

Sandra Anthony, Ed.D.

501 35th Ave NE
St Petersburg FL
908-415-3355

santhony0319@gmail.com

November 10, 2021

To whom it may concern:

Please accept this letter and attached resume as application for the position of **Superintendent of Lake Wales Charter Schools**. You will find that my years of experience in public and charter school education, both at the district, school and classroom level as well as the educational requirements outlined in the opportunity posted should make me a viable candidate for this position.

As my resume highlights, my leadership work and career path have been crafted to include a rich blend of experiences that include research and practice in leadership, instruction, and school improvement. My deep understanding of the change process has allowed me to improve student achievement for preschool to grade 12 students and to enhance the professional development programs that we know improve the teaching~learning process.

Professionally, I am seeking an opportunity that will best utilize my experience and match my passion with a driving commitment to excellence for students and staff. I hope that my resume captures for you my career accomplishments and the dedication and passion I have for my work in the field of education.

I look forward to discussing the possibility of serving at Lake Wales Charter Schools.

Sincerely,

A handwritten signature in cursive script that reads "Sandra Anthony".

Sandra Anthony, Ed.D.

Sandra Anthony

908.415.3355

www.linkedin.com/in/sandraanthony

santhony0319@gmail.com

Education and Certifications

Doctor of Education: Educational Leadership, Nova Southeastern University

Master of Arts in Education: Administration, Supervision, and Curriculum with Management, Georgian Court University

Bachelor of Arts in Education and English Literature: Georgian Court University

Current Florida Certification: Professional Educational Leadership - All Levels – Current to 06/30/2026 #702614
Elementary Education K-6

Current New Jersey Certifications: Standard School Administrator ~ Standard Principal/Supervisor ~ Standard School
Business Administrator ~ Standard Teacher of English (9-12) and Standard Elementary Education (K-8)

Key Skills

Relationship Building

Equity Centered - DEI

Strategic Planning

Project Management

Change Management

Creativity

Solution Finding

Results-Based Leader

Work Experience

Virtual

Head of School, Florida Cyber Charter Academy
K12 – Stride | July 2018 – September 2021

Director, School Turnaround, National Team
K12 – Stride | July 2016 - July 2018

Adjunct ~ Dissertation Chair, Nova Southeastern
University, Florida | 2008 - Present

Brick and Mortar

Superintendent of Schools
Lacey Township | 2011~ 2016

Assistant Superintendent
Wall Township 2008~2011- Tenured

Assistant Superintendent, Freehold Township
2005~2008

Middle School Principal, Freehold Township
2002~2005

Middle School Assistant Principal, Freehold
Township 2000~2002

School Business Administrator/ Spring Lake
Heights, | 1997~2000

Teacher of Language Arts, Memorial Middle
School, Point Pleasant Borough, | 1989~1997

Other Related Experiences:

Cognia Accreditation Engagement Review Team Member, 2021

NJASA Mentor for New Superintendents, 2011~ 2017

Committee Member, NJ Department of Education – Office of Evaluation for Principal Evaluation Project, 2016

Sandra Anthony

Experienced district leader and school leader with success in school-turnaround, leading organizational transformation, developing school strategic and business plans, and improving overall operations and compliance. Responsible for staff ranging from 100 – 800+. **Results-focused, impactful leader** with diversity in talent and strengths. **Relationship-focused** building motivated and high-functioning school leadership teams. A **data-leading school executive** with honed communication and technology skills enthusiastic about the next opportunity. Extensive experience in early childhood to high school, at-risk to advanced-placement.

Results Driven Leadership

- Increased Graduation Rate from 25% to 85.3%
- Significantly improved School Accountability Grades
- Led multiple Accreditations through AdvancEd-Cognia
- Led successful multi-year charter applications and renewals
- Oversaw Florida State Assessment Program to 99% participation

Visible Instructional Leadership

- Lead the development and implementation of programs that challenged and supported all learners
- Spearheaded First Virtual AVID School and First JFG - Jobs for Florida Graduates - School in Florida
- Established Dual Enrollment and Open Access Program for access to AP and Honors classes
- Led a team for implementation of 1:1 technology in a traditional high school setting
- Designed summer reading programs to reduce summer slide and student retention by 50%

Relationship Focused Leadership

- Partnered with varied stakeholders for successful school improvement
- Improved parent satisfaction from 53% to 88%
- Managed strong board relations

Success in Improving the Student Experience

- Increased Virtual Clubs and Face to Face Engagement Opportunities including home-visit protocols
- Increased college acceptance year over year
- Established curriculum mapping initiatives using Backward Design models
- Improved student growth measured by NWEA exceeding national norms and increased SAT scores
- Created blended program: National Recognition from District Administration for Online Learning

Experienced School Leadership and Executive Management

- Experienced in all aspects of school operations including: the academic program of curriculum, instruction and assessment, compliance and operations, enrollment, budgeting, special education and programs, safe schools/crisis management, HR and personnel including staffing and evaluation
- Created communities of collaborative practice to explore complex issues and challenges
- Responsible for all aspects of finance through analysis of monthly P&L, cash flow, liabilities, assets and expenses against budget projections including grant programs of ESSER and CARES Act
- Developed budgets up to \$75 million increasing surplus and protecting instructional programs
- National school experience in: New Jersey, Florida, Pennsylvania, Michigan and Oregon
- Experienced grant writer and manager: *DOE Achievement Coaches*, *Positive Behavioral Support*, *Inclusion Institute – Excellence for All* and *Learn and Serve America*
- Created a culture of instructional rounds and reflective practice and developed data-driven instructional improvement program with intentional coaching
- Created research-based professional development both F2F and virtually - synch and asynch

Sandra Anthony

- Developed emerging leadership program focused on principles of adult learners and Effective Schools Research

Personal Awards and Recognition

Dr. Cheryl Metrey Scholarship Award for research on women in educational leadership (2001)

Outstanding Service to Girl Scouts of America, 2004

State Delegate - New Jersey Department of Education in Service Learning (1992)

Honored by the New Jersey School Boards Association and Association of Schools and Agencies for the Handicapped (ASAH) Special Education Week (1995)

Academic Achievement Award in Education, Georgian Court University (1989)

Award for Outstanding Performance in Department of English, Georgian Court University (1989)

Publications

Anthony, S. & Eisenstein, A. (1996) Service Learning Handbook – Learn and Serve America. NJ, DOE.

Notable Professional Development

- Harvard Graduate School of Education ~ Including Ourselves in the Change Equation
- Harvard Leadership Institute for Superintendents: New Tools for School Success **and** Systemic Reform in Districts and Schools
- Member of Superintendent's Study Council, Rutgers University, New Brunswick, NJ
- Rutgers Institute for Improving Student Achievement (RIISA), HS and MS Network, Rutgers University, NJ
- McREL Balanced Leadership, Dr. Tim Waters, Rutgers, NJ
- Writers Workshop, Columbia Teachers College, Freehold Township, NJ
- Effective Schools Research, Dr. Bob Sudlow, Point Pleasant, NJ
- Learning and Brain Research, Dr. David Sousa, New Orleans, LA
- Systemic Change, Dr. Douglas Reeves, San Antonio, Texas

Volunteerism

Rotary Member (2011 – 2016)

Municipal Alliance – Community Drug and Alcohol Prevention (2011-2016)

Melissa Ley

2878 24th Ave N
St. Petersburg, Fl, 33713
727- 458-0967
MelissaAnnLey@hotmail.com

8th November 2001

**Re: Dr. Sandra Anthony
Letter of Recommendation**

To Whom it May Concern:

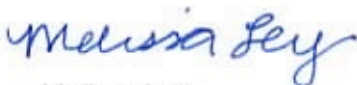
I have had the benefit of working with Dr. Sandra Anthony for the past five years where I have served on the Northeast, Southwest and Central Florida Cyber Charter Academy School Boards. As Head of School for Florida Cyber Charter Academy she worked closely with the board to ensure deadlines were met, programs were implemented, school goals were set and strived for, and district relationships were fostered and improved. Dr. Anthony was excellent at fostering relationships with teachers, students, parents, board members and distinct partners.

Through Dr. Anthony's leadership FLCCA became accredited, had its charter renewed in all districts and continued to trend at the top when compared to other schools in the area of engagement for their online students.

Dr. Anthony is personable, reliable, and her excitement is contagious. She will be an asset in any position she is in.

If you would like additional information about Sandra, you may contact me at 727-458-0967

Sincerely,



Melissa Ley

FLCCA Board Member

Sharon Williams
484-432-8763

November 10, 2021

To Whom it May Concern,

Are you looking for a professional, committed, and strategic educator to lead your school district to the next phase of excellence? Are you looking for a Superintendent who places students first without hesitation, and makes all decisions based on the supreme notion that all students can learn and thrive in classrooms with committed instructors and school buildings with innovative leaders? I have known Dr. Sandra Anthony for over six years and she possesses extreme passion for the school community, an unyielding commitment to excellence, and offers timely communication to ensure that all students have the access and ability to learn in a nurturing environment, with the highest of expectations for all teachers and leaders. Dr. Anthony leverages her thirty years of experience as an educator to bridge the gaps, problem solve, and lead instructional leaders to realize the intensity necessary to ensure that every student learns and is prepared for the next grade level or life beyond graduation for college and careers.

I have witnessed Dr. Anthony's tenacity to ensure that wrongs are righted and inequities addressed inside and outside of the classroom. Students are always first and you could find Dr. Anthony dressed in the school mascot costume, developing a strong connection with families during a parent forum, or modeling critical and innovative instructional practices for leaders and teachers whose experiences yet to realize. Most importantly Dr. Anthony is the leader you want on the battlefield for your district. She is the front runner, always, for high expectations and research-based classroom practices, and Dr. Anthony is the leader who also recognizes the human side of the profession by bringing joy and celebration to every meeting. Dr. Anthony offers incredible insight and perspective to every discussion and I wish that I was still working alongside her to serve students in the state of Florida.

Without hesitation, I highly recommend Dr. Sandra Anthony for Superintendent of your district; she will be an asset to your board and school leaders.

If you would like to speak further about Dr. Anthony's attributes, I would be happy to oblige.

Regards,

Sharon Williams

Director of School Support

Achievement Network

Bridget White
Assessment & Accountability Administrator
Stride/K12 Inc. – FL Schools
9143 Philips Highway Suite 590
Jacksonville, FL 32256
813-570-9132
bwhite@k12.com



It is with great enthusiasm that I am providing this letter of recommendation for Dr. Sandra Anthony. I have known and worked with Sandra for over five years and in two different capacities. I was the Academic Administrator for Florida Cyber Charter Academy (FLCCA) when I was first introduced to her in 2016. She came to support FLCCA as a Director of School Turnaround. She worked quickly to learn about FLCCA and build relationships with all staff so she could provide direction for school improvement. Sandra directed many changes including creating new leadership roles at FLCCA and my role as Assessment and Accountability Administrator was one of them. As she invested in and learned the nuances of FLCCA, she was asked to step into the role of Head of School, the most senior position at the school level. Her transition from school partner to senior school leader was seamless and this is where Dr. Anthony's leadership and experience became evident.

Sandra created a culture that allowed for growth and positive change while remaining steadfast to the mission of FLCCA. She led her team in establishing a new vision for the school and demonstrated, in her daily work, how to implement and bring it to life through relationships. The school's climate and culture improved, and a once faulty foundation restored.

Sandra Anthony is an exceptional leader with a great capacity to develop those who have the pleasure of working closely with her in this industry. Her ability to facilitate team cohesion is unparalleled. In addition to her extensive professional experience and qualifications, Sandra has personal qualities that make her well-suited in any leadership role. She is a hard-working, caring, genuine and loyal person who puts her heart into everything she does. Not only was she my direct supervisor, Sandra also became the person I would go to for guidance and support and served as both a mentor and role-model for me. The growth and evolution I experienced as a leader are largely due to what I learned from Sandra directly and what I observed from her as she interacted with various stakeholders.

Sandra's commitment to excellence became the standard for the school at large and for our leadership team. Her contributions forever changed FLCCA and the people she worked with over these last five years. Sandra Anthony is a highly respected and valued leader in education who will continue to be an incredible asset in all future endeavors.

Please feel free to contact me for any further information.

Sincerely,

Bridget White
Assessment and Accountability Administrator

State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

DR SANDRA ANTHONY

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

PROFESSIONAL
PROFESSIONAL

EDUCATIONAL LEADERSHIP
ELEMENTARY EDUCATION

ALL LEVELS
GRADES K-6

07/01/2016 - 06/30/2026
11/09/2021 - 06/30/2026

Department of Education Number 702614

Paul O. Burns
Deputy Chancellor for Educator Quality

2020881

Richard Corcoran
Commissioner of Education

Issued: November 09, 2021



Student No: [REDACTED]

Date Issued: 23-DEC-2002

Record of: Sandra D. Brower
2530 Allenwood Lakewood Rd
Howell, NJ 07731

Page: 1



Issued To: Sandra Brower
2530 Allenwood Lakewood Rd
Howell, NJ 07731

Course Level: Doctorate - Ed/Org Leaders

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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Institution Information continued:

Current Program

College : Fischler Grad Sch Edu/Hum Serv
Major : Educational Leadership
Conc.(s): Instructional Leadership

Comments:

Academic Requirements Completed: 11-27-02

Degree Awarded : Doctor of Education 30-NOV-2002
Hrs: 67.00 GPA-Hrs: 0.00 Pts: 0.00 GPA: 0.00
Major : Educational Leadership
Concentration(s): Instructional Leadership

Fall 2000

Educational Leadership					
EDL 8421	Evaluation	3.00	P	0.00	
EDL 9402	Field Study Seminar	1.00	P	0.00	
Hrs:	4.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Winter 2001

Educational Leadership					
EDL 8471	Creating Learning Communities	4.00	P	0.00	
EDL 9450	Fld Study Evaluation Plan	3.00	P	0.00	
Hrs:	7.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

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

Fall 1999

Educational Leadership					
EDL 8481	Educational Leader Appraisal	3.00	P	0.00	
Hrs:	3.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Winter 2000

Educational Leadership					
EDL 8461	Admin Problems & Research	2.00	P	0.00	
EDL 9401	Field Study Seminar	1.00	P	0.00	
EDL 9410	Fld Study Leader Self-Analysis	2.00	P	0.00	
Hrs:	5.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Spring 2000

Educational Leadership					
EDL 8451	Administrative Methods	3.00	P	0.00	
Hrs:	3.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Summer II 2000

Educational Leadership					
EDL 8301	Summer Institute 1	3.00	P	0.00	
Hrs:	3.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Spring 2001

Educational Leadership					
EDL 8491	Independent Specialization	3.00	P	0.00	
EDL 9403	Field Study Seminar	1.00	P	0.00	
Hrs:	4.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Summer II 2001

Educational Leadership					
EDL 8302	Summer Institute 2	3.00	P	0.00	
Hrs:	3.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Fall 2001

Educational Leadership					
EDL 8431	Fin Pol & Leg Systems I	3.00	P	0.00	
EDL 8461	Leadership Com Relations	2.00	P	0.00	
EDL 9420	Human Resource Plan	2.00	P	0.00	
EDL 9490	Specialization Project	2.00	P	0.00	
Hrs:	9.00	GPA-Hrs:	0.00	Pts:	0.00
		GPA:	0.00		

Winter 2002

Educational Leadership					
EDL 8432	Fin Pol & Leg Systems II	2.00	P	0.00	
EDL 9404	Field Study Seminar	1.00	P	0.00	

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

See reverse side for legend

L2023 202

OFFICIAL TRANSCRIPTS BEAR SIGNATURE
STAMP WITH UNIVERSITY SEAL

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

GEORGIAN COURT COLLEGE GRADUATE SCHOOL, LAKEWOOD, NEW JERSEY 08701-2697

Date: 03/27/97 Page: 2

OFFICIAL TRANSCRIPT OF GRADUATE RECORD

NAME: Miss Sandra Dawn Anthony
 ADDRESS: 2530 Allenwood Lakewood Rd.
 Howell, NJ 07731-8680
 SOCIAL SECURITY #: [REDACTED]


DATE OF MATRICULATION: 07/20/93
 DATE OF CONFERRAL: 05/13/95
 MAJOR: Admin. Super&Cur. Plan-Mgmt. (Pri)
 DEGREE: Master of Arts

GRADING SYSTEM

A - 4.0	D+, D - 1.5, 1.0	WE - WORK EXPERIENCE	INC. - INCOMPLETE
B+, B - 3.5, 3.0	F - 0	WP - WITHDRAWAL PASS	P - PASS
C+, C - 2.5, 2.0		WF - WITHDRAWAL FAIL	P* - PASS WITH DISTINCTION

RECORD OF COURSES

Yr: 94	Trm: Spring	Course	Title	Credit	Grade	Yr: 95	Trm: Spring	Course	Title	Credit	Grade
GED 617	Managerial Accounting	3.0	A			GED590-2	The Administrative Project	3.0	P		
GED601-2	Educational Administration	3.0	A			Total Earned Credits: 3.0					
Total Earned Credits: 6.0											
Yr: 94	Trm: Summer	Course	Title	Credit	Grade						
GED 522	Methods of Research	3.0	A								
GED601-1	Educational Administration	3.0	A								
Total Earned Credits: 6.0											
Yr: 94	Trm: Fall	Course	Title	Credit	Grade						
GED590-1	The Administrative Project	3.0	P								
Total Earned Credits: 3.0											


 Cynthia Lisowski
 Director of Graduate Admissions
 And Graduate Records

GEORGIAN COURT COLLEGE GRADUATE SCHOOL, LAKEWOOD, NEW JERSEY 08701-2697

OFFICIAL TRANSCRIPT OF GRADUATE RECORD

Date: 03/27/97 Page: 1

NAME: Miss Sandra Dawn Anthony
ADDRESS: 2530 Allenwood Lakewood Rd.
Howell, NJ 07731-8680

DATE OF MATRICULATION: 07/20/93

DATE OF CONFERRAL: 05/13/95

MAJOR: Admin. Super&Cur. Plan-Mgmt. (Pri

DEGREE: Master of Arts

GRADING SYSTEM

A - 4.0	D+, D - 1.5, 1.0	WE - WORK EXPERIENCE	INC. - INCOMPLETE
B+, B - 3.5, 3.0	F - 0	WP - WITHDRAWAL PASS	P - PASS
C+, C - 2.5, 2.0		WF - WITHDRAWAL FAIL	P* - PASS WITH DISTINCTION

RECORD OF COURSES

Yr: 91	Trm: Fall	Course	Title	Credit	Grade	Yr: 93	Trm: Spring	Course	Title	Credit	Grade
GEEd 528		School Law		3.0	A	GEEd 624		Financial Management		3.0	A
		Total Earned Credits:		3.0				Total Earned Credits:		3.0	
Yr: 92	Trm: Spring	Course	Title	Credit	Grade	Yr: 93	Trm: Summer	Course	Title	Credit	Grade
GEEd 501		Psychological Basis of Educ.		3.0	A	GEEd 511		Philosophical Basis of Educ.		3.0	A
		Total Earned Credits:		3.0		GEEd 561		Supervision of Instruction		3.0	A
								Total Earned Credits:		6.0	
Yr: 92	Trm: Fall	Course	Title	Credit	Grade	Yr: 93	Trm: Fall	Course	Title	Credit	Grade
GEEd 513		Curriculum Design & Developm		3.0	B+	GEEd 618		Quant. Meth. for Mangr. Decn		3.0	A
		Total Earned Credits:		3.0		GEEd 628		Public Law		3.0	A
								Total Earned Credits:		6.0	

GEORGIAN COURT COLLEGE, LAKEWOOD, NEW JERSEY

CURRENT ADD.: 2530 Allenwood Lakewood Rd., Howell, NJ 07731-8680

NAME Anthony, Sandy Dawn

ADDRESS 202 Greenwood Loop Rd., Brick Town, New Jersey

BIRTH DATE March 19, 1967

08723

PREPARATORY SCHOOL

Brick Memorial High School, Brick Town, New Jersey

ENTRANCE DATE Sept. 4, 1985

Degree		B. A.		Date		5/20/89		Major		English		Minor		Honors		Cum Laude			
DEPARTMENT AND NUMBER	DESCRIPTION	FIRST SEMESTER				SECOND SEMESTER				DEPARTMENT AND NUMBER	DESCRIPTION	FIRST SEMESTER				SECOND SEMESTER			
		His	Per	WL	Sec	His	Per	WL	Sec			His	Per	WL	Sec	His	Per	WL	Sec
		Rec	Lab	His	Grade	Rec	Lab	His	Grade	Rec	Lab	His	Grade	Rec	Lab	His	Grade		
1985-1986																			
Psy 111-2	Intro. to Psychology	3		3	B+	3		3	B+										
Ph 180	Phil. of Peninism	3		3	B	3		3	B										
G 101-2	Elem. German	3		3	B	3		3	B										
E 117-2	Writing about Humanity	3		3	C+	3		3	B+										
M 111	Modern Math Concepts	3		3	B+	3		3	B+										
PE 106	Walking for Fitness	1		1	P														
Bu 113	Intro to Mgmt.																		
So 367	Intergruop Relations																		
Ec 112	Prin of Micro Econ.																		
1986 - 1987																			
B 111-2	Intro. Biology I, II	3	3	4	B	3	3	4	B+										
RS 236	Religions in America	3		3	A	3		3	A										
Acc 121	Princ. of Accounting I	3		3	A	3		3	A										
Bu 216	Princ. of Marketing I	3		3	B+	3		3	B+										
Bu 204	Int. Computer Info.Sys.	3		3	C+	3		3	C+										
EC 221	Econ. & Cult. Geog.																		
EN 114	American Literature II																		
EN 317	18th Century Literature																		
MA 112	Modern Math Concepts																		
MJ 214	Music in the U.S.																		
Sandra Dawn Anthony																			
Fall, 1987																			
EC292	Pre-Stud.Teach.Lab.Experimnt																		
EN218	College Press Composition I																		
EN218	Shakespeare: The Great Tragedies I																		
EN216	Math. Stat. & Prob. & Eng.																		
EN218	Shakespeare: The Great Tragedies II																		
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EN218	Shakespeare: The Great Tragedies LXXXXXVII																		

GEORGIAN COURT COLLEGE, LAKEWOOD, NEW JERSEY

NAME Anthony, Sandy Dawn ADDRESS 202 Greenwood Loop Road, Brick Town, N. J. BIRTH DATE March 19, 1967

ENTRANCE DATE 9/4/85

PREPARATORY SCHOOL Brick Memorial High School, Brick Town, N. J.

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Sister Cecilia M. Fy
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