

P.J. D'Aoust

10734 Pelican Drive, Wellington FL, 33414 | 561-313-8698 | pjd545@gmail.com

October 14, 2021

John Reichert
FSBA Consultant
Jlreichert9@gmail.com

Dear Mr. Reichert:

Please accept this letter as my official request to apply for the Lake Wales Charter School District Superintendent position. Included, you will find a detailed resume, letters of reference, my professional certificate, and a copy of a transcript reflecting my highest-earned degree.

The Superintendent of the Lake Wales Charter School District is a unique leadership position that requires a specialized skill set to lead an innovative system. In my 28 years with Palm Beach County Schools, I have gained these attributes by engaging in increasingly challenging roles at the school, district, and state levels. My career as a Teacher, Principal, District Administrator in the Finance/IT and Academic Divisions, and President of an educational association has given me a comprehensive view of public education. These experiences make me an ideal candidate to lead the mission of bringing the best of public education to the Lake Wales community into one learning community of great schools where all students flourish.

Upon reviewing the qualifications and leadership qualities, I am confident that I am the innovative educator you seek. My collective experience has led me to my current position of Director of Charter Schools with a portfolio of 50 schools. The topics of charter law, the FEFP, administrative procedures, budgeting, financial forecasting, state accountability, school safety, threat assessment, school leadership, and dedication to all students are detailed in my resume.

Finally, I recently visited Lake Wales, and it felt like the town where I grew up and raised my children. Plain and simple, it felt right, and I view this opportunity as a destination, not a stepping stone. I look forward to meeting with the Board of Trustees so that they can witness firsthand my relentless commitment to students, sense of community, and desire to lead the Lake Wales Charter School District as their next Superintendent.

Sincerely,

A handwritten signature in blue ink, appearing to be 'PJ D'Aoust', with a long, sweeping horizontal stroke extending to the right.

PJ D'Aoust

P.J. D'Aoust

10734 PELICAN DRIVE, WELLINGTON FL, 33414 | 561-313-8698 | PJD545@GMAIL.COM

EDUCATION

Educational Specialist	Educational Leadership, Nova Southeastern University	2001
Master of Education	Elementary Education, Florida Atlantic University	1993
Bachelor of Science	Finance, University of South Florida	1988

PROFESSIONAL EXPERIENCE

Director, Charter Schools – Office of Deputy Superintendent 2021- Present
The School District of Palm Beach County

The School District of Palm Beach County is the 10th largest school district in the United States. The District serves over 195,000 students, 23,000 employees, and operates with an annual budget that exceeds 4 billion dollars.

The Director is responsible for the Charter School Region with 50 Charter Schools, 22,000 students, and fiscal oversight of 250 million dollars. Duties include authorization, renewal, annual review, and technical support along with representing the Sponsor as the Local Educational Authority (LEA). The Department operates on the core principles of maintaining high standards, upholding charter school autonomy, and protecting student and public interest.

- Re-engineered Charter School compliance structures using technology
- Prioritized Charter Leader development around student progression and school safety
- Improved District and Charter relationships with transparent leadership
- Organized professional development for academics and teacher development
- Supported conversions, traditional, and LEA charter schools and systems

Director, FTE and Student Information – CFO Division 2011- 2021

The Director is responsible for all Financial and Academic Reporting for over 195,000 PK-12 and 10,000 Adult students and the generation of 1.5 billion dollars in operational funding serving over 250 District and Charter schools. Other responsibilities include class size compliance, graduation reporting, master board scheduling, bonus FTE, School Environmental Safety Incident Reporting (SESIR), health information, report cards, and transcripts in accordance with Federal and State requirements through the Student Information System (SIS).

- Directed a diverse team of field technicians, specialists, and managers to support all department and District data reporting requirements for state and federal compliance
- Led professional development in the area of FTE collection, data integrity, audit compliance, and SIS topics to District and Charter principals, school counselors, data processors, registrars, and other District staff
- Developed nationally recognized Master Board Improvement Process to promote equity and access increasing advanced course work participation for 85,000 students

- Led Covid-19 response by development of District student tracking tools, virtual kindergarten round-up, virtual summer programs, student engagement
- Spearheaded Districtwide Safety workshops and workgroups in response to SB 7026/7030 and the Marjory Stoneman Douglas Public Safety Commission Report
- Served on DOE SESIR and Safety Committee
- Lobbied Florida legislators in Tallahassee to support District initiatives
- Engineered a mental health process to comply with SB 7026/7030
- Incorporated the Safe Schools Suite in SIS to include Felony Suspension, SBT, Zero Tolerance, Severe Incident, Chronic Behavior, Title IX, and Mental Health Referral
- Developed a District response to identify hurricane disaster affected students upon entry
- Participated in opening, evaluating, and closing Alternative and Charter Schools
- Partnered with Human Resources, Budget, ESE, Multicultural, Choice, and Regional Offices to accurately distribute teaching unit allocations in annual count day process
- Presented to Florida districts with FL Auditor General on District and Charter School FTE
- Consulted with Investigator General's Office, Professional Standards, and School Police on District and Charter investigations involving financial and student data
- Increased FTE and student reporting efficiency reducing reporting timeline from 6 months to 6 weeks while maintaining data integrity
- Coordinated District FEFP Audits conducted by the Florida Auditor General's Office significantly reducing District, Charter, Alternative, and Hospital Homebound findings
- Achieved 100% Class Size compliance for ten consecutive years District-wide
- Streamlined Graduation Cohort process increasing data quality and graduation rates
- Constructed Dual Enrollment agreements with PBSC and FAU
- Earned certificate in Youth Mental Health First Aid and trained in Threat Assessment

Sponsor, Student Information System (SIS) Replacement Project

2014 – 2019

The SIS Sponsor is responsible for leading the functional side of the SIS project concentrating on project management, performance-based milestones, District systems gap analysis, risk mitigation, training, implementation, and support to over 250 school sites throughout project implementation phase.

- Assembled, led, and monitored a cross functional team to develop and seamlessly implement the District's largest public facing IT project
- Negotiated a 6-million-dollar contract with performance-based milestones
- Organized a District steering committee and executive level leadership oversight team
- Successfully presented business case, project plan, and vital project updates to a vast array of stakeholder groups including Executive Cabinet and the School Board
- Challenged and changed business practices across 15 departments involving 40 identified processes through a detailed gap analysis and product development
- Developed training and support plan for over 15,000 staff members
- Delivered a successful implementation to over 250 school sites
- Launched the Parent and Student Gateway with over 175,000 student and parent users
- Led development of a role-based security matrix to comply with FERPA regulations
- Developed additional phases including mental health processes, online discipline, online course requests, School Based Team (RTI) module, and Adult Education module
- Presented best practices to Florida Districts on Project Management in a Large District
- Led SIS user group at the state level to drive Florida and Texas software development

Middle School Principal

2009-2011

Omni Middle School

Instructional leader of the District's largest middle school with over 1,600 students and 120 staff members with an 8-million-dollar budget.

- Utilized the Single School Culture model to norm behavioral and academic expectations
- Infused the Big 7 Reading Strategies across all curricular areas
- Achieved Adequate Yearly Progress under No Child Left Behind (was the only traditional secondary school in Palm Beach County in 2010 to earn this distinction)
- Increased academic achievement scores in 7 of 8 categories across all levels in Reading, Science, Math, and Writing
- Established an EBD cluster site with social-emotional supports, resources, and staff
- Implemented Drug and Alcohol Prevention curriculum
- Promoted Wellness through the middle school health initiative "Health and Fitness for Life" and represented Palm Beach as an NFL Play 60 regional winner
- Partnered with Florida Attorney General's Office to deploy Cyber Safety Awareness
- Established a Professional Learning Community model implementing an MTSS approach to address the educational and social-emotional needs of students
- Coordinated with PTSA and other community organizations to provide supplies, tutoring, mentoring, mental health counseling and support to students in group homes
- Reimagined curricular teams by supporting a departmental approach
- Participated on School Based and Child Study Teams
- Created a Leadership Cohort to provide opportunities to aspiring leaders
- Redesigned master schedule to allow for grade level teams to participate in School Based Teams and to provide targeted instructional opportunities to at-risk students
- Implemented student specific data chats to drive academic success
- Leveraged business partnerships to fund tutorials and field trips for at-risk populations
- Expanded sports offerings including lacrosse feeder program
- Supported Fine Arts and Theater programs

Elementary School Principal

2003 - 2009

Wellington Elementary, Panther Run Elementary

Instructional leader of 850-1200 students in PK-5 ESE cluster site (PK disabilities, SLLD, and EBD) and a traditional elementary school focusing on inclusion and achieving an "A" rating while meeting AYP in all subgroups from 2004-2009. Continually rated in the highest categories for climate by staff and community. Supervised staff of 100 with a 6.5-million-dollar budget.

Assistant Principal

1998 - 2003

Cypress Trails Elementary, Wellington Elementary

Elementary Classroom Teacher

1993 - 1998

Cypress Trails Elementary

Adjunct Instructor

1993 – 1997

Lynn University

LEADERSHIP AND OTHER RELATED ACTIVITIES

Palm Beach County School District Staff Association
President

2018 – Pres

Leader of a professional organization that represents over 1500 staff members that support student achievement and District operations. Includes confidential to director level positions. Established the Staff Association Scholarship for graduating seniors.

Related Activities

- Florida Association of Charter School Authorizers (FACSA)
- Established Donor Stream for the University of Florida Literacy Institute (UFLI)
- District Covid-19 Response
- District Strategic Plan Initiatives
- Council of Great City Schools National Equity Award
- District School Safety and Security Workgroup
- FL Department of Education SESIR Committee
- Presented to Florida Districts on FEFP Audit Best Practices with FL Auditor General
- SDPBC Game Ball Award for the Student Information System (SIS) Implementation
- Palm Beach County Staff Association Board Member
- Lean Six Sigma Yellow Belt Certification
- Presented to Florida Districts on Project Management
- PBC Middle School Administrator of the Year – School Counselor Association
- Florida Congressional Letters for Academic Achievement
- United States Congressional Letter for Academic Achievement
- National Winner of NASPE – Physical Education Excellence Award
- Recognized by Florida Highway Patrol – School Safety Project
- Palm Beach County School Administrators Association Executive Board Member
- Palms West Chamber of Commerce and Village of Wellington Education Committees
- The Voice of Wellington Lacrosse and Youth Sports Volunteer
- Palm Beach State Dual Enrollment Articulation Agreement Committee
- Florida Association of School Administrators (FASA)
- National Association of Elementary School Principals (NAESP)
- Florida Association of Management Information Systems (FAMIS)
- Participation in Budget, Audit, Discipline, Referendum, and Technology Committees
- Fortune 500 Executive Training

STRENGTHS

Child centered and family oriented, strong communication skills, commitment to local community, established relationships with local and state government, community and business leaders, proven ability to change culture and systems in a large urban district, facilitation skills ranging from student matters to lobbying at the county and state level, fundraising from elementary schools to a top ten university, mentoring aspiring leaders.



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**

**JAY BOGGESS
CHIEF OF STAFF**

3300 FOREST HILL BOULEVARD, C-316
WEST PALM BEACH, FL 33406-5869

PHONE: 561-969-5829 / FAX: 561-649-6837

WWW.PALMBEACHSCHOOLS.ORG

October 7, 2021

To Whom it May Concern:

It gives me great pleasure, as Chief of Staff of the School District of Palm Beach County, to write this letter of reference for Mr. PJ D'Aoust. I have known Mr. D'Aoust for a number of years and have seen him grow into one of our District's most trusted leaders.

PJ has an esteemed career of 28 years and brings a wealth of perspective to his role. With a business background, he started his teaching career and was quickly promoted to assistant principal and principal. As a principal in 3 different schools, he excelled in the work and has been recognized as a leader of distinction. It was this perspective that he brought to the District office when he took over the role of Director of FTE & Student Information.

PJ held this role for ten years in which he used his school-based experience to enhance the business and academic reporting processes in the District. He sponsored and executed the largest public-facing IT project in our District's history moving us off our legacy mainframe student system to a modern platform. Just moving the data was a task, but in the process, he was able to challenge District leadership to redefine business practices and enhance the student experience. The project was massive, but with strict project management the Student Information System (SIS) was a great success. The SIS was implemented in 250 sites and has become a household word in Palm Beach allowing administrators, principals, teachers, students and parents unfettered access into student academic records in real-time.

Recently, I was able to promote Mr. D'Aoust into the role of Director of the Department of Charter Schools. His commitment to all students and his knowledge of District compliance made him an obvious choice. His established relationships working with charter schools to maximize their FEFP funding gave him an instant level of trust with our charter partners. He currently maintains a portfolio of 50 schools and is responsible for providing technical assistance and the required District oversight. I remember working with PJ on many projects as the Deputy Superintendent for South Tech Academies (charter organization and LEA) and always knew I could count on his expertise in handling a variety of complex issues.

Finally, PJ leads our Staff Association with over 1500 eligible employees that support District operations. He has done so for the past 3 years and has taken the organization to a new level of professionalism. He is trusted amongst his peers and has mentored many aspiring principals and administrators.

Please feel free to call me if you need any more information regarding Mr. PJ D'Aoust.

Sincerely,

John-Anthony Boggess
Chief of Staff

Mark A. Howard
135 Soriano Drive
Jupiter, FL 33458
561.828.7242
MarkHoward.Innovation@gmail.com

September 30, 2021

To Whom it May Concern,

It is my honor to write to you to recommend and support Mr. P.J. D'Aoust. In my former role as Chief of Performance Accountability for the School District of Palm Beach County, I worked closely with Mr. D'Aoust for approximately ten years as a District leader and observed his school leadership as a principal for nearly another decade. Thus, I feel I am amply qualified to advocate on his behalf.

As a school-based leader, Mr. D'Aoust was a champion for students and teachers, carefully analyzing and weighing all sides of an issue before making the decision that was in the best interest of students and yet maintained high professional standards for teachers. This approach won the praise of parents, professionals and students and earned P.J. the honor of "Administrator of the Year". P.J. demonstrated successful school-based leadership which requires dealing with the real day-to-day challenges of managing staff, budget, parent demands and all of the statutory and policy requirements of a school district and is one of the most complex leadership roles in any profession.

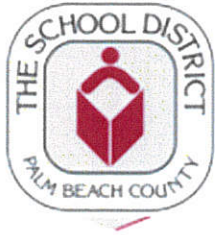
I was also privileged to share the journey of Mr. D'Aoust as a District leader. In his role of Director, FTE and Student Information, P.J. demonstrated amazing growth as a professional and was able to leverage his educational background in business, his school leadership experience as a principal and his classroom experience as a teacher to impact thousands of teachers and students. In his role as a District leader, he successfully collaborated across multiple divisions and departments on the design, planning, piloting and scaling of several large, complex and technical projects. One of the projects that had a particular impact was Master Board Analysis and Scheduling for Equity. Through this project, Mr. D'Aoust was able to articulate and lead principals in the development of a vision for their school to serve the community, then implement systems on campus to support the vision and a culture of student scheduling with equity and access. It was this process of vision, systems and culture that allowed the project to scale successfully and have an incredible impact on teachers, students and the community.

I have no reservation in recommending Mr. D'Aoust as I believe he will add value and be an asset to any organization or activity. He is a creative problem solver, a caring boss to his staff, a visionary leader and has the professionalism and experience to expand his leadership role and serve in even larger roles and capacities. Please feel free to contact me at 561-282-7242 if you have any questions.

Sincerely

Mark Howard,

Owner, K12 Innovation for Impact



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**

SOUTH REGION ADMINISTRATION
1790 N.W. SPANISH RIVER BLVD
BOCA RATON, FL 33431

PETER LICATA PH.D.
SOUTH REGIONAL SUPERINTENDENT

PHONE: 561-982-0919
FAX: 561-982-0959

Monday, October 4, 2021

To whom it may concern,

I have personally and professionally known PJ D'Aoust for over twenty years. During that time, Mr. D'Aoust has stood out as the complete educational leader. It is rare to find someone with all the tools necessary to run a system of schools as Mr. D'Aoust has spent time leading numerous departments.

I first met Mr. D'Aoust at a principals' meeting when we were both principals. It was clear then, as it is now, that PJ is a true leader. His overall concept of school leadership always focuses first on the students but he is always looking to improve systems and processes. He is known throughout this county as a leader that can do it all.

After his years as principal, it was only natural that he would lead the FTE/Student Information Department as a director and based on his incredible knowledge of the business side of this large district. That department had always been led by non-educators who focused on bottom lines and financial accountability. When Mr. D'Aoust took over, the department prospered and our schools benefitted immediately as we saw what his experience as a principal was in several new processes he put into place. One of the processes was a complete overhaul of our Student Information System (SIS). Our district had been using a very old system that was challenging and introducing the new system was met with some pushback. This is where PJ's experience as a school leader kicked in and he created several input groups to not only meet with him but to also add how the process could be better at the school level. The result was a seamless transition to a new SIS for a massive district.

Currently, Mr. D'Aoust is director of our Charter School Department where he oversees 50+ schools. He has already begun adjusting the current application process to meet the needs of the school as well as compliance with the state. I have no doubt that his leadership in this department will make us far more efficient with the necessary safeguards in place.

It is with full confidence and support that I recommend Mr. PJ D'Aoust as the next leader for your organization. It would be a huge loss for us but I also understand he has the ability to become an even bigger presence somewhere else.

Sincerely,

Dr. Peter B. Licata
Regional Superintendent
South Region Office

State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

PIERRE JACQUES D'Aoust

*Has satisfactorily completed all requirements of Florida Statutes and
State Board of Education Rules for the coverages or endorsements listed below:*

PROFESSIONAL
PROFESSIONAL
PROFESSIONAL

SCHOOL PRINCIPAL
ELEMENTARY EDUCATION
ENGLISH FOR SPEAKERS OF OTHER
LANGUAGES

ALL LEVELS
GRADES 1-6
ENDORSEMENT

07/01/2015 - 06/30/2025
07/01/2015 - 06/30/2025
07/01/2015 - 06/30/2025

Department of Education Number 720009

Paul O. Burns
Deputy Chancellor for Educator Quality

876447

Richard Corcoran
Commissioner of Education

Issued: November 07, 2019



Student No: [REDACTED]

Date Issued: 02-APR-2001

Record of: Pierre J D'Aoust
244 Wranglewood Drive
Wellington, FL 33414

Page: 1

Issued To: S.D.P.B.C.

Attn: Paula Kelley
Employee Records
3340 Forest Hill Blvd.
W.P.B., FL 33406-5869

NOVA
SOUTHEASTERN
UNIVERSITY
3301 College Avenue
Ft. Lauderdale, Florida 33314

Course Level: Education Specialist - GTEP

Current Program:

College: Fischler Grad Sch Edu/Hum Serv
Major: Education Leadership

Comments:
Academic Requirements Completed: 3-13-01

Degree Awarded: Educational Specialist 31-MAR-2001
Ehrs: 36.00 GPA-Hrs: 33.00 Pts: 129.00 GPA: 3.90
Major: Education Leadership

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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INSTITUTION CREDIT:

Fall 1997
Mod & App & Prog of Edu Lds
EDL 0505 Edu Budgtn And Fin 3.00 B 9.00
EDL 0525 Persnl Sel And Dev 3.00 A 12.00
Ehrs: 6.00 GPA-Hrs: 6.00 Pts: 21.00 GPA: 3.50

Winter 1998
A/P Mod-App-Prog/Educ Lds
CSE 0500 Comp Lit Tchrs & Admin 3.00 A 12.00
EDL 0500 Com & Super Ed Lead Role 3.00 A 12.00
EDL 0510 School Leadership 3.00 A 12.00
EDL 0520 Sch Law For Admin 3.00 A 12.00
Ehrs: 12.00 GPA-Hrs: 12.00 Pts: 48.00 GPA: 4.00

Summer II 1998
A/P Mod-App-Prog/Educ Lds
EDL 0530 Org Mgmt Of Schs 3.00 A 12.00
EL 0500 Sem In Knowldg Base Of EL 3.00 P 0.00
Ehrs: 6.00 GPA-Hrs: 3.00 Pts: 12.00 GPA: 4.00

Fall 2000

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:					
Education Leadership					
EDL 0545	Adm:Sch Improv Process	3.00	A	12.00	
EDU 0501	School & Society	3.00	A	12.00	
EDU 0721	Grants Prog Plan & Eval	3.00	A	12.00	
Ehrs:	9.00 GPA-Hrs:	9.00	Pts:	36.00	GPA: 4.00

Winter 2001
Education Leadership
EP 0500 Surv Except Child Youth 3.00 A 12.00
Ehrs: 3.00 GPA-Hrs: 3.00 Pts: 12.00 GPA: 4.00
***** TRANSCRIPT TOTALS *****
TOTAL INSTITUTION 36.00 33.00 129.00 3.90
TOTAL TRANSFER 0.00 0.00 0.00 0.00
OVERALL 36.00 33.00 129.00 3.90
***** END OF TRANSCRIPT *****

See reverse side for legend

As of January 1, 1994 Nova
University and Southeastern
University of the Health
Sciences became Nova
Southeastern University.

APR - 2 2 01

Handwritten Signature
UNIVERSITY REGISTRAR

University Registrar

OFFICIAL TRANSCRIPTS BEAR SIGNATURE
STAMP EMBOSSED WITH UNIVERSITY SEAL

FEDERAL LAW PROHIBITS ACCESS TO THIS RECORD BY ANY PARTY WITHOUT WRITTEN CONSENT OF THE STUDENT.