### Margaret "Peggy" Aune, Ed.D.

Naples, FL 34110

November 11, 2021

Superintendent Search Committee Lake Wales Charter Schools Lake Wales, Florida

Dear Superintendent Search Committee Members,

The purpose of this letter is to express my interest in the Superintendent position in Lake Wales Charter Schools. I am a passionate educator with extensive experience in improving academic outcomes from early learning to college and career readiness. I see tremendous opportunity in Lake Wales and would be honored to be part of achieving incredible results with students, families, teachers, school leaders, and community members.

I believe that all students should feel confident and prepared to determine their respective pathways and plans to achieve their goals. After I found my calling to be a special education teacher more than twenty years ago, I have been on a mission in my various roles to increase access to educational outcomes and decrease barriers for children and families. My candidacy is set apart with non-profit education foundation experience, further confirming the value of partnering with community members and businesses for an exemplary school system.

I find joy in being part of a community that celebrates diverse contributions and talents, with a focus on academics, leadership, and culture. Every person should feel valued and essential to our collective success.

My husband is a high school math teacher, our younger daughter will be entering high school in the fall, and our older daughter is in college in Sarasota. Florida is home for us, and it would be exciting to be part of the Lake Wales community.

I have enjoyed learning about this unique and dynamic system with such promise for continued growth! Thank you for the opportunity to be considered for the Superintendent of Lake Wales Charter Schools position.

Sincerely,

Phune

Peggy Aune, Ed.D.

Naples, FL 34110 - 239-777-4430 - bpaune@comcast.net

#### Summary

Passionate educator with over 20 years of successful experience in increasing opportunities and decreasing barriers for children and families

#### **Areas of Focus**

- Relationship building, goal-setting, and strong communication
- Ability to build systems while maintaining autonomy and individualized approaches

#### Experience

Champions For Learning Education Foundation

#### **Chief Innovation Officer**

Naples, FL

- Cultivate partnerships with community leaders representing over 60 organizations to coordinate and plan strategic solutions and approaches in early development through college and career readiness as part of a community-wide collective impact effort
- Enhance student programming for first generation college access in support of each student having a defined pathway and plan for achieving post-secondary goals with little to no debt
- Grow foundation efforts through relationship building and strategic planning
- Support educator programming in the areas of grant awards, philanthropy, creative programming, and recognition and elevation of teaching as a profession
- Design standardized employee training to expedite onboarding and verify skills and competencies among new personnel in support of student programming
- Devise strategic improvements to support volunteer-fueled efforts to enhance organizational outcomes

#### Collier County Public Schools

#### Associate Superintendent, Teaching and Learning

Naples, FL

- Led all aspects of Teaching and Learning in a diverse, high-performing school district of over 48,000 students and over 50 schools
- Oversight of assessment and data management; school choice options including charter schools and home education; content area development and planning for elementary and secondary programs; exceptional student education and gifted education; leadership development; career and technical education; continuous improvement initiatives; fine and performing arts; interscholastic athletics; virtual learning; instructional technology; and media services
- Oversight of budget of \$41 million with application of return on investment process
- Involved in planning of new comprehensive high school and related programs
- Collaboratively developed parent resources and sessions supportive of the learning process
- Led growth of performing and fine arts programming
- Led expansion of academic competitions and advanced studies programming at all levels

• Dedicated to providing opportunities through academics, leadership and culture

June 2021 to Current

July 2017 to June 2021

- Collaboratively developed mental health supports for foundational resources as well as in recovery efforts from Hurricane Irma and a global pandemic
- Facilitated oversight of school leadership and professional learning at all levels
- Engaged students, staff and leadership in growth of career academies, work-based learning experiences inclusive of internships, and entrepreneurship programming
- Presented topics of interest and policy issues to the School Board and local and state organizations
- Served as a member of the Superintendent's Cabinet in support of District initiatives

#### Florida Gulf Coast University

#### **Adjunct Professor**

Fort Myers, FL

• Taught Instructional Leadership, according to curriculum and university guidelines, to masters and doctorate level students

#### Collier County Public Schools

#### Assistant Superintendent, Curriculum and Instruction

Naples, FL

- Initiated, coordinated, and evaluated professional learning opportunities on basis of intended outcomes and supports for students
- Evaluated curriculum, instructional delivery, and intervention models based on comprehensive research
- Proactively supported all functions of District strategic planning, accreditation, and continuous improvement initiatives
- Provided direct leadership and supports in the following areas: elementary literacy and content areas; secondary programs; exceptional education and student support services; career and technical education; STEAM; instructional technology and media services
- Collaboratively developed advanced studies options and enhanced gifted services at all levels
- Designed, coordinated, and facilitated professional learning for school and district leaders, teachers, and community groups
- Presented topics of interest to School Board and community organizations
- Managed ongoing revisions and implementation of policies in applicable areas
- Served as a member of the Superintendent's Cabinet in support of District initiatives

#### Collier County Public Schools

#### Executive Director, Secondary Programs

Naples, FL

- Provided leadership in developing, coordinating, and implementing core content curricula and supplemental programs at the middle and high school levels
- Facilitated support areas at the middle and high school levels to further student achievement
- Coordinated instructional resources at the middle and high school levels to enhance student instructional programs
- Collaborated with various divisions to best serve students, schools, and site-based leadership teams

June 2014 to June 2015

May 2017 to July 2017

July 2015 to June 2017

#### Principal, Manatee Middle School

Naples, FL

- Demonstrated record of increased academic performance including first B grade for school as determined by state accountability formula
- Provided leadership in developing, coordinating, implementing, and evaluating instructional and supplemental programs
- Recruited and retained high-quality teachers for every classroom
- Provided meaningful professional development opportunities for all faculty and staff
- Developed and managed budgets for TItle I Basic, Title I Parent Involvement, Migrant, locational, and internal funds that furthered student achievement

#### Collier County Public Schools

#### Coordinator, Staffing, Recruitment, and Retention

Naples, FL

- Proactively sought and identified qualified instructional candidates on behalf of the Office of Human Resources
- Supported the hiring and onboarding of 400-500 new teachers each year
- Advised site-based and district administration on new teacher supports, retention strategies, and contractual guidelines
- Served as liaison with universities and fostered community partnerships that were advantageous to preteacher preparation and recruitment

#### Collier County Public Schools

#### Assistant Principal, Curriculum

Naples, FL

- Assisted the principal in all aspects of instructional leadership, development of the master schedule, professional learning, and accountability and evaluation of programs and staff
- Assisted the principal in the planning and implementation of grade level teams, departments, and articulation between levels
- Administered the testing program and collaborated with the principal and other stakeholders in data-driven decision making for instructional programs

#### Collier County Public Schools

#### **Dean of Students**

Naples, FL

- Upheld commitment to student achievement by promoting and establishing atmosphere of mutual respect and trust between students, faculty and parents
- Led the evaluation of school-wide climate initiatives and staff recognitions
- Coordinated student activities and extra-curricular programs

June 2005 to June 2006

June 2006 to June 2007

June 2007 to May 2009

#### **Reading Teacher/Teacher on Special Assignment**

Naples, FL

- Utilized research-based strategies and curriculum to support students in reaching educational goals
- Engaged students in novels, creation of text, and authentic writing
- Assisted the principal in all aspects of positive behavior management and procedures related to student conduct

#### Collier County Public Schools

#### **Exceptional Student Education Teacher**

Naples, FL

- Utilized research-based strategies and curriculum to provide accomodations as determined by students' Individual Education Plans (IEPs) at the middle school level
- Communicated and collaborated with parents on supports for students
- Collaborated with colleagues to provide accomodations or modify the curriculum to ensure student success in all core content areas and in building organizational skills

#### Collier County Public Schools

#### **Exceptional Student Education Teacher**

Naples, FL

- Utilized research-based strategies and curriculum in a self-contained setting for students with emotional and behavioral disorders at the middle school level
- Supported students in successfully transitioning to more inclusive settings
- Collaboratively worked with parents and various colleagues skilled in behavioral supports

#### Education

National Excellence in School Leadership Institute	February 2020		
Women Superintendents Leadership Program			
University of Florida	December 2013		
Ed.D.: Educational Leadership			
Gainesville, FL			
Florida Gulf Coast University	December 2004		
M.Ed.: Educational Leadership			
Fort Myers, FL			
Florida Gulf Coast University	December 2000		
B.S.: Special Education			
Fort Myers, FL			
Hillsborough Community College	December 1998		
A.A.: Education			
Tampa, FL			

June 2003 to June 2004

December 2000 to June 2003

#### Accomplishments

- Supported a diverse district of over 48,000 students in achieving a record-high graduation rate (92.2%), 2020
- Led Division of Teaching and Learning through a global pandemic resulting in district exceeding state performance in all tested areas, 2021
- Led Division of Teaching and Learning in supporting two schools in exiting Differentiated Accountability (DA) status as the result of increased achievement, 2021
- Special Recognition, Collier County NAACP, 2020
- Featured in AASA "People Watch", School Administrator Magazine, March 2018
- Participant, Leadership Florida Education Class III
- Participant, Inaugural Aspiring Women Leaders Cohort, AASA, 2017
- Special Recognition, Palmetto Ridge JROTC, 2014

#### **Presentations and Memberships**

- Presenter, Supporting Teachers Through Professional Development Opportunities, Consortium of Florida Education Foundations, August 2021
- Presenter, COVID-19 Educational Implications, Rotary Club of Naples, March 2021
- Presenter, League of Women Voters General Assembly, March 2021
- Presenter, Impact Florida COVID-19 Algebra I Recovery Cadre, February 2021
- Presenter, League of Women Voters Education Committee, January 2021
- Presenter, Impact Florida Panel, Florida School Board Association (FSBA), December 2020
- Presenter, 6th Annual DLC Sound Minds Mental Health Symposium, David Lawrence Center, March 2019
- Presenter, "The Irma Test": Collective Impact Works, Florida College Access Network (FCAN) Summit, Orlando, May 2018
- Presenter, Collective Impact and Collaboration, Leadership Florida Education, Tallahassee, February 2018
- Presenter, NAF Career-Themed Academies, Leadership Collier Alumni Foundation, May 2015
- Presenter, Virtual Town Hall on College and Career Readiness, Collier County Public Schools, February 2015
- Presenter, Data Rich and Information Richer; Transforming PLCs Into Data Teams, Florida Association of School Administrators (FASA), Tampa, June 2013
- Presenter, Changing Drivers: Putting Students in Charge of Their Own Success, Florida Association of School Administrators (FASA), Tampa, June 2012
- Member, AASA, The School Superintendents Association, 2016-present
- Member, Florida Association of School Administrators (FASA), 2012-present

#### Certifications

• Florida Department of Education (FDOE) Certification-School Principal K-12; ESOL K-12; ESE K-12; Emotional Handicaps K-12 (843916, 2025)

#### **Professional Writing**

- Contributor, "Organizational Behavior in Education, Leadership, and School Reform", Owens & Valesky, Pearson Higher Education, 2014
- Dissertation, "Teacher Retention in Title I Schools: Effects on Student Achievement and Financial Implications in a Selected School District", University of Florida, 2013

#### **Community Involvement**

- Catechist, Faith Formation, St. John the Evangelist Catholic Church, Naples, FL, 2017-present
- Catechist, Faith Formation, St. Ann Catholic Church, Naples, FL, 2011-2016

#### **Additional References**

- Dr. Paul Burns, Deputy Chancellor for Educator Quality, Florida Department of Education, Tallahassee, FL, Paul.Burns@fldoe.org
- Vincent A. Keeys, President, NAACP, Naples, FL, vkeeys@gmail.com
- Stephanie Lucarelli, School Board Member, Collier County, FL, lucars@collierschools.com
- Jen Mitchell, School Board Vice-Chair, Collier County, FL, mitchj3@collierschools.com
- Dr. Bruce Mousa, Board Chair, Champions For Learning Education Foundation, Naples, FL, bmousa@ufl.edu



November 11, 2021

Dear Lake Wales Charter Schools Trustees,

I am honored to write a letter of recommendation on behalf of Dr. Peggy Aune's candidacy for Superintendent of Lake Wales Charter Schools. In my role as President and CEO of the Greater Naples Chamber of Commerce, I have had the opportunity to work with her throughout the years on various projects and initiatives, both in her previous role in Collier County Public Schools, and currently through her role with Champions For Learning, the local education foundation, and the community-wide collective impact effort with a cradle to career focus. Dr. Aune has deep knowledge of how to impact student achievement PK-12 and positively leverage community support to make it happen. She understands how to bring together organizations with big goals to effect real change. She is "all in" and passionate about her community, Lake Wales would be fortunate to have her level of commitment.

Dr. Aune sees the direct link to how a variety of career experiences for students and employers will develop a diverse and qualified workforce, including through career academies and strong pathways to technical colleges. Dr. Aune has worked closely with our Chamber to ensure student internship opportunities have continued to grow. We have been honored for Dr. Aune to serve as a panelist or presenter for various Chamber events to the business community on the importance of work-based learning and the benefits of hosting a high school intern.

Essential to student success in their internships and in transitioning to adult work experiences is the development of "soft skills." Dr. Aune has the vision of ensuring students not only have the technical competencies, but also the ability to communicate effectively, navigate different situations, and make a good impression in the workplace. She is passionate about students being college, career, and life ready for the next step in their journey, with each student having a plan and the way to fund it with little to no debt.

Our Chamber also champions entrepreneurship, and Dr. Aune worked to strengthen entrepreneurship at the high school level, as well as ensuring that all middle schools offered a class on entrepreneurship as an elective. She understands that critical thinking skills and the ability to problem solve are a benefit to students, regardless of their chosen path. The excitement around entrepreneurship in the community has led to a Children's Business Fair, sponsored by the Chamber. Dr. Aune's leadership in career and technical education have contributed to these collaborative opportunities. In her current role at Champions For Learning, she continues to support these efforts by boosting community involvement in entrepreneurship programming through volunteerism, thus really maximizing the incredible expertise that many of our community members have.

Dr. Aune is positive, approachable, enthusiastic, and relates well to community stakeholders and business partners. A high-performing school system is essential to a community having a nimble and strong economy, and Dr. Aune has the skill sets to lead a system to such excellence.

Please contact me for additional information.

Michael Dally

Michael Dalby President & CEO



#### Office of the Superintendent Collier County Public Schools "Today's Learners - Tomorrow's Leaders"

November 10, 2021

Dear Board of Trustees Members,

It is with great pleasure that I recommend Dr. Margaret "Peggy" Aune for Superintendent of Lake Wales Charter Schools. Dr. Aune was a member of my Cabinet for seven years, most recently as Associate Superintendent, Teaching and Learning. Prior to her district roles, she was a highly successful principal demonstrating consistent growth in student performance at a Title I middle school.

Collier County Public Schools (CCPS) has consistently been an A district, including 2021, and most recently ranked 5<sup>th</sup> of 67 districts in Florida. Dr. Aune was instrumental to this success including shortand long-range strategic planning, increasing advanced studies options and being steadfast in ensuring that school leaders felt empowered to do their best work. She helped to create a "system of systems" that contributed to district-wide success. If you are looking for a leader who will ensure that every school succeeds and be tireless in the urgency to see this happen, you should most definitely select Dr. Aune as your Superintendent.

During her tenure, the district progressed from outperforming the state in 30% of state-assessed areas to 100% of tested areas. She also followed through on a vision to increase participation in advanced studies coursework at each level as well as to maintain or exceed the pass rates on the related exams.

During challenging times is when individuals truly show their mettle. Dr. Aune led all aspects of teaching and learning, most notably through the recovery efforts of Hurricane Irma, abrupt campus closures due to COVID conditions, and ensured any disruptions to learning were mitigated. Even through this, two elementary schools, that were identified through state differentiated accountability, improved their performance significantly, with one school going from a D to an A. She truly demonstrated being a servant leader during these times by listening, adjusting, and ensuring that the needs of students, parents, teachers, and school leaders were prioritized.

She has always approached the work in a data-driven way while honoring the unique landscape of each school. Dr. Aune is a highly effective communicator that can handle inevitable conflicts diplomatically and in a way in which all participants are part of the process of finding creative and constructive solutions.

She has a thorough understanding of all aspects of school and district operations and is a quick study on new projects and areas of need to support student achievement. She consistently demonstrated being fiscally conservative and understanding ways to leverage funding in support of initiatives, whether through FTE funding, grants, or charitable contributions. She has extensive knowledge of Florida public school guidelines and requirements; she also led the work for the district to support charter schools and school choice options.

Just as importantly, Dr. Aune has a wonderful history of building engagement and fun into learning! She was essential to the growth of Science, Technology, Engineering, Art, and Mathematics (STEAM) across



the district, including the annual STEAM Expo with an average of over 1,400 attendees. This event even continued last year in a virtual format. She has also been absolutely dedicated to expanding fine, performing, and visual arts across PK-12 during the day and ensuring students at all levels have access to academic competitions and extra-curricular activities to build a sense of belonging.

Seven years ago, she ensured all 7<sup>th</sup> graders had the "common experience" of visiting our local regional university to picture themselves on a college campus. This is now an annual experience that continues today and was part of the district-wide vision of ALL students being College, Career and Life Ready. This includes students with significant disabilities; Dr. Aune collaborated with local businesses to ensure transitional work study opportunities were available with the potential for competitive employment being the goal.

In June 2021, Dr. Aune joined the local education foundation, Champions For Learning, to innovate programming and also to lead Future Ready Collier (FRC). FRC is a collective impact effort of over 60 organizations from early development to college and career success. Dr. Aune's strong history with community organizations as well as this experience with foundation work and philanthropy further supports her qualifications to be Superintendent of Lake Wales Charter Schools.

Dr. Aune truly enjoys being with students, teachers, school leaders, and community members; as your Superintendent, you will find her in classrooms and events across the community. These times are when informal conversations and connections are being fostered. Dr. Aune is kind, has a great sense of humor, is engaging, and will be a valued member of your community along with her family. She will certainly be missed here in Collier County, but I am so proud to support her as your next Superintendent.

Please feel free to contact me for additional information.

Sincerely,

jamele Patton

Dr. Kamela Patton Superintendent



Collier County Public Schools

District School Board of Collier County

November 10, 2021

Dear Chairman Gill,

It is with great enthusiasm that I write a letter of recommendation on behalf of Dr. Peggy Aune's application for Superintendent of Lake Wales Charter Schools. In my role as School Board Chair, I have had the pleasure to know Dr. Aune for five years and witness her incredible commitment to the success of all students. She led academics across the district, through Hurricane Irma and a global pandemic, with data analysis, systems, and processes that supported each school in improving student performance. Dr. Aune inspires confidence and remains calm in the face of adversity; this was especially apparent through the significant disequilibrium education has faced since March 2020.

She was an essential part of the team that led the district to a record high graduation rate (92.2%) which is an over 16% increase in ten years, and Collier County Public Schools is one of only 7 districts in Florida to receive an A grade in 2021. Her success is due to being collaborative, well-researched, and building positive relationships in the schools and across the community. She takes the time to really get to know people, their perspectives, incorporates their feedback, and also values what they bring to the process.

Dr. Aune has always demonstrated a real passion for supporting students receiving special education services and ensuring ALL students had the opportunity to realize their full potential, including through an ongoing parent effort called Sharing the Commitment. She also helped lead the growth of career academies at every high school, entrepreneurship courses, student internships, and significant growth in earning of industry certifications.

With a vision to ensure all students feel a sense of belonging, she led the development of additional opportunities such as debate, theatre, co-curricular music courses, and ongoing access to athletics even with consideration to health and safety protocols.

Dr. Aune inspires trust, is very adept at making complex issues manageable, and has credibility in our community and across the state. I always felt comfortable asking questions, for further information, and to collaborate on potential solutions.

As Board Chair, I am always very mindful of the need to be fiscally conservative while prioritizing student achievement. Dr. Aune led a "return on investment" process to critically analyze new and existing district purchases. She prioritized the student experience while ensuring we were good stewards of taxpayer dollars. In her current role with the local education foundation, she has gained even more experience in how to leverage philanthropic and grant funding to support outcomes for children and families.

Dr. Aune definitely has the ability to build a culture of commitment and excellence *with* students, parents, educators, and community members. She has my full endorsement for consideration as your Superintendent of Lake Wales Charter Schools. She will be an incredible asset and will very quickly be part of your community. Please contact me for further information.

Sincerely,

Erick Carter School Board Chair

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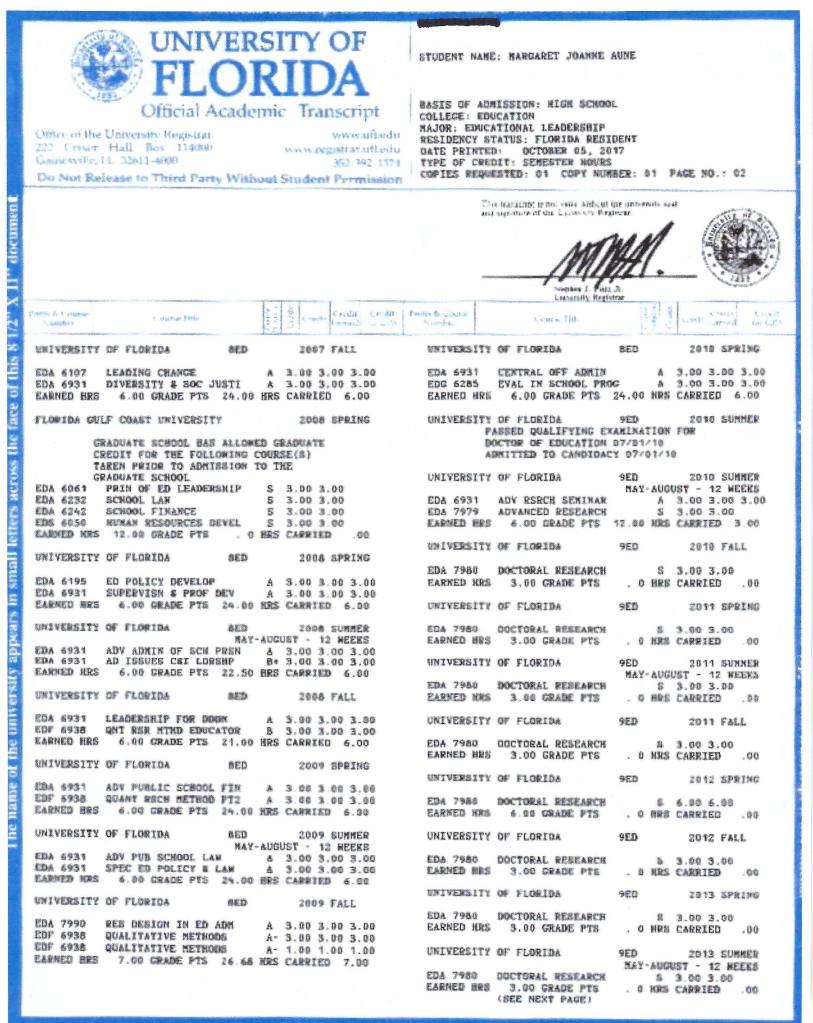
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