

# Maquissia Garcon



## OBJECTIVE

- To work collaboratively with teachers, administrators and other personnel to improve student achievement

## EDUCATION

- Master of Science, Major: Educational Leadership, Fisher School of Education and Human Resources at Nova Southeastern University, April 2010
- Bachelors of Business Administration, Major: Finance, School of Business at Florida International University, April 2004

## CERTIFICATION/LICENSE

I have satisfactorily completed all requirements of Florida Statutes and State Board of Education Rules for the coverage or endorsements listed below:

- Educational Leadership/ (All Levels)
- Elementary Education/ (Grades K-6)
- Mathematics/ (Grades 5-9)

## EDUCATIONAL EXPERIENCES

### Mathematics Resource Teacher

July 2012 - Present, Fulton-Holland Educational Services Center, West Palm Beach, FL

- Capacity building
- Organize and administer professional development on content knowledge and evidence-based practices to schools
- Review and update curriculum alignment resources on Learning Village
- Help schools use student data to make instructional decisions and organize teacher professional development
- Explore on the latest research regarding curriculum, instruction and academic standards
- Disseminate information to schools regarding state and district wide mandates
- Demonstrate ability to work effectively with diverse groups

### 2<sup>nd</sup> Grade Teacher

August 2011 - June 2012, Pleasant City Elementary, West Palm Beach, FL

- Facilitated a student-centered learning environment
- Established and communicated learning goals, tracked student progress, and celebrated success
- Helped students effectively interact with new knowledge
- Helped student practice and deepen their understanding of new knowledge

### Mathematics Instructional Coach

September 2010 - 2011, Pleasant City Elementary, West Palm Beach, FL

- Modeled best practices and how to integrate math with reading and science
- Planned, facilitated and supervised mathematics professional development sessions
- Interacted collaboratively with students, parents, school-based personnel and community organizations
- Analyzed data and assist in developing corrective action plans
- Monitored instructional progress towards school goals
- Directed the implementation of the use of the math curriculum through classroom observations, modeling and conferencing
- Provided daily coaching and mentoring support to teachers
- Monitored school improvement
- Identified specific needs students and teachers and ensuring needs are met

## **Mathematics Teacher**

August 2005 – September 2010, John Fitzgerald Kennedy International Baccalaureate Middle School, Riviera Beach, FL

- Taught Pre-Algebra, Algebra, Geometry, Integrated Math and Science, Finite Math, Application Math, Financial Math, Statistics
- In 2010, 77 out of 95 students (81%) improved on the Winter Diagnostics compared to Fall Diagnostics
- In 2009, 83% of students passed the FCAT
- International Baccalaureate teacher committee leader
- Team Leader, Educator of the Month, Dwyer's Educator of the Year Nominee
- Mentor

## **SKILLS AND OTHER QUALIFICATIONS**

- Organizational skills
- Strong interpersonal skills
- Advance technology skills
- Ability to balance multiple tasks and competing priorities
- Basketball team captain and coach

## **REFERENCES**

Michael Sabatino, Elementary Mathematics Program Planner [REDACTED]  
Anthony Hamlet, Principal, Palm Beach Lakes High School [REDACTED]  
Corey Brooks, Principal, John F. Kennedy Middle [REDACTED]  
Revetta Lowe, Assistant Principal, Jupiter Middle [REDACTED]  
Eugene Ford, Assistant Principal, Watson B. Duncan Middle [REDACTED]  
Theo Harris, Classroom Teacher Association Ex-President [REDACTED]

PROFILE	Critical thinker, inquisitive learner, and educator of children and teachers with 10 years of experience in education seeking a career opportunity to impact educational settings, practices, and thought in order to bridge the divide between what works in education and what occurs daily in a classroom.
EDUCATION	<b>Harvard Graduate School of Education</b> Master of Education in Educational Leadership  <b>Bank Street College of Education</b> Master of Science in General Childhood Education  <b>Brigham Young University</b> Bachelor of Arts in International Development
EXPERIENCE	<b>HIGHLAND ELEMENTARY SCHOOL, Lake Worth, FL, 2005-2008, 2010-current</b> <b>Math Teacher and Afterschool/Summer Program Director</b> <ul style="list-style-type: none"><li>◆ Designed and implemented a math program that brought 80% of a heterogeneous group of students at least 1½ years of growth in math</li><li>◆ Created a professional development “club” for teachers interested in continuous improvement and honing their teacher-leader skills</li><li>◆ Director of the 21<sup>st</sup> Century Community Learning Center Afterschool and Summer program, an academic and personal enrichment program with 60 students</li></ul> <b>LINDSEY ELEMENTARY SCHOOL, Warner Robins, GA, 2009-2010</b> <b>Math Coach</b> <ul style="list-style-type: none"><li>◆ Guided 40 math teachers regarding a range of effective and innovative mathematics practices through individual discussions, coaching sessions, demonstration lessons, and professional development programs</li><li>◆ Developed assessment tracking templates to assist teachers and school administration to monitor students’ progress in meeting state proficiency</li></ul> <b>RICHARD J. MURPHY SCHOOL, Boston, MA, 2008-2009</b> <b>Principal Intern</b> <ul style="list-style-type: none"><li>◆ Conducted interviews and surveys to better understand and address the needs of the staff and parents regarding school policies and school communications</li><li>◆ Authored the bi-weekly home-school newsletter and developed community partnerships to translate it into languages spoken by school parents</li><li>◆ Authored the school’s Parent Handbook</li></ul> <b>TEACH FOR AMERICA: MIDDLE SCHOOL 206, Bronx, NY, 2003-2005</b> <b>Reading Teacher</b> <ul style="list-style-type: none"><li>◆ Participated in a national service of outstanding recent college graduates who commit two years to teach in an under-resourced public school</li><li>◆ Designed and implemented a project-based curriculum that brought 75% of an entire group of at-risk students and second language learners up to or beyond grade-level in reading</li></ul>
CERTIFICATIONS and SKILLS	Aspiring Leaders Academy (ALA) Certification: will be granted in May 2013 Educational Leadership Certification: Florida, Georgia, Massachusetts Elementary Education Certification: Florida, Georgia, New York Clinical Education Certification: Palm Beach County, FL Singapore Math Trained Expert in Office Suite programs

# STEPHEN J. OLENDER

## INFORMATION TECHNOLOGY MANAGER

Solutions-oriented IT Specialist with notable success in a broad range of IT initiatives while participating in all phases of an SDLC to implement technical solutions in direct support of business objectives.

- ♦ Track record of increasing responsibility in the supervision and management of an IT staff to accomplish objectives.
- ♦ Demonstrated capacity to implement innovative designs that drive awareness, decrease exposure, and strengthen organizations.
- ♦ Hands-on experience in all stages of system development efforts, including requirements definition, design, architecture, testing, and support.
- ♦ Adept at developing effective policies and procedures, improving documentation and clear, concise how-to guides.

**CORE COMPETENCIES:** Application Programming; Database Design; Data Integrity/Recovery; Disaster Recovery Planning; Contingency Planning; Research & Development; Risk Assessment; Cost Benefits Analysis; Computer Systems Programming; Business Impact Analysis.

\* **Platforms:** UNIX (Solaris, AIX), Microsoft Windows® operating systems from 95 on.

\* **Networking:** TCP/IP, Novell, IPX/SPX, SMS/SQL, Ethernet, VPN, SSH, PKI.

\* **Languages:** Peoplesoft PeopleTools, Peoplecode MSSQL, Oracle SQL, PL/SQL, C, C++, Visual Basic, JCL, PERL, HTML, XML.

\* **Tools:** Peoplesoft Application Designer, STAT, SQL Enterprise Manager, TOAD, SQL+, Ghost, EZtrieve, McAfee/Norton Virus Protection Utilities, IBM Tivoli, Lotus Notes, Microsoft Office System (including Microsoft Word, Microsoft Excel, Microsoft PowerPoint, Microsoft Access, and Microsoft Outlook), Microsoft Project, Microsoft Visual Studio and Microsoft FrontPage.

## PROFESSIONAL EXPERIENCE

FLORIDA INTERNATIONAL UNIVERSITY, MIAMI, FLORIDA

2010 – Present

### **Application Developer II, Panthersoft Financials**

Hired as a software developer to support the universities Peoplesoft Financials suite. Used my experience and financial background to support the existing financial system and make suggestions to improve performance going forward.

#### *Key Contributions:*

- Provided advanced technical support to users. Including custom coding solutions to outstanding software issues.

LINIUM CONSULTING, ALBANY, NEW YORK

2010 – 2010

### **Developer Consultant, New York State Department of Corrections**

Hired as a software developer to redesign an existing Microsoft access database, to implement code changes, improve stability, and remove defects in the program code.

#### *Key Contributions:*

- Was the only developer assigned to overhaul a working access database program. Requested fixes were implemented and additional enhancements were provided, both on time and under budget.

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NEW YORK STATE OFFICE OF THE STATE COMPTROLLER, Albany, New York

2005 – 2010

**Information Technology Specialist, FOCAS Project**

Hired as a software developer to assist in an implementation of the Peoplesoft Financials suite. Helped to develop, test and implement the Project Toolkit, a Project tracking and reporting database application. I completed training in UNIX AIX to compliment my University UNIX Solaris knowledge. I assisted in the review of STAT, a version control application for Peoplesoft implementations. I was promoted to supervisor on the application development team. I was responsible for planning and directing the development work of subordinate developers. I Assumed a driving role in the analysis and design of a contract auditing module in a PeopleSoft financials system. Worked with project management, to ensure PMBOK standards used in the project lifecycle.

*Key Contributions:*

- Coordinated with end users, and functional experts to establish requirements for a custom contract auditing module, for PeopleSoft financials in an Oracle database.
- Creating table structures for a contract auditing module, for PeopleSoft financials in an Oracle database.
- Converting the Project Toolkit from an Access Base to an SQL base.
- Provided training to entry level developers in PeopleTools as well as Peoplecode.
- Assisted in upgrading the security algorithm for the Project Toolkit, and implementing required password criteria testing functionality.
- Testing the Vanilla installation of Peoplesoft.
- Training in UNIX AIX, Peoplesoft PeopleTools.

NEW YORK STATE OFFICE OF THE STATE COMPTROLLER, Albany, New York

2003 – 2005

**IT Intern, Office of Unclaimed Funds**

Assisted in development, testing, and installing of Unclaimed Fund's tracking database. Used Microsoft Access to compile and filter data. Researched 3<sup>rd</sup> party software to meet business needs. Installed demo versions of 3<sup>rd</sup> party software. Tested and verified 3<sup>rd</sup> party software installation and configuration. Performed technical support activities such as assisting end-users with software and hardware issues. Performed password resets and user profile setup for system access.

*Key Contributions:*

- Researched and recommend Wasp Mobile asset for Unclaimed Funds tracking needs.
- Improved the efficiency of the Unclaimed Fund's tracking database.
- Helped to develop a GASB34 reporting tool using Microsoft Excel.

NEW YORK STATE OFFICE OF THE STATE COMPTROLLER, Albany, New York

2002 – 2003

**IT Intern, Payroll Upgrade Project**

Worked as a team member on an implementation of Peoplesoft's HR/Payroll suite. Worked as a web developer on internal website, ensuring good team communication. Performed data audit and archiving.

NEW YORK STATE OFFICE OF THE STATE COMPTROLLER, Albany, New York

2001 – 2002

**IT Intern, Division of Internal Audit**

Created data mining mainframe batch jobs using JCL, filtered mainframe data using EZtrieve query tools. Performed end-user testing and security audit of Unclaimed Fund's CRIS system.

**EDUCATION**

**Bachelor of Science Degree in Computer Science**  
RENSSELAER POLYTECHNIC INSTITUTE – Troy, New York

# Wm. Larry Padgett

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## CAREER PATH EXPERIENCE

### **July 2011 – Present** ♦ School District-Palm Beach County – **General Manager IT Solutions** ♦

District budgetary constraints forced downsizing and the dissolution of the Department of IT Governance.

- *Lead to Completion the District's Wireless RFP including a protest ultimately allowing Wireless for all schools*
- *Lead to Completion the District's LAN equipment RFP including a protest allowing the upgrade of all schools*
- *Lead the Internet Circuit Bid saving \$1,072,500 while increasing speed for school Internet access*
- *Led the Wireline Circuit Bid which will ultimately save \$20,000 per month while increasing speed 500% to schools*
- *Chaired the Technology Clearinghouse Committee (TCC) and Coordinated the Technology Advisory Committee (TAC) and the Superintendent's Technology Committee (STC)*

### **August 2008 to July 2011** ♦ School District-Palm Beach County – **Director of IT Governance** ♦

- *Revised or created all School Board Policies related to technology Policies: 2.50, 2.501, 5.813, 8.123, 8.125, IT User Standards and Guidelines Manual*
- *Lead a department of four staff members coordinating Policies development, Audits, Workflow Design, and Oversight*
- *Presented - 2007 Florida Educational Technology Conference (FETC) – IT Governance for K12 Organizations*
- *Normalized the New Employee Orientation for Technology which ensure all employees received exactly the same training*
- *Lead the first training of all District employees on the Employee's use of technology*

### **October 2005 – August 2008** ♦ School District-Palm Beach County – **Director, IT Operations** ♦

#### **Sept. 2007** ♦ (Acting CTO per Dr. Johnson)

- *Envisioned, promoted, and began the implementation of ITIL as the divisional framework for service improvement*
- *Directed the Data Center supporting all Mainframe operations, Student Scheduling, Report Cards, Payroll checks, electrical, and cooling upgrades*
- *Communicated and interacted with internal and external stakeholders including the Principals Technology Committee, District's Building Committee, and the STC*
- *Envisioned and inspired the District's first Disaster Recovery site*
- *Lead the improvements in IT's Change Management process, by using ITIL frameworks and ChangeGear software*
- *Directed improvements in the Printing Services Section*
- *Directed the Records Management section, which coordinates the District's Records Management Program, including records retention/disposal in compliance with State and Federal Statutes*
- *Co-authored with Intel – Not if, but When: A Technical Blueprint for K-12 Disaster Recovery and Learning Continuity*
- *Presented - 2007 Florida Educational Technology Conference (FETC) – K12DR **Disaster Recovery and Ed-business Continuity in K12***
- *Restructured the Mainframe Engineering, reducing the staff 40% from five full FTE to three FTE and maintained standards*
- *Implemented the first divisional weekly newsletter (YT&T) which shared Yesterday's Today's and Tomorrow's information*
- *Directed a multi-million dollar budget while staying abreast of technology through Gartner research and multi-phone conferences with research specialists*

## Wm. Larry Padgett

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### **July 2000 – October 2005 ♦ School District-Palm Beach Co – Director, Network & Technical Services♦**

- *Directed Network Services from its inception and increased its Principals' rating four years in a row, in the annual Survey of Support Services to Schools, as follows: Year 2002 rating 4.10, Year 2003 rating 4.19, Year 2004 rating 4.20, and Year 2005 rating 4.23 (Department was not included in the 2000-2001 survey)*
- *Led and facilitated the merger of three dissented organizational units (Computer Hardware Support, PC and Server Software Support, and the Telephone unit) into the Department of Network Services. This was a melding of divergent cultures, work processes, attitudes, and functions.*
- *Managed multi-million dollar budgets of both capital and operating funds, during critically fragile budget periods.*
- *Lead a staff of 81 comprised of management, clerical, technical support and implementation members who functioned at different strategic, tactical, and operational levels.*
- *Reduced costs and advanced District technology under very stringent financial and organizational constraints by developing strategies, formulating plans and implementing.*
- *Kept abreast of technologies and state-of-the-art techniques through reading, research, colleges, and contacts.*
- *Approved estimates of labor and material costs related to network installation, expansion, preventive maintenance, and repair.*
- *Secured a donation of over \$900,000 worth of electronics which became the core devices in our middle schools, thereby allowing a gigabit backbone and 100mbs to the desktops in those schools.*
- *Enhanced inventory controls by directing the merger of Network Services' data and voice/phone equipment.*

– See Attached: Long-Standing Milestones –

### **August 1998 – July 2000 ♦ School District of Palm Beach County – Manager, Distributed Technology♦**

- *Envisioned, designed, and directed the revised infrastructure allowing Windows 2000x, Active Directory, and Exchange email to be implemented in the District, replacing eight different non-linkable systems (This e-mail system became the official District email December 1, 2003; it was the basis for a fully collaborative system.)*
- *Designed and implemented Fulton Holland Education Service Center's (FHESC's) Local Area Network (LAN) electronics upgrade, from a system that was failing daily, to a state-of-industry Gigabit backbone and 100 megabit to the desktop system*
- *Submitted and managed multi-million dollar departmental budgets, both capital and operating*
- *Planned and implemented 90 Elementary Instructional labs with Windows 98 and Windows NT under budget and ahead of schedule*
- *Assisted the Director in recommending and approving all technology purchases throughout the District*
- *Established procedures and policies for network maintenance and repair*
- *Provided personnel recommendations and supervised, evaluated, and reviewed work of assigned personnel*
- *Lead 44 staff members in the implementation, support, and advancement of technology within the District as noted on the attached: Long-Standing Milestones*
- *Liaison to the Principals' technology committee gathering feedback on direction and support*
- *Directed the incremental move from costly ATM (Asynchronous Transfer Mode) connections to schools to the faster less expensive IP protocol, which also allows IP trucking to load balance voice and data traffic, generating further savings. ATM is a solid technology, simply not best for the District now. (This design won a national recognition for the District.)*

### **June 1996 – August 1998 ♦ School District of Palm Beach County – Technology Specialist♦**

- *Supported, consulted, and recommended School and Department technology*
- *Planned and recommended District Technology, business and instructional*
- *Advised the development and the expansion of the District's: Local Area Networks (LAN), Wide Area Network (WAN), Mainframe connectivity (3270), Novell Files Servers, Instruction and Business Applications*

### **1992 - June 1996 ♦ School District of Palm Beach County – Area Technology Coordinator♦**

- *Directed Instructional and Administrative (business) technology for Area IV*
- *Coordinated all technological implementation for 24 Area schools*
- *Developed and coordinated staff development for instructional technology and administrative technology*

## Wm. Larry Padgett

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- *Facilitated School Improvement programs and process for Area IV Schools*
- *Liaison for Technology and Education to Area Community Education Committees*
- *Coordinating and directly training the Instructional Technology Support Assistants*
- *Secured a major donation of 200+ Personal Computers from IBM*

### **1988 - 1992** ♦ School District of Palm Beach County – **Information Center Specialist**♦

- *Managed the Office Automation Staff*
- *Directed the Board and Superintendent's Automation Projects*
- *Administrator for District electronic mail - PROFS*
- *Coordinated training for District personnel in Office Applications*
- *Supported numerous Instructional Technology Implementations*
- *Directed all (mainframe) 3270 VM office applications, and PC access to mainframe (3270)*

### **1987 - 1988** ♦ School District of Palm Beach County – **Teacher on loan**♦

- *Assisted with the design and analysis of the District Automation Project (DAP) – a \$30,000,000 District-wide automation project (Northern Telecom)*

### **1985 - 1987** ♦ School District of Palm Beach County ♦ Northboro Elementary School ♦ **Teacher**

- *SLD Classroom Teacher, Child Study Team Member, and School Technology Contact*

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## PREVIOUS POSITIONS

### **1984 - 1985** ♦ Earl Clements Job Corps, Morganfield, Kentucky ♦ **Academic Instructor**

- *Technology contact and directed the automation of TABE*

### **1983 - 1984** ♦ Utility Cost Control, Henderson, Kentucky ♦ **Manager**

- *Developed, planned, and installed electronic solutions for electronic energy management*

### **1975 - 1983** ♦ Padgett and Associates, Henderson, Kentucky ♦ **Broker Owner**

- *Licensed: Real Estate Broker; HUD certified Real Estate Appraiser; Licensed Securities Broker*

### **1971 - 1975** ♦ Boy Scouts of America, Kentucky ♦ **District Executive**

- *Advocated, promoted, and coordinated the expansion of Scouting in 13 counties in Kentucky*

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## AWARDS / EDUCATION / PROFESSIONAL EXPERIENCE

- Adjunct Professor/Instructor Nova University and UK Community Colleges
- Certified: Assisting Change in Education (ACE); Southern Association of Colleges and Schools (SACS)
- Certified: Information Technology Information Library (ITIL) – Service Management
- Certified: Conflict Resolution; Target Selection; Support Team Training
- Contributing Author: Blueprint Solutions – Not if, but When: A Technical Blueprint for K-12 Disaster Recovery and Learning Continuity
- Government Computer News' **Government IT Leadership Award May 2007**
- Graduate: National Executive Institute – BSA
- Graduate: University of Miami Leadership and Management
- Nova University, Fort Lauderdale, Florida - MA
- Numerous technology, project management, and leadership classes, training sessions, conferences, and workshops
- Presenter – Florida Education Technology Conference (FETC) K-12 Disaster Recovery (multiple years)
- School Board of Palm Beach County - **Certificate of Recognition**
- The Computerworld Information Technology Awards Foundation's **2005 Laureate Award**

## Wm. Larry Padgett

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- Trained: APMS Administrative Performance Management System
- Trained: ELA Educational Leadership Appraisal; FPMS Florida Performance Management System
- Trained: ESOL for Administrators
- Western Kentucky University, Bowling Green, Kentucky – BA

# Some Long-Standing Milestones Directed by Wm. Larry Padgett

## LONGITUDINAL OVERVIEW

This longitudinal overview includes milestones **starting in 1998** when I was Manager of Distributed Technologies. These improvements were accomplished at various levels of organizational activity from strategic and tactical, to operational. The technology improvements repositioned the District in the following alphabetized domains. It should be noted that many improvements overlap the major domains of the *ADMINISTRATING TECHNOLOGY* and *LEADING THE TECHNOLOGY*. Therefore, many of these improvements could easily have been categorized in a different or multiple domains. For additional details on the enhancements please read the Detail section.

### • SOME HIGHLIGHTS

- *IP CONVERGENCE PROJECT* – Network and Technical Services initiated the IP Convergence Project, which will replace only 15% of the infrastructure, it won the National Laureate award from Computerworld, a District first. The Computerworld Honors Foundation identifies and honors visionary use of information technology that produces and promotes positive social change. This project has paid for itself in four years, through reduced BellSouth expenses and Avaya maintenance costs, while enhancing schools' 911-security, connectivity, and advanced voice and data features.
- *STORAGE AREA NETWORK* – Network and Technical Services implemented the first Storage Area Network (SAN), which was purchased in conjunction with the ERP Department. It stored 31 Terabytes or 31 trillion bytes of School and Department data. This could store the text of every book in Library of Congress and leave 11 terabytes empty, or it could store all movies in four average Blockbuster video stores.
- *HURRICANE RECOVERIES* – Network and Technical Services recovered the voice, data, and infrastructure from two hurricanes. Every system in the District was downed by the hurricanes and all were restored for District use within four hours of the electricity being restored. This was an extraordinary effort allowing normal District phone and data use when schools opened.

### • ADMINISTRATING THE BUSINESS OF TECHNOLOGY

- *BUDGET* – Reduced the budget through major contributions, restructuring the technology protocols, and enhancing processes.
- *FIXED COST* – Reduced fixed cost through better technology delivery, organizational adjustments, enhanced technical protocols, and consolidating.
- *IMPLEMENTATION PROCESSES* – Enhanced support, reduced cost, and consolidated.
- *INVENTORY CONTROLS* – Established improved control of the technology inventory.
- *ORGANIZATION* – Improved technology management by using technology, merging support sections, and discontinuing costly processes.
- *PERSONNEL PRACTICES* – Required hands-on testing of all new hires. Empowered staff to research, evaluate, and implement technology with a high ROI.
- *PURCHASING PROCESSES* – Redesigning the volume quote specifications which reduced cost and improved technology.
- *Board Policies* – Lead the initiative and crafted the revising and creation of all Board Policies related to technology within the District.
- *Process Improvement* – Lead the institutionalization of ITIL process within IT and the coordinated the Superintendent's Technology Committee (STC), Chairs the Technology Clearinghouse Committee (TAC) and championed the alignment of IT with Schools via IT Governance.

### • LEADING THE TECHNOLOGY

- *CONSOLIDATION* – Reduced cost and improved performance by reducing duplication in technology and personnel, redesigning infrastructure, and enforcement of standardization.
- *ELECTRONICS* – Advanced the technology by upgrading the infrastructure, changing the protocols used through the electronics, and crossing-training personnel.
- *INFRASTRUCTURE* – Upgraded the infrastructure with better operating systems, improved protocols, and consolidating deliveries.
- *PROTOCOLS* – Enhanced performance and reduced cost by simplifying protocols for the District.
- *STANDARDS* – Enforced standards on new technology, protocols, and upgraded infrastructure.
- *SUPPORT* – Redesigning the support process and improved the Help Desk (circa 1998 more needed).
- *TRAINING* – Required staff cross-training reducing cost and improving performance.

## Some Long-Standing Milestones Directed by Wm. Larry Padgett

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### DETAIL

- ❑ **Budget** – Negotiated with 3COM during their corporate restructuring and secured a donation of over \$900,000 worth of electronics which have become the core devices in our middle schools, thereby allowing a gigabit backbone and 100mbps to the desktops in those schools.
- ❑ **Consolidation** – Directed the integration of the phone equipment areas in departments and schools with the data areas. This integration is allowing for a more cost-effective solution by reducing duplication of space, equipment, and manpower.
- ❑ **Electronics** – Designed and implemented Fulton Holland Education Service Center’s (FHESC’s) Local Area Network (LAN) electronics upgrade, from a system that was failing daily, to a state-of-the-art Gigabit backbone and 100 megabit to the desktop system.
- ❑ **Fixed Costs** - Directed fiber connection between schools located on same School Board parcel reducing cost and improving service to schools, and laying the foundation for a fiber optic or other high-speed networking.
- ❑ **Fixed Costs** – Recommended a partnership with *A Angels Help Handing Foundation* for the acquisition of Personal Computers (PCs) to aide in the upgrading of the District’s PC inventory saving funds and replacing outdated 486 PCs. Presented this concept to all instructional divisions and secured their endorsement. This was “out-of-the-box” thinking, a first of its kind, approved by the Board, and set new channels to update the PC inventory.
- ❑ **Infrastructure** – Directed the change in the District’s direction from Novell’s Network Operating System (NOS) (2.x, 3.x) (circa 1980’s technology) to Windows 2000x NOS. The District’s Network infrastructure was running on it with Microsoft’s blessing before its official release.
- ❑ **Infrastructure** – Directed the move of school’s administrative networks from DOS (circa 1990 technology) to Windows 2000x which empowers users with a more intuitive system for greater productivity.
- ❑ **Infrastructure** – Envisioned, designed, and directed the revised infrastructure allowing Windows 2000x, Active Directory, and Exchange email to be implemented in the District, replacing eight different non-linkable systems. This e-mail system had 20,000 administrators and teachers using it on a daily basis. (This system became the official District email December 1, 2003)
- ❑ **Inventory Control** – Directed the merger of Network Services’ data and voice/phone equipment inventory. This included the reorganization of the security controls on inventory and the building of a secure and environmentally controlled room to house all of Network Services’ small electronics, other small costly items, and those requiring climate controlled area. To ensure greater control the HEAT work order system and MAXIMO was integrated to more easily track the use of inventory used during the completion of a work order.
- ❑ **Organizational** – Directed the design and development of multiple Access databases for the administration of Network Services. These systems did track Network Services’ budgets, software, and non-confidential staff information before Peoplesoft.
- ❑ **Organizational** – Directed the electronic designing, movement, and storage of drawing and schematics used in the management the District’s phone system (key sheets). This new process allowe all involved and authorized staff to view, update, and/or modify the drawings in real-time subject to their authority.
- ❑ **Organizational** – Discontinued the costly CCC technical support (\$800,000 annually) and replaced it with internal support which delivers better, more integrated support for schools, saving approximately ½ million dollars per year.
- ❑ **Organizational** – Envisioned and redesigned the technology support model and upgrading the HelpDesk personnel (further upgrading needed). Directed the purchase and implementation of the HEAT work order system. Moving work orders off the Mainframe (WK01) to a Web-enabled Window system that automatically generates status reports, builds a knowledge-base allowing more rapid solution of reoccurring problems, and natively integrated with Word, Excel, and Access.
- ❑ **Organizational** – Facilitated the merger of three dissented organizational units (Computer Hardware Support, PC and Server Software Support, and the Telephone unit) into the Department of Network Services. This was a melding of divergent cultures, work processes, attitudes, and functions.
- ❑ **Personnel Practices** – Empowered staff to enhance the hiring process to include two tests and an interview before the hiring of new employees. The testing includes: a written test on legacy, current, and emerging technologies, and a hands-on test on these technologies ensuring solid hires.
- ❑ **Protocol** – Directed the incremental move from costly ATM (Asynchronous Transfer Mode) connections to schools to the faster less expensive IP protocol, which also allows IP trucking to load balance voice and data traffic, generating further savings. ATM was a solid technology, simply not best for the District.

## Some Long-Standing Milestones Directed by Wm. Larry Padgett

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### DETAIL CONTINUED

- ❑ **Protocol** – Directed the piloting of VoIP (voice over IP) at two schools, Boynton Beach High School and Odyssey Middle School, which showed the its potential to provide a more cost-effective way of delivering phone service.
- ❑ **Protocol** – Directed the Wireless pilot and recommend that wireless be used within District facilities before the District’s Aerohive implementation.
- ❑ **Purchasing processes** – Redesigned the volume-purchasing specifications to include “Obsolescence Protection”, which the industry later calls “Evergreen”, guaranteeing component enhancements during the contact period without price increases. Obsolescence Protection and continued negotiations have saved millions of dollars off the state contract price since the revised volume-purchasing specifications.
- ❑ **Standardization** – Chaired the Building Committee’s Technology Subcommittee that designed and implemented the evaluation process for technical requests submitted to the Building Committee. This committee’s actions reduced the cost of the purchases by 40% without reducing the functionality of the technology needs.
- ❑ **Standardization** – Directed the standardization on Attachmate software for mainframe access. It was Windows 2000x compliant, delivers Web-based access, and had potential for even greater functionality.
- ❑ **Standardization** – Directed the standardization on laser printers for schools replacing (c. 1980 technology) dot matrix printers and chaired the committee that standardized on the latest scanner technology replacing antiquated equipment at all schools. This positioned the District for the elementary report card while enhancing grade and attendance scanning.
- ❑ **Training** – Directed the cross-training of personnel in the hardware, software, and phone groups allowing more flexible alignment of resources. It is also allowing a more seamless hand-off between groups for support and begins readying staff advancements in technology.

# Anthony A. Rivas

## PROFESSIONAL STRENGTHS

- Seasoned professional in the commercial construction industry – over **\$2 billion** in project values
- Experience in the **private sector** and the **public sector**
- Educational facility programming, design and construction – focus for the last 20 years
- LEED® professional – green/sustainable experience
- Unique perspective from working as a contractor and owner's representative
- Varied projects in Florida, Texas and Republic of Panama
- Strong negotiating skills in all types of contracts
- Adept at public presentations and communicating with the news media
- Bilingual – fluent in **English** and **Spanish**
- Proficient using current information technology

## LICENSES/CERTIFICATIONS

**CERTIFIED GENERAL CONTRACTOR, Florida – CGC 009287**

**CERTIFIED CONSTRUCTION MANAGER – CCM**

**LEED® AP BD+C**

## PROFESSIONAL HISTORY / 1975 – 2012

**2010 - Present President**

**RIVAS CONSULTANTS, St. Petersburg, FL**

- Owner's Representative for State College of Florida
- LEED® Project Certification
- USGBC - Chapter Leadership Team

**2007 - 2010 Director of Educational Facilities**

**W.G. MILLS, INC., Sarasota, FL (Construction Manager)**

- Higher Education and K-12 Facilities
- RFQ (request for qualifications) preparations/presentations
- USGBC® – active in national & local speakers bureau
- COAA® – national education committee member & instructor

**1992 - 2007 Director, Facilities Design & Construction**

**PINELLAS COUNTY SCHOOLS, Largo, FL**

- Public K-12 school district (18 MSF & 110,000 Students)
- Managed all aspects of the design & construction of 300 projects valued at more than \$1.2 billion
- New facilities included:
  - 21 Elementary Schools - 3 High Schools
  - 10 Middle Schools - 6 Special Ed Centers

**1988 - 1992 Construction Division Manager**

**TALQUIN DEVELOPMENT COMPANY, St. Petersburg, FL**

- National Historic Register project – design/build
- 28-story downtown office building – owner's rep.
- Tenant improvements for over 150,000 sf

**1975 -1988 Sr. Project Mgr. / Project Mgr. / Project Engr.**

**Commercial, private sector construction projects**

- Office buildings
- Corporate headquarters
- Parking garages
- Banks
- Airport terminal (International Construction)

**Senior Project Manager**

**FRED CURTIS, INC., Tampa, FL (General Contractor)**

**Senior Project Manager**

**ENTERPRISE BUILDING CORP., St.-Petersburg, FL**

**Senior Project Manager**

**PACE CONSTRUCTION CORP., Houston and Dallas, TX**

**Project Manager**

**JUDWIN CONSTRUCTION CORP., Houston, TX**

**Project Engineer**

**LINBECK CONSTRUCTION COMPANY, Houston, TX  
(Panama & Texas)**

# Anthony A. Rivas

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## EDUCATION

**TROY UNIVERSITY** - Florida Region  
Master of Public Administration

**UNIVERSITY OF FLORIDA** - Gainesville  
Bachelor of Building Construction, with Honors

## CONTINUING EDUCATION

Partial Listing

- SREF - State Requirements for Educational Facilities
- Florida Building Code
- Florida Statutes
- LEED® for Schools
- LEED® for Existing Buildings
- LEED® certification without risk
- Energy Modeling for LEED® Projects
- Energy Conservation
- Florida Energy Code
- Building Commissioning
- Indoor Air Quality
- CPTED (Crime Prevention Through Environmental Design)
- BIM – Building Information Modeling
- BIM – using BIM for energy performance based design

## PUBLIC SPEAKING ENGAGEMENTS

Partial Listing

- Pinellas County Schools
- FEFPA – FL Educational Facility Planners Assoc.
- St. Petersburg College
- AFC – Association of Florida Colleges
- COAA® – Construction Owners Assoc. of America
- Leadership St. Pete
- USGBC® – US Green Building Council
- IBHS – Institute for Business & Home Safety
- IEC – Independent Electrical Contractors
- SMPS – Society for Marketing Professional Services

## AFFILIATIONS

**USGBC® – US Green Building Council** – Chapter governing council, Speakers bureau, LEED® committee

**LSPAA – Leadership St. Pete Alumni Association** – Class of 2009

**UFAA – University of Florida Alumni Association** – Hispanic Alumni Association

**AFC – Association of Florida Colleges** – Sustainability award judge

**COAA® – Construction Owners Association of America** – National education committee, instructor, chapter leadership team

**FEFPA – Florida Educational Facility Planners Association** – Presenter, 20 year member

**CASA – Community Action Stops Abuse** – Board of Trustees, volunteer

**TI – Toastmasters International** – Active Member