments

- Assigned to region that ranked last in the nation in meeting recruiting goals and improved it to be the top ranked region
- Eliminated \$4 million shortfall through implementing cost savings initiatives.
- Drove the creation and funding of professional development opportunities at all levels resulting in 25% improvement in individual recruiter productivity

OTHER NAVAL POSITIONS

Executive Assistant to the Commander Navy Recruiting Command 1990-1991
Head of Navy Policy for the Middle East, Africa South Asia 1989-1990
Commanding Officer, Naval Submarine Base 1987-1989
Head Assignment Officer, General Unrestricted Line Community 1985-1987
Special Assistant to the Assistant Secretary of the Navy 1983-1985
Executive Officer of Navy Recruiting District 1979-1982
Staff of tile Chairman, Joint Chiefs of Staff 1976-1979
Assignment Officer, Unrestricted Line Community 1974-1976
Policy Analyst 1972-1974
Navy Recruiter 1971-1972
Public Affairs Officer, Training Air Wing One, Meridian, MS 1970-1971

Summary Accomplishments

- Led the Middle East, Africa, South Asia Policy Branch during Iraq's invasion of Kuwait and was credited with a crucial role in formulating the United States response to the crisis.
- Became the first woman to command a submarine base. Led an international team of 360 people and oversaw a \$60 million budget. Launched, managed and completed a building program to construct housing, food service, retail and recreation facilities.
- Coordinated the career development paths of over 1000 officers and a budget of \$50 million as Head Assignment Officer.
- Crisis management of the Iranian Hostage Crisis and played a crucial role in formulating the United States response.

**Teacher, Saint Joseph's Elementary School Pawtucket, RI and
Cathedral High School, Chicopee, MA**

1968-1970

PROFESSIONAL AFFILIATIONS

Massachusetts Association of Charter Schools	2007-Present
Massachusetts Association of School Superintendents	2006 - 2008
Association for Supervision and Curriculum Development	2003 - Present
International Reading Association	2003 - 2010
Board of Directors, Teachers for a New Era	2003 - 2006

HONORS AND AWARDS

Rhode Island 85 Community Service Award 2007
Exceptional Woman of Rhode Island 2003
Lifetime Achievement Award, Rhode Island Celebration of Women 2003
Veteran of the Year 2003
Newell B. Goff Award for Ingenuity and Enterprise 2002