

Richard A. Murphy

Professional Profile:

Strengths

- Visionary Leadership working with all stakeholders setting a clear vision, goals and achieving.
- Strategic Planning and organizational leadership with school districts, university partnerships
- Instructional Leadership utilizing best practices, data, and empowering staff for achievement.
- Effective communicator of goals and accomplishments through written and public meetings
- Utilizing school board leadership and district employees input in shared decision making.
- Managing and directing staff to set and accomplish goals and evaluating performance.
- Proactive, collaborative and consensus building leadership focused on student achievement.
- Coaching personnel for improving individual performance and leading by example.
- Building business partnerships and internships to prepare students for future careers.

Work History:

Education Consulting Business/ Enterprise Leasing (2020-2022)

Teaching- Full time sub teacher, science, math, FLVS, Haile Middle (2020-2021)

Continuing Education - Florida Atlantic University Educational Leadership K-12 (2019-2020)

South Tech Prep FAU Ed Leadership Internship Palm Beach County –Boynton Beach, (2017-18)

Paraprofessional-co Teaching Manatee County Tillman Elementary K-5 January-June (2016)

Substitute teacher in district elementary schools for K-5 study August-December (2015)

Teaching-Manatee County Harlee Middle Technology, engineering, intensive math, and TSA (2015)

King Middle Engineering, Technology, STEM and TSA Sponsor February-June Substitute Teacher (15-16)

Assistant Principal-Palm Beach County South Tech Academy High School Boynton Beach Florida, duties included School operations, transportation, discipline, instruction, teacher evaluation, career academies, and other assigned duties. Administrative Planning Local Education Agency (LEA) for South Tech Schools

- 14 career certification academies including finance, technology, nursing, automotive, culinary.
- “A” rated Florida High School
- Top 10 High School graduation rates in Palm Beach County

Administrative assistant to CEO South Tech Schools & South Tech Prep Academy middle school (2013)

Superintendent of Hendry County Schools staff of 1300 fulltime employees and operating budget of 45 million in general funds and 35 million in federal funds including grants. Leadership of the 12 district Pre-K-12 schools including alternative and adult schools. Shared Leadership with the school board, leadership team, unions, employees, legislature, parents, and community during the great recession.

Elected (2008-2012)

Accomplishments:

- Improved high school graduation rate, attendance rates and implemented graduation coaches.
- Improved district physical fund balance from 2.09 % to 12 % with efficiency and cost reduction
- Improved student academic achievement & College Placement.
- Turnaround leadership “F” “To “A” Schools working with teachers, principals, district staff.
- Implementation of STEM academies in high schools, internships, and adult workforce programs
- Increased Dual enrollment, career academies and student industry certifications.

Career History

Teacher-Highlands County Lake Placid Middle -Art, Business, engineering, careers, STEM (2005-2008)

The Alliance of Educational Leaders of Southwest Florida Member- consisting of five Superintendents that included Charlotte, Collier, Glades, Hendry, and Lee counties. State College and University Presidents that included Florida Southwestern College, Florida Gulf Coast University, Hodges, and Nova University. The Alliance provided visionary and strategic planning initiatives for the regional educational and workforce training with colleges presidents, Southwest Florida Workforce, and school districts. Organized regional education Summits in 2010 & 2011 working with the Wink Television and the Fort Myers News-press bringing business, education CEO's and regional stakeholders together to plan future workforce development programs that included STEM internships for students and future jobs. The adult workforce grant training included returning military service personnel and veterans (2008-12)

Florida Association of District School Superintendents- worked together with 66 county Superintendent's, lobbyists, legal counsel, economists, and legislators. Superintendent's received management and leadership training that included Chief Executive Officers Leadership Development. (2008-2012)

Florida Association of School Administrators- Members received professional development for school and district administrators, new legislation reviews, school law updates and budgets. (2008-2012)

Florida Organization of Instructional Leaders (FOIL)- Instructional strategies and assessments updates and professional development with 66 counties district administrators and colleagues. (2008-2012)

Heartland Educational Consortium (HEC) Board of Directors- Served with four county Superintendents that included Desoto, Glades, Hardee, Hendry, and Okeechobee as a board of directors. The five directors along with the consortium executive director planning programs and securing funding through grant applications for professional development opportunities for all five school district's teachers and administrators. (HEC) directors secured many grants such as the Florida Learns STEM Scholars Grant. The Stem Scholars Grant was in coordination with the University of Florida, Florida State University, Florida Gulf Coast University and Mote Marine. The Florida Learns Grant Provided student internships with Mote Marine and summer scholarships for students with the universities. (2008-2012)

Southwest Florida Workforce Board of Directors securing funding for training programs-Implementing training programs, grants, and job placement opportunities for adults as one of the board of directors that included Lee County. Secured and implemented the Destination Graduation Grant legislative funding for dropout prevention coaches for southwest Florida middle and high schools. (2008-2012)

Florida Educational Negotiators- Professional development in contract negotiations, compensation, benefits, contract disputes, grievances, legal processes, and resolutions. (2008-2012)

Hendry County School Board Member- served together providing leadership, strategic planning, budgeting, and developing policy, state and national legislative initiatives and resources to support schools. (1994-2008)

Business Management-1994-prior-Ford-Mercury-Ford Truck Dealer franchise management in sales, vehicle maintenance, trucks, school buses, fleet training, parts, service, diesel engines, heavy truck parts

Educational Background

Palm Beach State College—Clinical Educator Certification

Palm Beach Atlantic University—BS Degree in Organizational Management

Florida Atlantic University- Master's in K-12 Educational Leadership program

Florida Association of District School Superintendents Chief Executive Officer Development

Professional Development in Highlands, Manatee, Palm Beach County School Districts

Relevant Experience

- Instructional Leadership, classroom, school, district and regional
- Teaching includes elementary, middle, high school, career/technical & dropout prevention
- Teacher and administrative evaluations -Danielson, Marzano
- Supporting teachers in classroom instruction, math, science, engineering, credit recovery, FLVS
- Professional Development planning for teachers and school district administrators
- (FDLRS) The Florida Diagnostic & Learning Resources System (FDLRS.org) ESE
- Employee compensation, fair wage and labor, employee contract negotiations
- District Strategic Planning
- Safe Schools training and creating the school district safety plans
- Student Response to intervention and dropout prevention programs
- School Improvement plans & grant funding
- Positive Behavior Systems for students
- Alternative schools for struggling students
- School and District Truancy programs and teen court
- Expulsion hearings and processes
- Target selection of principals, assistant principals, and administration
- Human resources operations and certification processes
- Healthcare benefits and contract negotiations
- District Insurance committee and provider contracts negotiations
- District school and administrative calendar committee
- Workers Compensation benefits and settlements
- District and school-based budgeting
- FLDOE Turnaround Leadership
- School bus transportation-routing, purchases, driver training, maintenance district and contracts
- School facilities maintenance and renovation
- Five-year facilities planning
- Construction Management building new and renovation of schools
- Architect and construction management selection and pre-qualification for construction
- Legislative special facilities funding for new for the construction of new schools
- Building community action plans utilizing business, faith-based groups, and mentors
- Technology infrastructure planning for district and school improvement plans
- Career and Technical Certification Academies
- College Reach Out Programs (CROP) Florida Gulf Coast University (Scholarships)

Previous civic club memberships include Chambers of Commerce, Kiwanis, and Elk's. Youth Involvement-Parrish Community High School Booster & Auto Tech advisory committee, youth sports coaching, Future Farmers of America, Technology Student Association (TSA), The Barbara Bush Foundation Celebration of Reading programs funding for K-12 and adult literacy. **Recognition** News-Press People of the Year 2012 – Florida Gulf Coast University Award CROP, Take Stock in Children of Manatee County Mentor 2016,

