

Las Cruces Public Schools Online Application

Duran Swinford, Elizabeth - AppNo: 28506

Date Submitted: 7/25/2016

Personal Data

Name: Dr. Elizabeth D Duran Swinford
 (Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Title) (First) (Middle Initial) (Last)

Email Address: (Title) (First) (Middle Initial) (Last)

Postal Address

Permanent Address

Number & Street:
 Apt. Number:
 City: Vance
 State/Province: AL
 Zip/Postal Code: 35490
 Country: United States of America
 Daytime Phone:
 Home/Cell Phone: ()

Present Address

Number & Street:
 Apt. Number:
 City:
 State/Province:
 Zip/Postal Code:
 Country: United States of America
 Phone Number:

Employment Desired

Closed Vacancy Desired:

JobID: 4878 **Superintendent:** Superintendent at Administration Building

Date Last Submitted
7/25/2016

Experience in Similar Positions
5 years

Experience

Please list ALL WORK experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
Tuscaloosa County School System Consultant/Superintendent		1118 Greensboro Ave Tuscaloosa, AL 35401 205-758-0411		Mark Nelson	
Date From - Date To:	06/2013 - 06/2016	Full or Part Time:	Full		
Reason for Leaving:	Seeking a new opportunity				
Responsibilities/Accomplishments at this Position	Lead the overall operation of a school system of 18,000 students, including personnel management and development, technology management, curriculum, instruction and facility management. Focused the school system on finding options that would retain students and advance student achievement through a rigorous and challenging curriculum. Lead the district in the development of policies and programs that challenge and motivate students towards long life achievements, which resulted in increasing graduation rates and enrollment while decreasing number of suspensions and expulsions. Lead the expansion of Advanced Placement, dual enrollment and ACT preparatory opportunities as well as the expansion of student interventions through districtwide implementation of Professional Learning Communities. In addition to serving the school system, I have served the community as a member of Rotary, walking for Breast Cancer, Relay for Life and Alzheimer's. I have also served on the Board for West Alabama United Way. As a graduate of Leadership Tuscaloosa Class of 2014, I have served on the leadership committee for the Class of 2015 and currently for the Class of 2016.				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Vicksburg Warren School District Superintendent		1500 Mission 66 Vicksburg, MS 601-638-5122		Bryan Pratt 601-638-5122 Bpratt@vwsd.org	
Date From - Date To:	08/2010 - 06/2013	Full or Part Time:	Full		
Reason for Leaving:	Promotion to larger school system				
Responsibilities/Accomplishments at this Position	Conceptualized the broad goals of the school district, translated those goals into plans, planned an organizational structure capable of accomplishing the goals, assessed the degree to which policies and practices are attained and planned responses to assessed needs resulting in raising the accountability label of the school district from "at risk of failing" to "successful" in two years. Responsible for the effective operation of the district; general administration of all instructional, business and other operations of the District; and for advising and making recommendations to the Board of Education with respect to such activities. Development and maintain a positive educational program designed to meet the needs of the students and the community.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Hinds Community College Board Member		Raymond, MS 39154		Dr. Clyde Muse	
Date From - Date To:	08/2010 - 06/2013	Full or Part Time:	Full		
Reason for Leaving:	Moved to Tuscaloosa				
Responsibilities/Accomplishments at this Position	Advise the President on appropriate matters such as fundraising initiatives, marketing and public relations and alumni relations, developing policies, procedures, guidelines and long-range plans for the operation of the College, oversee the financial affairs and serve as an advocate on behalf of the Community College with the external constituents.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
East Baton Rouge Parish School System Associate Superintendent for HR		Baton Rouge, LA 70801		Charlotte Placide	
Date From - Date To:	02/2003 - 08/2010	Full or Part Time:	Full		
Reason for Leaving:	Promotion to Superintendent				
Responsibilities/Accomplishments at this Position	Developed, interpreted and administered policies and procedures related to personnel. Supervised the maintenance of statistical data ensuring that accurate records are developed and maintained. Designated roles, responsibilities and authority for personnel in the based upon Board approved job descriptions, and ensure that proper due process is provided to all employees. Developed and organized the presentation of workshops, meetings, seminars, and in-service training regarding the No Child Left Behind Act and monitored the Continuing Learning Units obtained by certified employees as well as Paraprofessionals as required under this act. Oversee the identification and training of aspiring leaders through the Administrative Intern Program. Act as Superintendent in the absence of the Superintendent and Chief Academic Officer. I also oversaw our Teach Baton Rouge Program, which is sponsored under the auspices of The New Teacher Project. We recruited and prepared talented community leaders and engaged them in the classroom in this way offering students highly qualified teachers in urban schools.				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Caddo Parish Schools Director of Certified Personnel		1961 Midway Shreveport, LA 71108 318-603-6281		Dr. Robert Schiller	
Date From - Date To:	07/2001 - 02/2003	Full or Part Time:	Full		
Reason for Leaving:	Promotion to Associate Superintendent				
Responsibilities/Accomplishments at this Position	Identified department needs based upon the goals and objectives of the School Board and the Superintendent. Developed and maintained procedures that were consistent with federal, state and local statutes as these related to advertisement, recruitment, employment, transfers and termination of certified employees. Ensured that proper records and data was maintained regarding number of staff members, staff turnover, staff to pupil ratios, attendance comparisons and other data as required. Supervise staff assignments and place personnel on the appropriate salary schedule. Coordinated and participated in the recruitment of certified personnel locally and out-of-state.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Morongo Unified School District Principal/Assistant Principal		5715 Utah Trail 29 Palms, CA 92277 760-367-9191		Pat Dempsey	
Date From - Date To:	07/1996 - 06/2001	Full or Part Time:	Full		
Reason for Leaving:	Promotion to Central Office/I divorced my military husband				
Responsibilities/Accomplishments at this Position	<p>As Principal at this high school, serving also the children of military personnel, I have a proven verifiable track record for accomplishing the most challenging academic goals. Developed and implemented a balanced literacy program using various methods and assessment techniques to enhance learning. Through analyzing these assessments, I lead my staff to improve our test scores on norm referenced tests and criterion referenced test to exceed the demands of the State of California. I have actively participated in the decision making process, set goals which are responsive to the needs of staff and students, and developed plans to achieve these goals. Coordinated and participated in the recruitment of certified personnel for Morongo Unified School District locally and out-of-state.</p> <p>As Asst. principal, along with my ability to assess organizational needs and implement administrative procedures, I handled the discipline, oversaw campus security, performed teacher evaluations and created the School Safety Plan. I also participated in the decision making process as these related to discipline, attendance, and academic achievement. I am persuasive, capable of developing rapport and trust with staff, community, parents and students.</p>				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Volusia County Schools Assistant Principal, Dean of Students and Teacher		200 N Clara Ave DeLand, FL 32720 386-734-7190		Sharon Porter	
Date From - Date To:	01/1991 - 06/1996	Full or Part Time:	Full		
Reason for Leaving:	Military move to California				
Responsibilities/Accomplishments at this Position	<p>Asst. Principal I implemented the discipline program, performed teacher evaluations, monitored and coordinated volunteers on campus, and was a member of the School Improvement Team.</p> <p>Dean of Students I implemented the discipline program and monitored student attendance, performed teacher evaluations and coordinated the ESOL/LEP program. I worked closely with the local agencies to assure students their right of an education.</p> <p>Teacher I taught the Science curriculum, worked closely with the administration of the school to identify students with low skills, especially students with Limited English Proficiency to target them for remedial programs. I also developed a staff development program responsive to the needs of the county to develop an awareness of cultural differences among the school staff.</p>				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Warner Christian Academy Teacher		1730 South Ridgewood Avenue South Daytona, FL 32119 (386) 767-5451		Ren Brunning	
Date From - Date To:	08/1988 - 01/1991	Full or Part Time:	Full		
Reason for Leaving:	Moved to Public Schools				
Responsibilities/Accomplishments at this Position	I implemented the science, math and Spanish curriculum for the High School, participated in the Leadership Team for the school accreditation and organized the Science Fair.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
American Military Academy Teacher		P.O. Box 7884 Guaynabo, PR 00970 787-720-6801		Vivian Simonet	
Date From - Date To:	08/1983 - 05/1988	Full or Part Time:	Full		
Reason for Leaving:	Military move to Florida				
Responsibilities/Accomplishments at this Position	As a first year teacher I was awarded the honor to teach the advanced students in Junior High School. I challenged the students with high order questions in order to develop critical thinking skills. I also assisted the administration in developing the honors curriculum for Junior High School.				

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Education

Please tell us about your educational background beginning with the most recent.

High School Attended: Antilles Military Academy, Trujillo Alto, PR
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
Nova Southeastern University, Fort Lauderdale, FL	03/2005 05/2007	Organizational Leadership Hrs: 66	Educational Leadership Hrs:	Ed.D.	05/2007
Nova Southeastern University, Fort Lauderdale, FL	04/1991 08/1992	Educational Leadership Hrs: 36	Hrs:	M.S.	08/1992
Interamerican University, Cupey, Puerto Rico	08/1978 07/1986	Biology Hrs: 128	Secondary Education Hrs:	B.A.	07/1986

Overall GPA
Major GPA

Undergraduate

Graduate

Highest Degree Attained

**Number of graduate hours beyond your
highest degree:**

Grad Program Of Study

Ed.D/Ph.D/etc.

Organizational Leadership

List honors, awards or distinctions you have earned:

Who's Who Among International Business Leaders (1998)

Who's Who Among Professionals (2001)

Honorary Mayor-President and Awarded the Key to the City of Baton Rouge (2006)

Honorary Member of the National Technical Honor Society (2012)

Certification

Do you hold National Board for Professional Teaching Standards certification?

No

Do you hold or anticipate a New Mexico certificate?

Certificate is anticipated

How do you plan to obtain a New Mexico certificate?

I currently hold an out-of-state certification that will be transferred to New Mexico.

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Certification Continued

Type	Date Anticipated	Expiration Date	Status
Administrative/Teaching Licenses (Administration Pre K-12 (100 or 104))	September 2016		Applied For

Please list any other endorsements and/or verifications documented on your certificate(s):

- * Have you applied for a New Mexico certificate? Yes
- * List the date you applied for certification:
- * Have you received a deficiency statement? Yes
- * Have you passed the Basic Skills Exam? If pending, date test taken
- * Have you passed the Content Area Exam?

Do you hold a current out-of-state certificate? Yes

State	Type	Certificate Number	Expiration Date	Current?
AL	Class AA, Educational Administrator (082) Grade Le	EDD-0092-8556	06/30/18	Yes

List your out-of-state certified teaching/administration fields:
Science/Biology

Language Skills

Do you know any language other than English? Yes

Language(s): Spanish
 Oral Level: Fluent
 Written Level: Fluent

Referrals

How did you hear about employment with us?

www.K12JobSpot.com

Additional Information

List any additional information which will help in determining your professional qualifications for a position.

I have attached a newspaper article for your review.

Upload any additional documents.

TCSS GR on the rise.pdf

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Disclosures

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

Professional Status

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying?

Yes

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Can you provide documentation that you can legally work in the United States for the entire school year?

Yes

* Have you ever been convicted of a criminal offense other than a minor traffic violation?

No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name?

No

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Legal Information continued

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country?

No

Equal Opportunity Employer

Las Cruces Public Schools is an Equal Opportunity Employer. Las Cruces Public Schools ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Las Cruces Public Schools has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release

I hereby certify that the information contained in this application is true, accurate and complete, to the best of my knowledge and belief. I understand and agree that any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of my application or for termination of my employment. Failure to provide all or part of the information requested may result in the refusal of the Las Cruces Public Schools District to further consider me for possible employment.

I hereby authorize the Las Cruces Public Schools District and its agents to investigate my work history and education history and to conduct personal inquiries. I understand that the Las Cruces Public Schools District will send a copy this Agreement and Authorization to each individual or entity from whom it is seeking a reference or background information.

I hereby authorize the party receiving a copy of this signed form (including a photocopy or facsimile copy) to provide and release complete information as may be requested, and I hereby waive any claim of confidentiality I might have with regard to such information.

I hereby release any person or entity providing information or records in accordance with this Agreement, Authorization, Waiver, and Release from any and all claims or liability for compliance.

I AM ALSO WAIVING ANY RIGHT OF ACTION, CAUSE OF ACTION OR OTHER MEANS OF REDRESS I MAY HAVE AGAINST ANY PERSON OR ENTITY SUPPLYING EMPLOYMENT-RELATED INFORMATION--INCLUDING BUT NOT LIMITED TO INFORMATION CONCERNING MY BACKGROUND, WORK HISTORY, AND DISCIPLINARY HISTORY--TO THE LAS CRUCES PUBLIC SCHOOLS DISTRICT UNDER A GUARANTEE OF CONFIDENTIALITY.

I understand and agree that if I am considered as a finalist for, or I am actually recommended for employment, I will submit to a criminal background investigation, including mandatory fingerprinting, at my expense, to determine my acceptability for employment. Criminal convictions shall not automatically bar an applicant from obtaining employment with the School District, but pursuant to the Criminal Offender Employment Act of New Mexico (NMSA 1978, 28-2-1, et seq.), such convictions may be the basis for refusing employment. I understand that any employment offer is contingent upon the satisfactory completion of all background checks.

I understand that the information contained in this application and the information submitted by me or obtained pursuant to this agreement and authorization is confidential, for the exclusive use of the Las Cruces Public Schools District and its agents for employment decisions, and will not be transferred to any other entity without my written authorization unless required to be disclosed upon request by either New Mexico or federal law.

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Applicant's Acknowledgment and Agreement, Authorization, Waiver, and Release continued

I, Elizabeth Duran Swinford, agree to all of the terms above.

I agree

Search

Last Name: Teacher
 First Name: SWINFORD, ELIZABETH DURAN
 Middle Name:
 Maiden Name:
 Brth Year (YYYY):
 TCH Number: TCH Number: EDD-0092-8556 Lc. 0 Cert. 1

Certificate Details

Details | **Courses**

Leadership Certificate
 Issued on 9/30/2013
 Class AA, Educational Administrator (082)
 Grade Level: P-12
 Educational Administrator (B-IP)

Legend and Terminology
 Certificates marked as 'Class B' indicate Bachelor's degree level.
 Certificates marked as 'Class A' indicate Master's degree level.
 Certificates marked as 'Class AA' indicate Sixth-year program level.

Disclaimer
 Under Alabama Code § 16-29-5 (1975), and Administrative Code rule 290-3-2-.34 (2011), the State Superintendent of Education has the authority to refuse to issue, suspend, revoke, or impose other appropriate sanctions upon any certificate issued by the Alabama State Department of Education when the holder has been guilty of immoral conduct or unbecoming or indignant behavior. Please note that it is possible that an individual is listed erroneously. Please contact the Alabama State Department of Education's Section of Teacher Certification if you observe any errors. To reduce the risk of any misidentification of an employee or potential employee, authorized users should login and use the teacher's unique certification identification number or social security number for certification verification purposes. A person who has timely applied to renew his or her certificate is deemed by the Department to have a valid certificate during the pendency of his or her application even if the old certificate has expired.

This screen can be considered official documentation of your Certification, Highly Qualified and/or Background Check Status at the time of its printing.

Background Review
 Status

This individual has completed an ASBI / FBI criminal history background check and is suitable and fit to teach under state law.

7/1/2013 - 6/30/2018 (Valid)

SSN

Date of Birth: 24 NOV

Date Issued: 18 DEC 2008

NOVA SOUTHEASTERN UNIVERSITY

EXTS Transcript-Full SSN

Record of Elizabeth Duran Swinford

3301 College Ave.
Ft. Lauderdale, FL 33314-9796

Page: 1

Issued to: Elizabeth D. Swinford

Course Level: Doctorate: Ed/Org Leaders

SUBJ NO	COURSE TITLE	CRED GRD	PTS
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Primary Curriculum

Institution Information continued:

Doctorate Education

Winter 2006

College: Fischler Sch Edu/Hum Serv

ARO 8512 Statistical Methods

Major: Organizational Leadership

LDR 8549 Leading for Change

Comment:

LDR 9110 Communication Supervision

Academic Requirements Completed: 05/25/07

Hrs: GPA: Qpts: GPA:

Degree Awarded: Doctor of Education: 31 MAY 2007

Primary Degree

Summer I 2006

College: Fischler Sch Edu/Hum Serv

Dissertation Requirements Completed: 05/25/07

Major: Organizational Leadership

Dissertation Title: Evaluation of the Importance of Teachers as Leaders in a Low-Performing School.

INSTITUTION CREDIT

Winter 2005

LDR 8510	Leadership to Shape Future		
Hrs:	GPA-Hrs:	Qpts:	GPA:

LDR 8550 Leading a Learning Org

LDR 8568 Dissertation Research III

LDR 9120 Fiscal & Legal Responsibilities

Hrs: GPA-Hrs: Qpts: GPA:

Summer I 2005

ARO 8511	Research Design and Methods		
LDR 8549	Creat & Lead Instructional Org		
LDR 8565	Dissertation Research I		
Hrs:	GPA-Hrs:	Qpts:	GPA:

Fall 2006

LDR 9130 Improvement of Organizational

Hrs: GPA-Hrs: Qpts: GPA:

Winter 2006

ARO 8512	Program Eval. and Policy Anal		
LDR 8549	Dev Org Human Capital		
LDR 8567	Dissertation Research II		
Hrs:	GPA-Hrs:	Qpts:	GPA:

Winter 2007

ADS 8090 Applied Dissertation Serv I

Hrs: GPA-Hrs: Qpts: GPA:

CONTINUED ON NEXT COLUMN

Summer I 2007

ADS 8090 Applied Dissertation Serv I

Hrs: GPA-Hrs: Qpts: GPA:

CONTINUED ON PAGE 2

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G. Elaine N. Poff
G. Elaine N. Poff, Director of University Registrar's Office

OFFICIAL ACADEMIC TRANSCRIPT



EXPLANATORY LEGEND AND AUTHENTICITY STATEMENT CONFIRMATION PRINTED ON BACK

THE NAME OF THE UNIVERSITY IS PRINTED IN WHITE PRINT ACROSS THE FACE OF THIS 8.5 X 11 INCH TRANSCRIPT

TO VERIFY, TRANSLUCENT GLOBE ICONS MUST BE VISIBLE WHEN HELD TOWARD A LIGHT SOURCE

ISN: _____

Date of Birth: 24 NOV

Date Issued: 12 DEC 2009

NOVA SOUTHEASTERN UNIVERSITY

EXTS Transcript-Full SSN

Recedr of: Elizabeth Duhan Swinford

3301 College Ave.

Ft. Lauderdale, FL 33314-7796

Page: 2

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SUBJ NO.	COURSE TITLE	CRED	GPA	PTS
SUBSTITUTION INFORMATION CONTINUED:				
CRS#	GPA Hrs	QPTS	GPA	
***** TRANSCRIPT TOTALS *****				
TOTAL INSTITUTION	CRED HRS	GPA Hrs	QPTS	GPA
TOTAL TRANSFER				
CURRANT				
***** END OF TRANSCRIPT *****				

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G. Elaine N. Poff, Director of University Registrar's Office

OFFICIAL
ACADEMIC
TRANSCRIPT



EXPLANATORY LEGEND AND AUTHENTICITY STATEMENT CONFIRMATION PRINTED ON BACK

SSN

DATE OF BIRTH: 24 NOV

Date Issued: 18 DEC 2008

NOVA SOUTHEASTERN UNIVERSITY

EXTS Transcript - Full SSN

Record Of: Elizabeth Duran Swinford

3301 College Ave.
Ft. Lauderdale, FL 33314-7796

Page: 1

Issued To: Elizabeth D. Swinford

Course Dept: NSAS/HR

SUBJ NO	COURSE TITLE	CRED GRD	PTS R
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Primary Curriculum:

Institution Information continued:

Master of Science

Fall 1990

College: Fischler Sch Edu/Hum Serv

PRA 0690

Major: Education Leadership

Ehrs	GPA-Hrs	Qpts	GPA
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Comment:

ACADEMIC REQUIREMENTS COMPLETED: 07/17/92

MS DEGREE CONFERRED: 08/24/92

Degree Awarded: Master of Science 31 AUG 1992

Winter 1991

Practicum: "Culture: Beyond Our Control, But Not Beyond Our Awareness: A Staff Development Program"

Ehrs	GPA-Hrs	Qpts	GPA
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Primary Degree

College: Fischler Sch Edu/Hum Serv

Major: Education Leadership

Practicum Requirements Completed: 07/17/92

SUBJ NO	COURSE TITLE	CRED GRD	PTS R
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EDL 0520	Sch Law For Admin		
EDL 0525	Prsnl Sel And Dev		
EDL 0530	Org Mgmt Of Sch		
EL 0688	Practicum/Intern In El		
PRA 0691	Practicum Proposal		
Ehrs:	GPA-Hrs:	Qpts:	GPA:

INSTITUTION CREDIT

Spring 1990

CUR 0509 Comp Lit Tchrs & Admin

CUR 0504 Curr & Insr Sec Sch Edu

CUR 0534 Educ Mgmt Second St Edu

Ehrs	GPA-Hrs	Qpts	GPA
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Fail 1991

PRA 0588 Practicum Services

Ehrs	GPA-Hrs	Qpts	GPA
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***** TRANSCRIPT TOTALS *****

Earned Hrs	GPA Hrs	Points	GPA
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TOTAL INSTITUTION

TOTAL TRANSFER

OVERALL

***** END OF TRANSCRIPT *****

EDL 0105 Edu Budget And Fin

EDL 0510 School Leadership

EDL 0515 Comm Skills Appr Educ Ldsh

Ehrs	GPA-Hrs	Qpts	GPA
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INTER AMERICAN UNIVERSITY OF PUERTO RICO
 ACADEMIC RECORD
 METROPOLITAN CAMPUS
 P.O. BOX 1293
 HATO REY PR00919

DUCAN MANZANO, ELIZABETH D.
 BIRTH DATE-1
 CONVERSION ONLY
 PROG- 124 SECONDARY ED
 UNDERGRADUATE TRANSCRIPT

PRINT DATE-06/24/88

ADMISSION DATE-02/15/81

PAGE 1 OF 3

SEMESTER I AUGUST-DECEMBER 78-79 S-9 IAU CREDIT
 ENG 111 0 ENG AS A SECOND LANGUAGE I
 ENG 112 0 ENG AS A SECOND LANGUAGE 2
 MATH 105 0 INTRO TO MODERN MATH I
 MUS 201 0 MUSIC APPRECIATION
 SOCI 203 0 INTRO TO SOCIOLOGY
 SPAN 111 0 SPANISH AS VERNACULAR I
 IAU CUM EARNED TERM EARNED

SEMESTER II JANUAR-MAY 78-79 S-9 IAU CREDIT
 BIOL 107 0 GENERAL BIOLOGY
 MATH 106 0 INTRO TO MODERN MATH II
 PSYC 105 0 GENERAL PSYCHOLOGY I
 SPAN 112 0 SPANISH AS VERNACULAR II
 IAU CUM EARNED TERM EARNED

SUMMER I JUNE -JUNE 79 S-9 IAU CREDIT
 BIOL 108 0 GENERAL ZOOLOGY
 IAU CUM EARNED TERM EARNED

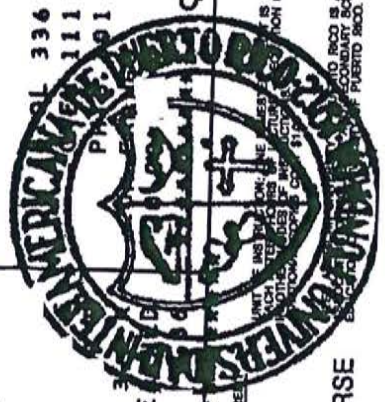
SEMESTER I AUGUST-DECEMBER 79-80 S-9 IAU CREDIT
 BIOL 200 0 GENERAL BOTANY
 BIOL 300 0 GENERAL MICROBIOLOGY
 CHEM 110 0 GEN. INORGANIC CHEMISTRY
 MATH 204 0 PRECALCULUS I
 IAU CUM EARNED TERM EARNED

SEMESTER II JANUAR-MAY 79-80 S-9 IAU CREDIT
 BIOL 336 0 PRINCIPLES OF GENETICS
 ENG 113 0 ENG AS A SECOND LANGUAGE 3
 HIST 101 0 HIST WESTERN CIVILIZATION
 HPER 102 0 HEALTH AND PHYS. EDUCATION
 RELG 105 0 INTRO TO RELIGION
 SPAN 201 0 INTRO TO SPAN. LITERATURE
 IAU CUM EARNED TERM EARNED

SUMMER I JUNE -JUNE 80 S-9 IAU CREDIT
 CHEM 110 0 GEN. INORGANIC CHEMISTRY
 IAU CUM EARNED TERM EARNED

SEMESTER I AUGUST-DECEMBER 80-81 S-9 IAU CREDIT
 BIOL 200 0 GENERAL BOTANY
 MATH 204 0 PRECALCULUS I
 SPAN 202 0 INTRO TO SPAN. LITERATURE
 SPAN 304 0 ADVANCED GRAMMAR
 IAU CUM EARNED TERM EARNED

SEMESTER II JANUAR-MAY 80-81 S-9 IAU CREDIT
 BIOL 336 0 PRINC OF GENETICS
 CHEM 111 0 GEN. INORGANIC CHEMISTRY
 MATH 201 0 GEN. COLLEGE PHYSICS I
 IAU CUM EARNED TERM EARNED



***** COURSES CONTINUE ON NEXT SIDE *****

MARKING SYSTEM
 A - EXCELLENT D - POOR
 B - GOOD F - FAILED
 C - AVERAGE W - WITHDRAWN
 I - INCOMPLETE AU - AVOID
 X - NO GRADE REPORTED NP - NOT PASSING
 R - REPEATED
 P - PASSING
 NP - NOT PASSING
 A - 4 D - 1
 B - 3 B - 0
 C - 2 C - 0

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UNIT CREDIT POINTS AWARDED FOR EACH COURSE OR THE EQUIVALENT
 1 UNIT = 3 CREDIT POINTS
 1/2 UNIT = 1.5 CREDIT POINTS
 1/4 UNIT = 0.75 CREDIT POINTS

SEE REVERSE

COURSES CONTINUE ON NEXT PAGE

27

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DUKAN MANZANO, ELIZABETH D.

BIRTH DATE: 08/01/67
 CONVERSION ONLY

PROG- 124 SECONDARY ED
 UNDERGRADUATE TRANSCRIPT

PRINT DATE: 06/24/88

ADMISSION DATE: 02/15/81

PAGE 2 OF 3

SEMESTER	COURSE	GRADE	UNIT	TERM	STATUS	REMARKS
SEMESTER I	AUGUST-DECEMBER 81-82 S-9 IAU CREDIT					
	CHEM 111	0	GENERAL INORGANIC CHEMISTRY II			
	PHYS 301	0	GENERAL COLLEGE PHYSICS I			
	PSYC 106	0	GENERAL PSYCHOLOGY II			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
SEMESTER II	JANUAR-MAY 81-82 S-9 IAU CREDIT					
	BIO 412	0	EMBRYOLOGY			
	BIO 489	0	HUMAN ANATOMY			
	BIO 499A	0	INDEPENDENT STUDY			
	CHEM 111	0	GENERAL INORGANIC CHEMISTRY II			
	HPER 100	0	PRINCIPLES PHYSICAL FITNESS			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
SUMMER I	JUNE - JUNE 82 S-9 IAU CREDIT					
	HPER 187T	0	TOPIC TENNIS I			
	SPAN 202	0	INTRO TO SPANISH LITERATURE			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
SUMMER II	JULY - JULY 82 S-9 IAU CREDIT					
	ENG 205	0	SPEECH WORKSHOP			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
***** COURSES CONTINUE ON NEXT SIDE *****						
SEMESTER I	AUGUST-DECEMBER 82-83 S-9 IAU CREDIT					
	ED 204	0	FOUNDATIONS OF EDUCATION			
	ED 316	0	EDUCATIONAL PSYCHOLOGY			
	ED 385	0	PRE-INTERNSHIP			
	ED 387	0	THE EXCEPTIONAL CHILD			
	ED 389	0	EVALUATION			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
SEMESTER II	JANUAR-MAY 82-83 S-9 IAU CREDIT					
	BIO 404	0	SEC METH TEACH. BIOLOGY			
	ED 386	0	PRE-INTERNSHIP			
	ED 492	0	INTERNSHIP IN SECONDARY EDUCAT			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
SEMESTER II	JANUAR-MAY 85-86 S-9 IAU CREDIT					
	100 BIOL 303	0	PARASITOLOGY			
	CUM EARNED		IAU CUM EARNED			TERM EARNED
TERM V	MAY - SEPTEMBER 86-87 S-9 IAU CREDIT					
	100 BIOL 499A	1	INDEPENDENT STUDY			
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QUALITY POINTS PER CREDIT

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B - 3	F - 0
C - 2	

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PAGE 3 OF 3

SUMMER II JULY -JULY 86 S-9 IAU CREDIT
 100 BIOL 499A 0 INDEPENDENT STUDY IAU CUM EARNED TERM EARNED
 CUM EARNED IAU CUM EARNED

DEGREE BA BACHELOR OF ARTS
 SECONDARY EDUCATION

INDEX:

GRADUATION DATE: JULY 1986.

***** NO COURSES BELOW THIS LINE *****

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Elizabeth Duran Manzano
 Registrar

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From The Desk of Dr. Liz D. Swinford

July 25, 2016

Superintendent Selection Team
Las Cruces Public Schools
505 S. Main St. Ste.249
Las Cruces, NM 88001
Dear Members of the Selection Team,

It was with great interest that I read the advertisement for the position of Superintendent for Las Cruces Public Schools. Please find enclosed my most recent resume and a copy of my certificate, which along with this letter, serve as my application. Through my administrative career, I have developed a multifaceted leadership style which is necessary to launch our students on a path to success. If offered the position of Superintendent, I would bring a dynamic leadership style to ongoing efforts of continued student academic achievement in an area I consider home – Southern Louisiana.

I began my career 33 years ago as a science teacher. Upon completion of my Master of Science degree in Educational Leadership, I was offered and subsequently accepted an administrative position. My years as a classroom educator combined with my leadership roles have provided me multiple opportunities to expand my leadership abilities. My experience as an administrator includes discipline, attendance, school community liaison, facilities, personnel, budget, professional development and curriculum development in different multicultural settings in school districts ranging in size from 600 to 63,000 students. I have also had the opportunity to lead the development, revision and evaluation of curriculum and instruction.

In a time of diminishing resources, I have been an innovative leader who has embraced an entrepreneurial approach to meet the changing needs of school systems. Partnerships with private enterprise and individuals enable school systems to expand academic programs at school sites. Understanding these dynamics not only as a Superintendent but as a community leader as well, I have collaborated with Workforce Development to develop programs and partnerships that will enable students to be employable in our local economic development. These private/public partnership can be established as model apprenticeship programs for students to serve current workforce partners within a county.

As an instructional leader some of the most significant results ended with moving a school district from a label of "at risk of failing" to a label of "successful" in only 2 years, while also increasing the QDI (Qualitative of Distribution Index) from 135 to 145. Additional results include an increase in graduation rates, ACT test scores, increased partnerships with local colleges and universities to expand Dual Enrollment courses. Other accomplishments include raising graduation rates from 74% to 83% (increased over 18% in our high poverty, urban school) in just 2 years, decreasing suspensions and expulsion as a result of implementing programs that were developed based on the needs of students. Examples are Night School, GRAD Academy and The Virtual Learning Center to name a few. These new additions provide a second chance for at-risk overage students as well as an opportunity to accelerate advanced students. In other words, closing the achievement gap with equity for all students.

Many of these accomplishments are a result of my cohesive and collaborative planning, reorganization of the school district, identification of appropriate personnel for additional roles that needed to be added to the organization, keen ability to properly interpret data and providing continual support as tools and embedded professional development. Furthermore, a focused alignment of curriculum, continual leadership development, embedded professional development, monitoring, implementation of Professional Learning Communities and targeting Literacy provided a continuous improvement model that systemically helps a school system sustain growth.

From The Desk of Dr. Liz D. Swinford

I have also had the opportunity to experience the implementation of desegregation orders and protocols, school law and policy development as the leader of the personnel division as Associate Superintendent for Human Resources in the East Baton Rouge Parish School System and part of the Executive Leadership Team. On August 12, 2003, federal Judge James Brady signed the Final Settlement Agreement to *Davis, et al. v. East Baton Rouge Parish School Board et al.*, marking the end of the district's school desegregation case, the longest in U.S. history. In addition, the development, implementation, training and revision of personnel policies were under my supervision as well as the development of aspiring teachers and principals through our teacher preparation program Teach Baton Rouge and the Administrative Intern program. The District Personnel Accountability Plan and the Mentor Program were also under my supervision. These are the processes through which employees' performance is assessed using various formal and informal instruments. These plans were revised to measure employee performance based on student achievement.

I am committed to three (3) critical priorities. First, I am committed to sustain a focus on student achievement and close the achievement gap with equity. My second priority is to establish program priorities through a collaborative strategic planning process that embraces a continuous improvement model. I demonstrate a commitment to professional development, my third priority, through orchestrating activities at the school sites as well as district-wide through small professional learning communities that are relevant and productive. I believe in collaborative and shared decision-making. As a leader, it is important to develop leadership capacity in our subordinates. We must equip and influence employees who possess a needed variety of abilities and skills necessary to promote the school district's vision. I pride myself in recognizing the talents and gifts that each individual possesses and further developing those talents and gifts to benefit our organization. This results in professional growth for all. In my perspective, the goal of all leaders should be to assist staff members and students in reaching their full potential instead of focusing on changing the person. True leaders cultivate a feeling of life-long learning in themselves.

I consider myself energetic, knowledgeable and innovative. I am also a collaborative leader who is well organized, consistent, and fair when making decisions. I set high standards for myself and have consistently achieved them. I strive in exhibiting self-confidence and inspire confidence to those who work with me. I maintain excellent rapport with my colleagues and members of the community and I continually seek ways to help improve the overall district operation.

As a fully bilingual (English and Spanish) minority leader, I am committed to model appropriate ethics, exhibit multicultural sensitivity, and ensure that students' and staff ethnicity are not violated. If I commit an error I don't hesitate to say "I was wrong," or "I'm sorry" putting honesty and honor above personal comfort or self-protection.

It is my belief that under my leadership, I have made a difference in the schools systems I have led as a result of my visibility around the district, schools, and in the community. Additionally, I was able to cultivate a strong connection between school action, accountability, and results. These are some of the strengths and skill sets I would bring if I were chosen as Superintendent for Las Cruces Public Schools. I would work closely with the Board, administrators, and community leaders in setting higher expectations for staff and students, and continue the pathway of achievement that already exists.

In closing, I consider myself a true child advocate and I take seriously my charge to enlighten, inform, and educate in a public school setting. I hope that my experience, commitment, and passion for educating children match those you seek in a Superintendent for Las Cruces Public Schools.

Sincerely,



Elizabeth "Liz" Duran Swinford, Ed.D.

From The Desk of Dr. Liz D. Swinford

July 25, 2016

Las Cruces Public Schools
Members of the School Board
505 S. Main St. Ste.249
Las Cruces, NM 88001
Dear Board Members,

My name is Liz Swinford and I am interested in applying for the position of Superintendent for Ascension Parish School System. I have 5 years of experience as a Superintendent in Vicksburg, MS and Tuscaloosa, AL as well as over 7 years of experience as Associate Superintendent for Human Resources in Baton Rouge, LA. I am trying to relocate back home to southern Louisiana to be close to my children and grandchildren. My youngest daughter lives in Walker, Louisiana; my son in Baton Rouge; and my oldest daughter lives in Duson.

In June 2015 I received notification that my brother was having open heart surgery in Maryland where he resided. When he came out of surgery he was in a comma. I extended my stay at my oldest sister's house to visit him in the hospital but subsequently I returned to Alabama. One week after returning home I received a call informing me that my oldest sister has passed away unexpectedly. I returned to Maryland to bury my sister and visit my brother who was still in a comma. Less than 3 weeks after I returned home from burying my sister I returned to Maryland to bury my brother. I returned to Alabama to open the school year and then I took an extended leave of absence to grieve my siblings and subsequently I chose to step down and seek employment closer to my family. I share this because at the time my actions seemed like the right thing to do. In retrospect, I should have not done that. I was not aware that my actions would be perceived with a negative twist, but I was wrong. I learned a very important lesson: Never make life-changing decisions while grieving.

I welcome an opportunity to talk with you and the School Board regarding my experience, successes and sharing any and all information you would like to discuss.

Thanks and I look forward to the possibility of speaking with you and interviewing for this prestigious position.

For the love of learning!

Elizabeth Swinford

Elizabeth "Liz" Swinford, Ed.D.

Elizabeth D. Duran Swinford, Ed. D.

Vance, AL 35490

OBJECTIVE

I am a high energy leader with creative and innovative approaches to the teaching and learning process, problem solving, strategic planning, and fulfillment of bold goals towards improving and enhancing student academic achievement seeking a new opportunity as Superintendent of Schools.

PROFESSIONAL HIGHLIGHTS

Chief Executive Consultant

ProWorx, Vance AL

June 2015 – Present

Collaborate with clients from day one to seek in-depth understanding of the culture, unique challenges and their vision for the future as I prepare a process and timeline to select a Superintendent and/or key member of the executive team. I work closely with School Boards from my initial consultation, to creating a search plan, sourcing candidates, validating their experience, interviewing and checking references to present the most qualified candidates for consideration.

Superintendent of Schools/Consultant

Tuscaloosa County School System, Tuscaloosa, AL

June 2013 – June 2016

Lead the overall operation of a school system of 18,000 students, including personnel management and development, technology management, curriculum, instruction and facility management. Focused the school system on finding options that would retain students and advance student achievement through a rigorous and challenging curriculum. Lead the district in the development of policies and programs that challenge and motivate students towards long life achievements, which resulted in increasing graduation rates and enrollment while decreasing number of suspensions and expulsions. Lead the expansion of Advanced Placement, dual enrollment and ACT preparatory opportunities as well as the expansion of student interventions through districtwide implementation of Professional Learning Communities. In addition to serving the school system, I have served the community as a member of Rotary, walking for Breast Cancer, Relay for Life and Alzheimer's. I have also served on the Board for West Alabama United Way. As a graduate of Leadership Tuscaloosa Class of 2014, I have served on the leadership committee for the Class of 2015 and currently for the Class of 2016.

Superintendent of Schools

Vicksburg Warren School District, Vicksburg, MS

August 2010 to June 2013

Conceptualized the broad goals of the school district, translated those goals into plans, planned an organizational structure capable of accomplishing the goals, assessed the degree to which policies and practices are attained and planned responses to assessed needs resulting in raising the accountability label of the school district from "at risk of failing" to "successful" in two years. Responsible for the effective operation of the district; general administration of all instructional, business and other operations of the District; and for advising and making recommendations to the Board of Education with respect to such activities. Development and maintain a positive educational program designed to meet the needs of the students and the community.

Associate Superintendent for Human Resources

East Baton Rouge Parish School System, Baton Rouge, LA

February 2003 to August 2010

Developed, interpreted and administered policies and procedures related to personnel. Supervised the maintenance of statistical data ensuring that accurate records are developed and maintained. Designated roles, responsibilities and authority for personnel in the based upon Board approved job descriptions, and ensure that proper due process is provided to all employees. Developed and organized the presentation of workshops, meetings, seminars, and in-service training regarding the No Child Left Behind Act and monitored the Continuing Learning Units obtained by certified employees as well as Paraprofessionals as required under this act. Oversee the identification and training of aspiring leaders through the Administrative Intern Program. Act as Superintendent in the absence of the Superintendent and Chief Academic Officer. I also oversaw our Teach Baton Rouge Program, which is sponsored under the auspices of The New Teacher Project. We recruited and prepared talented community leaders and engaged them in the classroom in this way offering students highly qualified teachers in urban schools.

Director of Certified Personnel

Caddo Parish Schools, Shreveport, LA

July 2001 to February 2003

Identified department needs based upon the goals and objectives of the School Board and the Superintendent. Developed and maintained procedures that were consistent with federal, state and local statutes as these related to advertisement, recruitment, employment, transfers and termination of certified employees. Ensured that proper records and data was maintained regarding number of staff members, staff turnover, staff to pupil ratios, attendance comparisons and other data as required. Supervise staff assignments and place personnel on the appropriate salary schedule. Coordinated and participated in the recruitment of certified personnel locally and out-of-state.

Principal

Morongo Unified School District, Twentynine Palms High School, Twentynine Palms, CA

July 1996 to June 2001

As Principal at this high school, serving also the children of military personnel, I have a proven verifiable track record for accomplishing the most challenging academic goals. Developed and implemented a balanced literacy program using various methods and assessment techniques to enhance learning. Through analyzing these assessments, I lead my staff to improve our test scores on norm referenced tests and criterion referenced test to exceed the demands of the State of California. I have actively participated in the decision making process, set goals which are responsive to the needs of staff and students, and developed plans to achieve these goals. Coordinated and participated in the recruitment of certified personnel for Morongo Unified School District locally and out-of-state. Along with my ability to assess organizational needs and implement administrative procedures, I handled the discipline, oversaw campus security, performed teacher evaluations and created the School Safety Plan. I also participated in the decision making process as these related to discipline, attendance, and academic achievement. I am persuasive, capable of developing rapport and trust with staff, community, parents and students.

Assistant Principal, Dean of Students and Teacher

Volusia County Schools, DeLand, FL

January 1991 to June 1996

I implemented the discipline program, performed teacher evaluations, monitored and coordinated volunteers on campus, and was a member of the School Improvement Team. I implemented the discipline program and monitored student attendance, performed teacher evaluations and coordinated the ESOL/LEP program. I worked closely with the local agencies to assure students their right of an education. As a teacher I taught the Science curriculum, worked closely with the administration of the school to identify students with low skills, especially students with Limited English Proficiency to target them for remedial programs. I also developed a staff development program responsive to the needs of the county to develop an awareness of cultural differences among the school staff.

Science, Math and Spanish Teacher

Warner Christian Academy, South Daytona, FL

August 1988 to January 1991

I implemented the science, math and Spanish curriculum for the High School, participated in the Leadership Team for the school accreditation and organized the Science Fair.

Honors Math and Science Teacher

American Military Academy, Guaynabo, Puerto Rico

August 1983 to May 1988

As a first year teacher I was awarded the honor to teach the advanced students in Junior High School. I challenged the students with high order questions in order to develop critical thinking skills. I also assisted the administration in developing the honors curriculum for Junior High School.

EDUCATIONAL PROFILE

Ed.D., Organizational Leadership – (May 2007) GPA:
Nova Southeastern University, Fort Lauderdale, Florida

M.S., Educational Leadership - (August 1992) GPA:
Nova Southeastern University, Fort Lauderdale, Florida

B.A., Biology, Minor: Secondary Education - (July 1986) GPA:
Interamerican University, San Juan, Puerto Rico

PROFESSIONAL MEMBERSHIPS

American Association of School Personnel Administrators,

- Co-Chair for Professional Development (2003 – 2008)
- Region 5 Representative (2008 – 2011)
- Executive Board Member (2008 – 2011)
- Board Liaison to Constitution and Bylaws Committee (2008 - 2011)

Louisiana Association of School Personnel Administrators 2003 - 2010

American Association of School Administrators, since 2010

Association of School and Curriculum Development, since 2010

National Staff Development Council

National Association of Professional Women

School Superintendents of Alabama, Since 2013 - 2016

COMMUNITY INVOLVEMENT

Louisiana Task Force to Define HOUSSE rules, 2003

Louisiana Task Force to Expand Alternate Certification Programs, 2008

Board Member for Hinds Community College, since 2010 - 2013

Board Member Vicksburg Salvation Army, since 2011 - 2013

Board Member for the Vicksburg-Warren County Chamber of Commerce, since 2012 - 2013

Rang the bell for Red Kettle for Salvation Army, 2011, 2012

Participated in fundraisers for Vicksburg United Way - Vicksburg Dancing with the Stars 2012

Participated in fundraiser for Vicksburg American Cancer Society - Celebrity Server 2012

Participated in Walks to End Alzheimer's since 2013

Participated in Relay for Life since 2013

Board Member United Way of West Alabama, since 2014 - 2016

Graduate of Leadership Tuscaloosa Class of 2014

Member of the Leadership Committee for Leadership Tuscaloosa Class of 2015

Participated in fundraiser for Tuscaloosa Temporary Emergency Services – Celebrity Waiter 2015

Member of the Leadership Committee for Leadership Tuscaloosa Class of 2016

AWARDS

Who's Who Among International Business Leaders (1998)

Who's Who Among Professionals (2001)

Honorary Mayor-President and Awarded the Key to the City of Baton Rouge (2006)

Honorary Member of the National Technical Honor Society (2012)

PRESENTATIONS

2015, June, West Alabama Chamber of Commerce, "State of the Tuscaloosa County School System." Tuscaloosa, Alabama

- 2014, June, West Alabama Chamber of Commerce, "State of the Tuscaloosa County School System." Tuscaloosa, Alabama
- 2010, January, American Association of School Personnel Administrators. "Bridging the Generation Gap – A Human Resources Perspective." New Orleans, Louisiana
- 2009, January, American Association of School Personnel Administrators. "Bridging the Generation Gap – A Human Resources Perspective." Scottsdale, Arizona
- 2008, October, American Association of School Personnel Administrators. "The Individual Strategic Plan," and "CSI – Conducting Successful Investigations." Seattle, Washington.
- 2007, November, Council of Greater City Schools. "Bridging the Generation Gap – A Professional Development Perspective." Nashville, Tennessee
- 2007, October, American Association of School Personnel Administrators. "Bridging the Generation Gap – A Human Resources Perspectives." Kansas City, Missouri
- 2006, October, American Association of School Personnel Administrators. "Hurricane Katrina – Through the Eyes of an Educator." Detroit, Michigan.
- 2006, June, American Association of School Personnel Administrators. "Bridging the Generation Gap in the Workplace." and "The Role of Human Resources during a Natural Disaster." Denver, Colorado
- 2005, October, American Association of School Personnel Administrators. "An Employee Wellness Program that Retains Teachers." San Diego, California
- 2004, October, American Association of School Personnel Administrators. "Interactive Professional Development that Retains Teachers." Atlanta, Georgia
- 2004, July, Boot Camp for Personnel Administrators. "Documentaion and Recordkeeping in Human Resources." Kansas City, Missouri
- 2004, June, National Association on School Based Healthcare Centers. "National Efforts to Leave No Child Behind and No Child Left Behind: Implication for Public Education and Healthcare Centers in Schools." New Orleans, Louisiana
- 2003, December, Southeast Regional International Reading Association Conference. "Legislative Mandates: An Opportunity to Improve Student Learning and Achievement Through Staff Development." Biloxi, Mississippi
- 2003, October, American Association of School Personnel Administrators. "No Child Left Behind: An Opportunity to Grow." Baltimore, Maryland

SPECIALIZED TRAINING

- Conflict Resolution, February 1993
- Facilitative Leadership, April 1995
- True Colors Training - Learning Styles, November 1995
- Crime Reporting - Trainer of Trainers, October 1997
- Interest Based Bargaining Training, March 2000
- Louisiana School Personnel Law, 2002, 2003, 2004, 2005, 2006, 2007, 2009
- Strategic Planning, 2005
- Cadres for Leadership, 2006
- Model-Netics, 2008
- Harvard Closing the Achievement Gap with Equity, 2014
- Professional Learning Communities, 2014

ARTICLES AND PUBLICATIONS

Duran, Elizabeth. Culture: Beyond our control, but not beyond our awareness - A Staff Development program. ERIC Resources.

Duran Swinford, Elizabeth. No Child Left Behind: An Opportunity to Grow Our Own. AASPA Best Practices

Duran Swinford, Elizabeth. Hurricane Katrina: Through the Eyes of an Educator. AASPA Perspectives

Duran Swinford, Elizabeth. The Impact of Teacher Leadership in a Low Performing School. ERIC Resources

PROFESSIONAL REFERENCES

May be furnished upon request.

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Tuscaloosa County School System's graduation rates on the rise

Number has risen by 15 percent in the past three years

By *Jamon Smith*
Staff Writer

Published: Tuesday, December 16, 2014 at 9:00 a.m.

The high school graduation rate for the Tuscaloosa County School System climbed to 83 percent in 2013-14, Superintendent Elizabeth Swinford said Tuesday.

In 2011, the system had a graduation rate of 68 percent, so Tuesday's announcement was made in a festive atmosphere at the county board of education's board room, where Kool and the Gang's "Celebration" played over the loudspeakers.



Tuscaloosa News
Tuscaloosa County School System Building.
11/28/14. (George Hill/Staff)

"If we don't celebrate our successes ... then we are missing an important part of our job, and that is seeing kids smile and seeing staff feel good about where they are," Swinford said. "It takes a lot of kids to move a percentage point, so we're doing amazing."

The graduation rate represents the percentage of students who graduated with an Alabama high school diploma in four years or fewer.

Under Plan 2020, the state's strategic plan to have all students prepared for college and/or career upon graduation from high school, all Alabama school systems have to reach an overall graduation rate of 90 percent by the year 2020. The state's overall graduation rate in 2013-14 was 86 percent.

Swinford also praised the system's "success rate," which is the systemwide percentage of students who graduated, including those who took more than four

years. That rate stood at 88 percent.

Swinford attributed the system's success to its teachers, administrators, students, the community and a number of initiatives that have been launched in the past two years.

"We launched a campaign, 'Go to School,' at the beginning of the year to keep kids enrolled in school," she said. "This board has been amazing in approving initiatives such as the Virtual Learning Center and Grad Academy (a program to help students with track records of behavior and academic problems) to meet the needs of students, and it is paying off. The more we expand these initiatives, the more people will remain in school."

All six of the system's high schools improved their graduation rates from the previous year, but Holt High improved the most by far. The school went from a graduation rate of 56 percent in 2012-13 to 72 percent in 2013-14.

Board members Joe Boteler and the Rev. Schmitt Moore, who both sought for years to improve Holt High, said they were very proud of Holt's improvement.

"You think about what that means to families and what that means overall to the community to see that improvement," Boteler said.

Moore said Holt High's employees have definitely done their jobs.

"We're excited about the staff that's working there," he said. "(Staff) that believes in the kids and have already communicated to both kids and the public that they can do better and will do better. Some great things are happening at Holt High School and in the Holt community."

Rachael McDaniel, the principal of Holt High since January, said she was excited about Holt's graduation rate improving, but she isn't surprised. She said she knew that the methods and programs they were implementing at Holt were working.

"(We have) amazing teachers and administrative staff who have all pulled together," she said. "The community and parents — it's just taken a joint effort. Mainly, I attribute (the increase) to giving the kids a belief in themselves. Thinking they can do it and not letting them drop out. I said before that they know they're not allowed to drop out, so they don't."

Other than instilling in the students a "can do, never say die" attitude, McDaniel said she believes things are also improving at Holt because they started "The Leader in Me" program, beautified the school, started after-school clubs that provide students

with enrichment, started night school and recruited more than a dozen new employees.

The news earlier this year that Holt High will have a new school building after a years-long battle has helped boost morale as well, she said.

“I think anytime when a person feels like they matter, they’re going to try harder,” McDaniel said.

Reach Jamon Smith at jamon.smith@tuscaloosaneews.com or 205-722-0204.

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