

November 13, 2020

Seminole County Public Schools
400 East Lake Mary Blvd.
Sanford, FL 32773

Dear School Board Members and SCPS Superintendent Search Committee,

It is with great enthusiasm and a deep understanding of the importance of the role of Superintendent of Seminole Public Schools that I submit my application to become your next Superintendent. I am fully knowledgeable of the journey that the district has traveled to become a premier Florida school system and I have experienced first-hand the importance of equitable access for each student. I know that “educational excellence and equity for ALL students” is not just a mantra echoed by school and district employees. For the past 30 years, the School Board has recognized that a commitment to excellence and equity takes actionable planning, fidelity in implementation of equity initiatives, constant monitoring and strategy adjustment, deep reflection, and a willingness to listen to all stakeholders. I would be honored to lead the continuation of that work in Seminole County.

As you know, I have worked alongside you and your educational leadership team to ensure that all students have access to and acquire the knowledge, skills, and attitudes to become lifelong learners and productive citizens. My work has provided me with opportunities to lead and contribute to academic and operational excellence and equity. As a result, I am uniquely positioned to lead innovative changes that are inevitable following the lessons learned during the disruptive educational shift resulting from the global pandemic.

Sixteen years ago, I joined the administrative team of SCPS as Staff Counsel and was immediately immersed in the work of the School Board and leadership team in demonstrating that SCPS had achieved a unitary school system. The district’s efforts in all respects, from instruction to construction, have been centered on what is in the best interest of providing a world-class equitable education for all students. Providing a world-class education requires not only the ability to create and implement academic programs but also the ability to manage all aspects of the district’s instructional and operational fund sources, including state, federal and local funds. In addition, it is essential to discern what, how and when to communicate to staff, parents and the community, develop and monitor policy implementation, oversee employee hiring, training and advancement, manage the School Board’s self-insurance program, and collaborate with county and state personnel.

Some may consider my path to becoming your Superintendent an unconventional one—my path is the result of being a part of Seminole County Public Schools as a student, parent, district administrator and community member. I am invested in seeing that SCPS continue on the path of excellence that it is traveling. My passion for educational opportunities for all Seminole County students and the belief that the district is making strides in closing the achievement gap by providing each and every student with a customized educational pathway is unrivaled.

The School Board's student-centered philosophy has permeated my work on behalf of SCPS. I have visited numerous classrooms and know the importance of student voice. I welcome the opportunity to speak with you and discuss in detail why my experiences collaborating with our team on instructional challenges designed to improve student achievement, supporting SCPS teachers and staff in schools and classrooms, leading district-wide operational change, and communicating the SCPS vision and mission to all stakeholders has prepared me to become the next Superintendent of Seminole County Public Schools.

Sincerely,



Serita D. Beamon, Esq.

SERITA D. BEAMON, Esq.

315 Tuska Reserve Cove, Casselberry, Florida, 32707
seritaduhart@yahoo.com

VISION

By reinforcing the connections between diverse stakeholders and continuing to cultivate innovative learning environments for all students, Seminole County Public Schools will fulfill its commitment that all children have equitable educational opportunities that result in students achieving their full potential, earning meaningful diplomas demonstrating that they are career and college ready, and becoming productive members of our society.

SUMMARY OF QUALIFICATIONS

I am a focused education professional with 16 years of relevant experience working with the School Board, Superintendent, and district staff of Seminole County Public Schools, and have been recognized as a knowledgeable leader with excellent communication and critical thinking skills who provides decisive guidance regarding all aspects of the district's instructional and operational functions.

- ❖ **Key Contributor to the Superintendent's Cabinet and Instructional Support Team that make providing equitable access to rigorous course work a top priority of the district.** As a member of the Seminole County Public School team since 2004, I have comprehensive knowledge of the efforts the district took to obtain the declaration of unitary status and the commitment necessary to maintain a unitary public school system that provides excellence and equity for all students.
- ❖ **Proven student equity leader and relationship builder.** I support the creation of customized education pathways for students in the district's magnet programs, career and technical education programs, Programs of Emphasis, and Problem Solving Incubator High School including negotiating and drafting agreements with various stakeholders aligned with the mission and vision of Seminole County Public Schools.
- ❖ **Change agent for directing the creation of research-based exceptional student education programs.** By providing consultation, guidance, and support of the district's Individual Education Plan Teams, I have advanced the creation of successful individual student education programs for exceptional students.
- ❖ **Trusted team member and communicator for navigating disruptive, innovative education change.** Well-versed in listening to community voices regarding highly emotional, disruptive issues such as the reopening of schools for the 2020-2021 school year and various district school rezonings, and guiding the School Board and Superintendent on integrating stakeholder feedback into actionable district plans.
- ❖ **Collaborator and leader for multi-departmental district processes to ensure high-quality choice options.** Led the development of revisions to the SCPS charter school review process and coordinated the collaborative review by district departments of all charter applications submitted to the district since 2012.
- ❖ **Provider of professional development to district and school leaders.** I create and deliver training for district administrative staff and school principals on various topics that span the K-12 education landscape.

PROFESSIONAL EXPERIENCE

Seminole County Public Schools Attorney, 2004- Present

School Board Attorney/Executive Director of Legal Services Department, 2015 – present
Staff Counsel, 2004-2015

- Provide preventative legal counsel to the School Board, Superintendent, and senior administrative staff of an A-rated school district serving 67,000 students and employing 9,000+ employees.
- Contributor to Seminole County Public Schools Strategic Plan, Student Progression Plan, Student Conduct & Discipline Code, Discipline Procedures Manual, and 2020-2021 Reopening Plan.
- Supervise the drafting of policies, administrative procedures, resolutions, education applications, and all legal documents relating to instructional initiatives and the operation of the school district.
- Oversee and manage all matters involving the School Board or Superintendent in federal and state court litigation and administrative proceedings.
- Provide counsel to the school district's Human Resources team on all employee relations issues including collective bargaining matters.
- Facilitate collaborative working relationships with the Department of Children and Families, Community Based Care of Seminole, Inc. (now Embrace Families), and the Seminole County Sheriff's Office regarding the agencies' roles in employee training, child abuse investigations, and providing support to students experiencing trauma.

Associate Attorney, 2000-2004

Foley Lardner LLP, Orlando, Florida, 2003-2004

Womble, Carlyle, Sandridge & Rice, PLLC, Atlanta, Georgia, 2000-2003

Carlton, Fields, Ward, Emmanuel, Smith & Cutler, P.A., Miami, Florida, 1999 (Summer Associate)

- Engaged in commercial and intellectual property litigation.

Admissions Counselor, 1996-1997

Stetson University, Deland, Florida

- Recruited high school students interested in enrolling in Stetson University and assisted in determining final approvals for university admission.

COMMUNITY INVOLVEMENT AND PROFESSIONAL ACTIVITIES

- Member of the School Board of Seminole County's Equity Advisory Committee, 2020
- Panelist for Seminole State College Law Day, 2019

- Presenter for League of Women forum on changes in public education involving charter schools (2013) and the Journey to Unitary Status in Seminole County Public Schools (2019)
- Member of School Environmental Safety Incident Report (SESIR) Workgroup, 2019
- Graduate of Leadership Seminole (Class #25), 2017
- Panelist for the Seminole County Youth Summit, 2015
- Annual presenter to Lyman High School students enrolled in the Academy of Teaching, Learning and Leading on the topics of education law that impact teachers, students and curricula, 2015-2018
- Coach for the Seminole High School Student Mock Trial Team, 2005-2007
- Florida School Board Attorneys Association, Member, 2004- present
- Florida Bar, Education Law Committee, Member, 2014-2015
- National Council of School Attorneys, Member, 2015-present
- American Educational Research Association, Member, 2019-present
- Association for Supervision and Curriculum Development, Member, 2020-present

EDUCATION AND CERTIFICATION/LICENSURE

May 2000	Florida State College of Law Juris Doctor, <i>Cum Laude</i>	Tallahassee, Florida
May 1996	Stetson University Bachelor of Arts in Political Science	Deland, Florida
May 2011	Florida Bar Board Certified Specialist – Education Law <i>One of 52 attorneys recognized by the Florida Bar as an expert in Education Law</i>	
February 2004	Florida State Bar License	

Florida State University

Office of the Registrar

282 Champions Way

PO Box 3062480

Tallahassee, Florida 32306-2480

PERMANENT ACADEMIC RECORD

Student is in good standing and is eligible to return unless otherwise stated.

Page 1 of 2

Name:

Student ID:

Birthdate:

Residency:

Print Date:

Serita M Duhart

Florida Resident (USA)

11/5/2020

Charge - Official Transcript

ALL CREDIT HOURS ON THIS RECORD REFLECTED IN SEMESTER HOURS

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Send To:

SERITA DUHART
315 TUSKA RESERVE CV
CASSELBERRY, FL 327074133

External Degrees

Stetson University

Bachelor of Arts

05/30/1996

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Term GPA	85.286	Term Totals	14.000	14.000	14.000	1194.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	85.286	Comb Totals	14.000	14.000	14.000	1194.000
Cum GPA	85.448	Cum Totals	29.000	29.000	29.000	2478.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.448	Comb Totals	29.000	29.000	29.000	2478.000

Beginning of Law Record

Program: Law
 Plan: Law Major

1997 Fall

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW5300	CIVIL PROCEDURE	79	LAW		4.000	4.000	316.000
LAW5400	PROPERTY	93	LAW		2.000	2.000	186.000
LAW5700	TORTS	86	LAW		4.000	4.000	344.000
LAW5792	LEGAL WRITING & RSCH I	93	LAW		2.000	2.000	186.000
LAW7930	SPECIAL TOPICS	84	LAW		3.000	3.000	252.000
Topic: CONTRACTS I							

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Term GPA	85.600	Term Totals	15.000	15.000	15.000	1284.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	85.600	Comb Totals	15.000	15.000	15.000	1284.000

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Cum GPA	85.600	Cum Totals	15.000	15.000	15.000	1284.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.600	Comb Totals	15.000	15.000	15.000	1284.000

Program: Law
 Plan: Law Major

1998 Spring

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW5091	CONTRACTS II	84	LAW		2.000	2.000	168.000
LAW5100	CRIMNL LAW / PROCEDR	82	LAW		4.000	4.000	328.000
LAW5402	PROPERTY II	93	LAW		3.000	3.000	279.000
LAW5501	CONSTITUTIONAL LAW I	77	LAW		3.000	3.000	231.000
LAW5793	LEGAL WRITING/RECH II	94	LAW		2.000	2.000	188.000

Program: Law
 Plan: Law Major

1998 Fall

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW5502	CONSTITUTIONAL LAW II	82	LAW		3.000	3.000	246.000
LAW6520	ADMINISTRATIVE LAW	S	SOU		3.000	3.000	0.000
LAW7111	CONST CRIM PROC I	76	LAW		3.000	3.000	228.000
LAW7710	FAMILY LAW	84	LAW		3.000	3.000	252.000

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Term GPA	80.667	Term Totals	12.000	12.000	9.000	726.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	80.667	Comb Totals	12.000	12.000	9.000	726.000

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Cum GPA	84.316	Cum Totals	41.000	41.000	38.000	3204.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	84.316	Comb Totals	41.000	41.000	38.000	3204.000

Program: Law
 Plan: Law Major

1999 Spring

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW6060	BUSINESS ASSOCIATION	S	SOU		4.000	4.000	0.000
LAW6330	EVIDENCE	93	LAW		4.000	4.000	372.000
LAW7549	EMPLOYMENT DISCRIMTN	89	LAW		3.000	3.000	267.000
LAW7930	SPECIAL TOPICS	87	LAW		2.000	2.000	174.000
Topic: RACIAL REG INT ASSOC							
LAW7930	SPECIAL TOPICS	86	LAW		3.000	3.000	258.000
Topic: CHILDREN, PARENTS, STA							

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u> <u>Hrs</u>	<u>Points</u>
Term GPA	89.250	Term Totals	16.000	16.000	12.000	1071.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	89.250	Comb Totals	16.000	16.000	12.000	1071.000

Florida State University

Office of the Registrar
282 Champions Way
PO Box 3062480
Tallahassee, Florida 32306-2480

PERMANENT ACADEMIC RECORD
Student is in good standing and is eligible
to return unless otherwise stated.

Page 2 of 2

Name:
Student ID:
Birthdate:
Residency:
Print Date:

Serita M Duhart
[REDACTED]
Florida Resident (USA)
11/5/2020

Charge - Official Transcript

ALL CREDIT HOURS ON THIS RECORD REFLECTED IN SEMESTER HOURS
May not be released to a third party without permission

Cum GPA	85.500	Cum Totals	57.000	57.000	50.000	4275.000	Cum GPA	84.627	Cum Totals	88.000	88.000	67.000	5670.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000	Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.500	Comb Totals	57.000	57.000	50.000	4275.000	Combined Cum GPA	84.627	Comb Totals	88.000	88.000	67.000	5670.000

1999 Fall

Program: Law
Plan: Law Major

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW6430	GRATUITOUS TRANSFERS	88	LAW		4.000	4.000	352.000
LAW7795	ADV WRITING BRIEFS	79	LAW		2.000	2.000	158.000
LAW7949	CLINICAL LAW PROGRAM	S	SOU		5.000	5.000	0.000
	Topic: CIVIL PRACT EXTER						
LAW7949	CLINICAL LAW PROGRAM	S	SOU		1.000	1.000	0.000
	Topic: EXTERNSHIP PERSP						
LAW7951	MOOT COURT COMPETITION	S	SOU		2.000	2.000	0.000

Degree: Juris Doctor
Program: Law (LL.B., J.D.)
Confer Date: 04/29/2000
Degree Honors: Cum Laude
Plan: Law

Degrees Awarded

Law Career Totals

Cum GPA:	84.627	Cum Totals	88.000	88.000	67.000	5670.000
Trans Cum GPA		Trans Totals	0.000	0.000	0.000	0.000
Comb Cum GPA	84.627	Comb Totals	88.000	88.000	67.000	5670.000

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u>	<u>Points</u>
					<u>Hrs</u>	
Term GPA	85.000	Term Totals	14,000	14,000	6.000	510,000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	85.000	Comb Totals	14,000	14,000	6.000	510,000

End of Law

Cum GPA	85.446	Cum Totals	71.000	71.000	56.000	4785.000
Transfer Cum GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Cum GPA	85.446	Comb Totals	71.000	71.000	56.000	4785.000

End of Academic Transcript

2000 Spring

Program: Law
Plan: Law Major

Course	Description	Grd	GB	RP	Taken	Passed	Points
LAW6035	COMMERCIAL LAW SURV	81	LAW		4.000	4.000	324.000
LAW7360	TRIAL PRACTICE	S	SOU		2.000	2.000	0.000
LAW7510	CIVIL RIGHTS	83	LAW		3.000	3.000	249.000
LAW7750	PROFNSL RESPONSIBLTY	79	LAW		3.000	3.000	237.000
LAW7930	SPECIAL TOPICS	75	LAW		1.000	1.000	75.000
	Topic: BATTERED WOM & LAW						
LAW7940	LEGAL CLINICAL ORIEN	S	SOU		2.000	2.000	0.000
	Topic: CIVIL PRE-TRIAL PRAC						
LAW7951	MOOT COURT COMPETITION	S	SOU		2.000	2.000	0.000
	Topic: MOOT COURT COMP						

			<u>Taken</u>	<u>Passed</u>	<u>GPA</u>	<u>Points</u>
					<u>Hrs</u>	
Term GPA	80.455	Term Totals	17.000	17.000	11.000	885.000
Transfer Term GPA		Transfer Totals	0.000	0.000	0.000	0.000
Combined Term GPA	80.455	Comb Totals	17.000	17.000	11.000	885.000



ANNA-MARIE COTE
*Deputy Superintendent
Instructional Excellence and
Equity*

Educational Support Center
400 E. Lake Mary Boulevard
Sanford, Florida 32773-7127
Phone: (407) 320-0000
Fax: (407) 320-0281



**"A" Rated
Academically
High-Performing
School District**

Visit Our Web Site
www.scps.us

November 9, 2020

Reference For:
Ms. Serita Beamon,
Superintendent, Seminole County Public Schools

Dear Seminole County School Board and Seminole County Public Schools Superintendent Search Committee,

It is my honor and privilege to recommend Ms. Serita Beamon be appointed Superintendent, Seminole County Public Schools. For the past 16 years I have worked with Ms. Beamon in an educational capacity as Staff Counsel and Executive Director of the Legal Services Department. As the SCPS Deputy Superintendent for Instructional Excellence and Equity for 14 years and a 30 year SCPS employee, I have witnessed Ms. Beamon work with Dr. Griffin and know she will continue to build on the district's academic opportunities initiative, vocational education programs and equity journey. She has worked diligently to ensure the School Board hires quality teachers and administrators, provides the appropriate support and training for all staff, and maximizes funds, resources, and facilities to promote educational excellence.

Ms. Beamon is known for building solid relationships with students and stakeholders. Her interactions with students and staff during school visits and as a student forum participant are genuine and validate her understanding of the importance of student voice. She has demonstrated a personal and professional commitment to college and/or career pathways by contributing ideas for innovative program development and preparing the accompanying legal documents.

Seminole County Public Schools was commended for on-going, relevant communication during the pandemic and has a reputation for being transparent and disseminating timely information. Ms. Beamon is a key leader in crafting and approving messages to ensure clarity and relevance. She has demonstrated exceptional communication skills at school events, School Board work sessions, School Board meetings and as the Superintendent's representative at various events.

As a member of the Superintendent's Coordinating Council, Ms. Beamon has demonstrated knowledge of K-12 curriculum and instruction; district operational management, including human resources, finance, budgeting, technology and information services, health insurance and transportation; policy understanding; and verbal and written communication skills. She is known within the district and throughout the state as a brilliant educational leader who genuinely listens to all perspectives and calmly provides guidance and direction.

Successfully leading a large school district requires a multifaceted skill set that necessitates a moral and ethical commitment to doing what is right for students, teachers and staff. Ms. Beamon is a student advocate who literally believes that all students deserve a quality education and she has demonstrated that belief through her work and advocacy. She views the district's work from the perspective of both a parent of two SCPS students and an educational professional.

Seminole County Public Schools has been blessed with high quality effective Superintendents for the past three decades. Each brought a unique set of experiences into their roles, some with school administration experience and others who did not lead schools, and each exceeded expectations. Ms. Beamon's abilities and experiences as a former Seminole County Public Schools student, current parent, and highly regarded employee are consistent with the Board's defined leadership attributes.

Public education has been thrown into an era of significant disruption and unprecedented challenges. Ms. Beamon has the combined educational and legal expertise to convert the challenges into opportunities. Without question, Ms. Beamon is the right person to lead Seminole County Public Schools and take our district to the next level of equity and excellence. I look forward to supporting her efforts and am available to provide additional information as needed.

Respectfully,

Anna-Marie Cote

Anna-Marie Cote, Ed.D.
Deputy Superintendent, Instructional Excellence and Equity
Seminole County Public Schools



Hogan Lovells US LLP
Columbia Square
555 Thirteenth Street, NW
Washington, DC 20004
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www.hoganlovells.com

November 9, 2020

By Electronic Mail

Seminole County School Board
and Seminole County Public Schools Superintendent Search Committee
400 E. Lake Mary Boulevard
Sandford, FL 32773

**Re: Ms. Serita Beamon
Superintendent, Seminole County Public Schools**

Dear Seminole County School Board and Seminole County Public Schools Superintendent Search Committee:

The purpose of this letter is to recommend Serita Beamon to be Superintendent of Seminole County Public Schools ("SCPS"). I first met and began working with Ms. Beamon when she joined SCPS as Staff Counsel in 2004 and have worked with her since she became Executive Director of Legal Services of SCPS. I am an attorney with the law firm of Hogan Lovells, and over the years, I have advised the SCPS in its desegregation case, including in assisting the SCPS in obtaining unitary status, and in developing and implementing its post-unitary status policies since SCPS was granted unitary status. It is in that role that I have gotten to know Ms. Beamon and her legal skills and have become familiar with her commitment and skill to ensure diversity, equity and access for all students in SCPS and her skill and ability to work with the School Board, the leadership of the district, SCPS staff and SCPS community in advancing the educational mission and goals of SCPS.

Based on my knowledge of Ms. Beamon's skills, experience and commitment to the success of all students, it is a privilege to recommend Ms. Beamon to be the Superintendent of SCPS for a number of reasons. First, based on my conversations with Ms. Beamon, she has considered applying to be an education leader of SCPS for a number of years. Among the reasons that she has told me for wanting to be Superintendent of SCPS are her commitment to ensure educational equity, her ability to provide leadership as part of the leadership team in improving achievement for all students, including narrowing the achievement gap, and her sensitivity to the needs of the culturally and racially/ethnically diverse students, staff and community of SCPS. It is important to note that Ms. Beamon's reasons for wanting to become SCPS Superintendent are consistent with the School Board's Leadership Qualities as part of the School Board's Superintendent Search.

Significantly, throughout her years in SCPS, Ms. Beamon has developed her skills to address the School Board's Leadership Qualities, particularly those involving: (1) ensuring educational equity; (2) providing leadership to improve achievement for all students, including raising expectations for all students and narrowing the achievement gap; and (3) addressing the culturally and racially/ethnically needs of all students, staff and the community. For example, throughout her 16 years as an SCPS administrator Ms. Beamon has led, facilitated and participated in numerous committees and educational projects, such as the Superintendent's Cabinet, the Equity Advisory Committee, the District Discipline Committee, rezoning efforts, and Student Choice and Access projects. In

particular, Ms. Beamon is known for asking questions that lead to insightful and innovative strategies as is evidenced by the improved charter school review process and Florida Department of Education recognition of SCPS as a Florida Choice District.

A second reason for recommending Ms. Beamon to be the SCPS Superintendent is the high level of trust, self-confidence, integrity and performance that she exhibits – all qualities identified by the School Board as critical for the next SCPS Superintendent. For example, Ms. Beamon has provided policy and statutory guidance to Board Members, the Superintendent, staff and committees and is acknowledged as a leader with both comprehensive and practical knowledge on educational policy. She is trusted to identify both intended and unintended consequences for related actions. In order to lead improved student performance, a superintendent must understand first-hand what students are learning and how they are being taught. To ensure that she has this understanding, Ms. Beamon visits schools, does classroom observations and debriefs with staff to discuss what she has seen, share opportunities for celebration and recommended strategies for improving support for students, teachers and administrators.

A third reason is Ms. Beamon's experience and proven track record in following sound fiscal practices and management of district resources – another important qualification for the next SCPS Superintendent. Ms. Beamon has demonstrated her skill and ability to meet this qualification through the development and management of the legal budget in her office and through the support she has provided to the leadership team in the development and implementation of the SCPS budget.

The reasons identified in this letter as support for Ms. Beamon's application to be Superintendent of SCPS are but a few of the reasons for why Ms. Beamon is qualified to be the next educational leader of SCPS. I have based this recommendation on my knowledge of the skill, ability and experience of Ms. Beamon and also on my experience as an educator and as an adjunct lecturer for the Urban Superintendents Program at the Harvard Graduation School of Education. It is a privilege and honor to recommend Ms. Beamon to be SCPS Superintendent. I have no doubt that she is the leader that SCPS needs for it to continue to be a leading school district in Florida and in the United States.

Please do not hesitate to call me if I answer any questions or to provide additional support for Ms. Beamon's candidacy.

Respectfully,



Maree F. Sneed

Senior Counsel
maree.sneed@hoganlovells.com
D +1 202 637 6416

True Holiness Deliverance Tabernacle, Inc.



221 East 27th Street
Jacksonville, FL 32206

Elder Ronald Nathan, Sanford's Pastor

950 Historic Goldsboro Blvd.
Sanford, FL 32771



November 8, 2020

Reference for: Ms. Serita Beamon
Superintendent, Seminole County Public Schools

Dear School Board of Seminole County and SCPS Superintendent Search Committee:

Overseer /Founder

Dr. Carrie Buie Bryant

Sanford's Pastor

Elder Ronald Nathan

Associate Pastors

Elder Virginia Wells

Elder Antonio Henry, Sr.

Elders

Elder Joan Daniel

Elder Valerie Ducksworth

Elder Carolyn Alexander

Elder Rutha Everett

Administrative Secretary

Elder Joan M. Daniel

Church Clerks

Sis. Winifred Henry

Elder Virginia Wells

Trustees

Dea. Frederick Alexander

Sis. Carsandra Buie, Esq.

Bishop James Buie

Elder Joan Daniel

Dea. Lorenzo Dixon, Sr.

Elder Antonio Henry, Sr.

Elder Ronald Nathan

It is with great pleasure that I write a letter of recommendation for Serita Beamon to serve as the next Superintendent of Seminole County Public Schools. I attended Seminole County Public Schools, graduated from Crooms Academy School, and began my education career with the district in 1976. During my forty-one year tenure with SCPS, I served as a teacher, assistant principal, principal of Red Bug, Goldsboro, Bentley, and Midway Elementary schools, and networked with K-12 principals as part of our vertical articulation cluster meetings. The schools that I led represent students and families throughout Seminole County and include both Title 1 and non-Title 1 schools. I had the opportunity to work with Ms. Beamon over the last decade of my career and recognized her commitment to all students, her academic and school district expertise, and most importantly, her passion for ensuring equity and excellence.

In my role as principal, I had numerous occasions to collaborate with Ms. Beamon on school issues. Ms. Beamon is a great listener, with a keen ability to quickly discern the important factors in a situation and identify options to resolve those issues. She is a problem-solver and provides the needed support for those charged with running schools. Ms. Beamon understands that policy and law are designed to benefit students and families and works tirelessly to make sure that recommendations are in the best interests of all stakeholders.

I know that the last nine months have created educational challenges nationally, and in particular, for Seminole County Public Schools. I continue to communicate with former colleagues and I understand the challenges in the years ahead related to remote learning and high stakes accountability. Ms. Beamon already has the trust and confidence of K-12 school leaders and, especially in this environment, it is essential that principals know and trust their Superintendent. She has solid relationships with key school, district, and local leaders and knows how to facilitate problem solving teams of experts to arrive at innovative solutions. I know that Ms. Beamon can lead the school district to fulfill its commitments to excellence and equity and am 100% in support of her being named the next Seminole County Public Schools Superintendent.

Respectfully,


Ronald Nathan