

March 8, 2019

Kenai Peninsula Borough School District

Attention Kelly Khultengren

Association of Alaska School Boards

1111W. 9th St.

Juneau, Alaska 99801

Dear School Board Members,

I would like to use this letter to express my interest in your position as superintendent for the Kenai Peninsula Borough School District. I have asked the aasb organization to forward my application and other related information to you.

As you will observe from my resume, I have an extensive career in education. I have been privileged to serve several schools and school districts. During my tenure, I have worked with schools that were high performing and schools that were low performing. My experiences in education and the training that has accompanied my career have given me a wealth of knowledge that I know I can share with others. I am anxiously awaiting an opportunity to share or answer any questions you may have about my being your next superintendent.

I look forward to hearing from you in the near future.

Sincerely,

Robert E. Gentry, Ed.D

Cc: Resume

**AASB Superintendent Search
APPLICATION FORM**

If you are applying for more than one position, it is *not* necessary to complete a separate application. If you desire, AASB will duplicate this completed form for any subsequent position applications.

I. PERSONAL INFORMATION

First Name: Robert Middle Name: E. Last Name: Gentry

Mailing Address: [REDACTED]

Home Telephone: [REDACTED] Work/Message: [REDACTED] Cell phone: [REDACTED]

Email: [REDACTED]

List any other name under which application materials may be received: Bob Gentry

Have you ever been convicted of, or pled guilty to, a misdemeanor or a felony? If yes, please give details and attach to application: No

Have you ever been convicted of, or pled guilty to, a DWI? No

CERTIFICATION

The superintendent position requires an Alaska Type B certificate with a superintendent endorsement. Do you hold a current Alaska Type B Administrative Certificate with a Superintendent Endorsement?

Yes: No: XXX

If yes, expiration date is:

If No, have you applied for a Type B certificate with a superintendent endorsement with the Alaska Department of Education & Early Development?

Yes: No: XXX

Information on requirements for the specified certificate may be obtained from:

Alaska Department of Education & Early Development

Teacher Certification

801 W. 10th, Suite 200

Juneau, AK 99801-1894

Tel. 907-465-2857

Alaska law requires at least six semester hours of college academic credit in the last five years in order to receive a Superintendent's Certificate in Alaska. Do you meet these qualifications?

Yes: No: XXXX I am willing to take additional credits if needed.

In what other states do you hold a Superintendent's Certificate?

North Carolina and Virginia

II. PRESENT EMPLOYMENT INFORMATION

Present Employer: Rockingham Community College

Employer's Address: P.O. Box 38 Wentworth, NC 27375-0038

Your Title/Position: Adjunct Professor

Years in Position: 3 years

Are you presently under contract? Yes: No: XXX

Present Salary: Salary is based on course load. I taught 4 classes Fall, 2015. I am teaching 3 classes this semester, Spring, 2016

Does your employer know of this application? Yes: No: XXX Adjunct teachers are hired on a need basis.

III. EMPLOYMENT HISTORY

Please list all FULL TIME experience. List present employment above and all others here, beginning with the most recent, and work backward in chronological order. (Please list on additional sheet if necessary.)

DATES OF SERVICE	POSITION/DUTIES	ORGANIZATION ADDRESS	SIZE OF ORGANIZATION # TEACHERS./# STUDENTS
2012-Present	Health and PE	See above (RCC)	Community College
2006-2012	Principal (Kentuck Elem. Prek-5)	39 Bank St. Chatham, VA 24531	Elementary School approx. 650 students/60 employees
2006-2006	Principal (Monroeton Elem.Pre K-5))	511 Harrington Highway Eden, NC (School Board Address)	720 students/55 employees
1998-2000	Asst. Principal(Leaskville Spray Elementary Sch.)	511 Harrington Highway Eden, NC (School Board Address)	715 students/60 employees
1987-1998	Asst. Principal Bethany School (K-8)	511 Harrington Highway Eden, NC (School Board Address)	550 students/48 employees
1977-1987	Rockingham County High School-PE Teacher	511 Harrington Highway Eden, NC (School Board Address)	980 students/54 employees

Please summarize your work experience in years as applicable:

Superintendent: Asst. Superintendent: 0 Principal: 12 years Asst. Principal: 13 years
Teacher: Elem: Mid: HS: 9 years

Central Office: Elementary PE coordinator - 8 schools (Prek - grade 5) 3 years
1974 - 1977

IV. EDUCATIONAL HISTORY

(Please list on additional sheet if necessary.)

INSTITUTION NAME	MAJOR/MINOR	DATES ATTENDED	DEGREE EARNED
Nova Southeastern University	Education	1997-2000	Ed.D
UNC - Greensboro	Administration	1980-1988	Ed.S
University of Tennessee	Health and PE	1972-1973	MS
Appalachian State University	Health and PE	1969-1972	BS
Pembroke State University	NA	1968-1969	Transfer

V. APPLICANT'S STATEMENT

1. *Philosophy/Orientation*: Summarize your general philosophy of the status of public education in the U.S. what is working and what challenges lie ahead in the next 10 years, and some of your best ideas for addressing that challenge. I believe public education has a vital role in the educational process in the United States. I believe that diversity can and should be a part of one's formal education and this can happen best in the public sector of education. I realize, however, that Chapter Schools and Faith based schools are challenging public education both for students and the financial support that comes with the students. These institutions also compete for the limited staffing that is needed for the public school. The stake holders of public education also want us to provide a safe and orderly environment for our students to learn. Right now, one can observe that Reading is a curriculum area that shows signs of improving. Reading, rightly so, gets a lot of attention and financial support, but as we move into the next decade, we will have to do more. As Reading goes, I believe so goes Math, Writing, and all subject areas. The challenges are two fold for our continued improvement in Reading. One, attack Reading early, as in Pre K, and two, develop learning relationships with our young learners. If a student loves school, their teacher, then I believe we have fertile foundations for growth in public education.

2. *Personnel Management*: Describe your approach to personnel management and your ability to utilize staff effectively. Anyone who has spent any time in the school business knows that hiring well qualified people for your school is most important. This should include well qualified custodians, cafeteria workers, teachers, transportation personnel, and of course, administrative assistants. I believe that using a team approach is a good method of selecting a person for a particular school. Even though the hiring will likely come from the school board, when you have teachers, support staff, parents and administrators reviewing candidate's resumes and qualifications, these people, this team, take more ownership to that potential "new hire". Of course new hires will need mentors and there are no better people to take this role than if the mentor happens to come from this team. I have often asked candidates, "What do you do well"? Even though one may be hiring two Math teachers, one may be real good at Algebra while the other may be good and Calculus. Empowering the staff right from the interview process lets the "new hire" know that they are part of the team.

3. *Fiscal Management*: Appraise your approach to developing a budget, managing budget implementation, and your ability to utilize scarce resources effectively. I would like to know how much money is available. What are the expected expenditures for the fiscal year? electricity, classroom furniture, paper cost, any capital improvements, etc. Using a committee approach, we will try to find out the exact needs we must have and put a cost on these needs. Such a list would certainly be put into some type of priority order based on consensus building opinions. Many school districts have available excellent grant writers. These grant writers, based on my experience, can generate large sums of money from national, state, or even local groups. I have always prided myself on building funds at the school level to get my school through a tough situation. I would not, however, want to have funds available when there are needs looking for help.

4. *Communications*: Appraise your ability in public speaking, writing, persuasiveness, media relations, and capacity to develop a credible public image. What are your approaches to internal communications? To public communications? At every school I have worked, I have always communicated with the schools stake holders on a weekly basis. I have also used local radio, newspapers, TV stations, to promote events and celebrations at our school to make sure everyone was informed. I used computer generated messages in emergency situations or events deemed very special. When this information is given to the public, I always felt assured I had done my best to communicate. As for public speaking and one's public image, teachers and especially administrators are under public scrutiny all the time. Given this, one's appearance and how one speaks is under on a 24/7 watch list. The general public holds us to high standards. It is good that we can speak intelligently, and modestly. As we have often heard, to be a

good communicator, one must learn to listen.

5. Experience with ethnic and cultural groups: What experiences have you had in working with groups with varied ethnic, cultural and economic backgrounds? When I grasp at ethnicity and culture, I look at myself first. My sister has been married to an Egyptian over 40 years ago. They have three children who grew up in Egypt, but were educated both there and in the US. I have a niece who is married to an African American. They have two children. On this note, I feel my background has been very diverse. Schools that I have worked with have all been Title I schools. Whereas the criteria for a Title I School may vary from school district to school district, my schools ranged from 60% economically disadvantaged, to 84% economically disadvantaged. The ethnicity has been predominately white and black with an influx of Hispanic students over the past 10 years. Even though my personal life has help prepare me for the questions and conflicts that come with a diverse population, I learned a lot from being involved in a Cultural Diversity acting group in which a group of us acted out various issues related to diversity in culture, language, and learning styles.

6. Alaska knowledge and experience: Describe the nature of your experience in education in Alaska. Explain how this experience and perspective would contribute to your qualifications for this position. I have no experiences in the Alaskan education system, but I want to learn. I have been privileged to work in education for many years. Whereas I realize the demographics will be very different, a love for learning should not be just for school age children, but for us all.

7. Educational achievement: What have you done to upgrade the educational program in schools under your supervision? How have you evaluated the results?
In my last two schools, I introduced a Phonics program called Foundations. This program placed a large emphasis on decoding words. We used this program heavily in grades Pre K – grade 3. We had good results with the program with children who were exposed to this program for 3 years in a row. All our sub groups showed improvement, but they did not exceed state growth rates. To my disappointment, I attributed much to the low socio economic status of the children. Our schools continued their efforts using this program despite the slow, yet steady growth. Our teachers just felt the decoding, the phonics, were the best means for word recognition and eventual the better of our young readers. I also introduced a character education program at one of the elementary schools where I worked and discovered a drop in out of schools suspension and office referrals in just two years.

8. Labor Relations: Describe your experiences in the area of labor relations.
In both the states I have worked, we did not have what one might call a Union. This does mean to say that the teachers and staff did not have agencies that would advocate for them. In my dealings with these groups in both states, I found that if I followed due process and had appropriately documented my proceedings, things went as well as expected.

9. Board/superintendent relations: In your view, what is the proper or appropriate relationship between the school board and its superintendent? I believe the superintendent is to implement the national, state, and local rules and regulations as dictated by the contract given to the superintendent by the school board. I believe the school board expects the superintendent to be creative, knowledgeable, truthful, and honorable. I also believe that the school board and the superintendent must work collaboratively for the stake holders, primarily the children. Conflicts and differences of opinions will occur, I would say almost expected. The expectation from both parties should stay focused on the children.

10. Other: Any other points or comments you would like to make which could aid in the selection process? I have many experiences. I have been in education for some time. I am an avid reader who wants to know more. I am not afraid of change, I embrace it. I can do this job. I would like to model the term, Life Long Learner!

VI. ACKNOWLEDGEMENT

Your file with the Association of Alaska School Boards must contain the following items for your candidacy to be considered:

- Formal letter indicating interest in the position
- Completed application
- Confidential placement file (if it is current)
- College transcripts (graduate work in administration only)
- AASB Reference forms (3)
- Alaska Superintendent Certificate (copy)
- Up-to-date Resume
- Other items of your choice
- Photo (optional)

I certify that the foregoing statements are true and correct and authorize you to investigate all references listed and to secure additional information if necessary. I also agree to waive my right to a public discussion of my candidacy as provided in AS 44.62.310©, thereby permitting a board or committee formed by the board to screen application files and/or interview finalists in executive session.

3-11-16

DATE

Robert E. Mentry
APPLICANT'S SIGNATURE

Robert E. Gentry



email



Cell



OBJECTIVE:

To obtain a position as a school administrator.

EXPERIENCE:

Adjunct Professor

Health and Physical Education

2012-2018 Rockingham Community College

Principal

2006-2012 Kentuck Elementary School

2001-2006 Monroeton Elementary School

2000-2001 School of Distinction, Expected Growth

2001-2002 School of Distinction, Expected Growth

2002-2003 School of Excellence, High Growth

2003-2004 School of Distinction, Expected Growth

Assistant Principal

1998-2000 Leaksvile Spray Elementary

1986-1998 Bethany School (Pre-K – 8)

Teacher

1977-1986 Rockingham County High School Physical Education

1974-1977 Rockingham County Schools PE Coordinator

1973-1974 Ball Camp Elementary (Tennessee) Physical Education

EDUCATION:

1968-1969 Pembroke State University

1969-1972 Appalachian State University BS

1972-1973 University of Tennessee MS

1980-1983 UNC-Greensboro Administrative Certification

1985-1988 UNC-Greensboro Ed.S.

1999-2001 Nova Southeastern University Ed.D. – Education

HONORS:

Activities:

- Dean’s List Appalachian State University
- District President North Carolina Principals and Assistant Principals
- Board of Directors Friends of the Library – UNC-Greensboro
- Elder Speedwell Presbyterian Church
- Member Habitat for Humanity
- Red Cross Volunteer
- Rockingham County Diversity Dramatist Team
- Baseball and Basketball Official
- Varsity Baseball – Appalachian State University

PUBLICATIONS:

Master's Thesis University of Tennessee, Knoxville
"The Development of an Instrument to Measure the Speed and Accuracy
of Projectiles"

Doctoral Dissertation Nova Southeastern University, Ft. Lauderdale
"The Implementation of a Character Education Program at Leaksville
Spray Elementary School"

**PROFESSIONAL
DEVELOPMENT:**

AED Team Member
Write From the Beginning
Foundations
Reading First
Four Block Training
Nonviolent Crisis Intervention Training
Technology Training for Administrators
Developing a School Improvement Plan
Developing a School's Vision and Mission
Student Services Management Team Training
Balanced Literacy
Dramatist Training
Character Education Annual Conference
School Climate and Team Building
Basic Computer Applications

Other Experience:

Water Safety Instructor – National Aquatics School
Farmer
Textile Worker
Pool Management
Brick Mason Apprentice
Summer League Baseball Coach
Old Timer's Baseball League – Danville, VA