

Jeremy P. Couvillion

Baton Rouge, La

Dear East Baton Rouge Parish School Board,

Education has been my passion for the last 17 years. I began as a 4th/5th grade teacher at Highland Elementary, and have since held positions as an Assistant Principal, Principal, and most recently, Superintendent of Assumption Parish. With my combination of 15 years of experience in the East Baton Rouge School System and academic and organizational success as a Louisiana public school Superintendent, I am the perfect candidate to fill your open position for a superintendent.

I have worked throughout my entire career as a change agent, and have continually shown success at every position because of my determination to transform the lives of students and families in Louisiana as well as surrounding myself with quality educators who share my passion. I have created and implemented programs at the school and district levels that have reduced attendance issues, increased test scores, and perhaps most importantly, improved student, employee morale and community confidence. I want the chance to do that for families in East Baton Rouge Parish.

As superintendent I would finally have the opportunity to enact district-wide changes that could transform the lives of students and families in my own community. I know our system and our state. I know the issues facing our educators and communities, and I know what works in schools. I have strong relationships with employees of our system, regional superintendents, LASB, and the state superintendent. I was elected by my peers as the President of the South Central Louisiana Association of School Superintendents, which includes 12 parishes in the region.

I look forward to meeting with you to discuss my fit for this position. I am available right away. Thank you for your consideration and time.

Yours,

Jeremy Couvillion

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Baton Rouge, La

EXPERIENCE:

Sales Executive for Louisiana August 2020 to Present

Educational Benefits, Baton Rouge, LA

- Worked with Louisiana school superintendents and business directors to provide options for improving benefits and insurance for school employees.
- Provided opportunities for Louisiana school districts to improve processes and efficiencies within their existing business office structures.

Superintendent July 2018 to July 2020

Assumption Parish School System, Napoleonville, LA

Student Achievement Success:

- Maintained a "B" letter grade for overall school performance by increasing the District Performance Score by 1.6. This marked the 9th consecutive year of growth for the school district.
- Celebrated 3 schools that received a special award for growth. Bayou L'Ourse Primary, Labadieville Primary, and Pierre Part all have been honored as "Top Gains" Schools by the Louisiana Department of Education for showing exemplary growth in the 2018-2019 school year.
- Improved student achievement. Seven of the nine district schools scored a Progress Index letter grade of A or B, indicating students showing growth from their previous year's performance.
- Improved Assumption High School from a B in Overall School Performance Score to an A school in 2018-2019.

Financial Success:

- Reduced expenditures per student from \$10,909 in 2018 to \$10,543 in 2019 returning over \$1.1 million to the general fund budget. This, along with increased revenues from sales and property taxes, allowed the district to provide a quality educational experience-for each student while maintaining a responsible level of spending and striving for a balanced budget and increase the General Fund operating reserves to an all-time high.
- Reviewed current procedures, structures, and spending by performing budgeting studies and improvement. As a result, Assumption Parish was recommended for a LDOE sponsored partnership with Education Resource Strategies, which provided a comprehensive review of all budgeting and organizational opportunities for improvement.
- Identified available funding for school improvement including over \$2 million in excess dedicated sales tax revenues that were previously unused and Medicaid claim reimbursements.
- Worked with district leadership to create budgets for all Federal Programs that ensure effective programming at all K-12 schools.
- Collaborated with Early Childhood staff and leadership to manage state and federal grants that create effective educational opportunities for Head Start and Pre-K students.
- Completed a comprehensive efficiency review of Nutrition, Facilities, and Transportation departments in partnership with LeanFrog. Improved processes and planning to maximize resources to be directed to student learning.

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Organizational Leadership:

- Created a Weekly Report for the school board to inform them of all relevant strategic planning decisions, upcoming events, student recognitions, and pertinent unexpected incidents. Also held regular board retreats to hold in-depth discussions on strategic planning initiatives, budgeting, long range planning and to build cohesiveness among the board.
- Facilitated collaboration among teachers, school leaders, parents, and community members to create a comprehensive long range academic plan laying out all details and initiatives to accomplish the District's *Big 10* academic and organizational goals.
- Created and maintained committees, including a Policy Committee, Transportation Committee, Salary Schedule Committee, Calendar Committee, and a Long Range Planning Committee. These committees made recommendations to the School Board for implementation of strategic improvement efforts in their respective focus areas. This process improved the transparency of decision-making at the district level.
- Initiated the overhaul of district websites, providing the public with current and relevant information. Information was corrected and pages were redesigned to be more user-friendly.
- Implemented a comprehensive social media marketing campaign to spread news of events and share accomplishments of schools, students, staff, and alumni.

Community Leadership

- Elected by regional Superintendents to serve as the President of the South Central Louisiana Association of Superintendents, including Ascension, Assumption, St. John, St. Mary, St. Charles, Lafourche, St. James, Jefferson, Orleans, Terrebonne, Plaquemine, and St. Bernard.
- Actively involved in community organizations and events including the Lymphoma and Leukemia Society, Assumption Chamber of Commerce, Assumption Parish Police Jury, American Cancer Society in Assumption, South Central Louisiana Association of School Superintendents (President), and Louisiana School Board Association.
- Planned a Legislative Breakfast with the SCLASS organization in order to dialogue with local and state legislators on upcoming issues affecting education legislation.

Career and Technical Education:

- Expanded Career and Technical Education opportunities for students including partnerships with local industry partners through the Dow Apprenticeship program, Associated Building Contractors, and Performance Contractors, and Fletcher Community College. Increased dual enrollment options at AHS and provided the opportunity for more Carnegie unit credits for middle schools.
- Partnered with US Prep, Nicholls State University, Fletcher Community College, and Southeastern University to help higher education entities secure funds and training for effective teacher preparation programs.
- Collaborated with South Central Planning and Development Commission to create opportunities for economic development, promoting career pathways, and integrated workforce services for employers. Kept an open line of communication with SCPD to help create economic development opportunities for our parish.

Professional Development:

- Created a Strategic School Improvement Plan for leaders, which included Creating a Culture of Instructional Excellence, Collaborative Learning, Reflective Culture, and Collective Leadership.
- Met with principals regularly and led professional development in leadership skills, including studying strategies from the books *Mindset* by Carol Dweck, *When Leadership Improves Everyone Wins* by John Keyser and *The Dichotomy of Leadership* by Jocko Willink.
- Created support systems for new teachers, including a new teacher cohort and a mentor teacher program to improve new teacher classroom management and classroom instruction, which in order to affect the quality and retention of new teachers.

- Led a curriculum review to ensure all schools and teachers were using Tier 1 state-approved curricula. Developed a plan to provide individualized professional development to assist teachers with implementation.
- Provided opportunities for teachers and school leaders to participate in D2i data analysis training, which had a profound effect on the district's ability to create and monitor individualized student achievement goals.
- Planned and instituted district-level professional learning communities, which gave teachers regular opportunities to collaboratively plan instruction and assessment. This process was essential to ensuring quality instruction at each school site and in every classroom.

Social-Emotional Needs:

- [Contracted a quality provider of equity and diversity training through Overcoming Racism for district and school leaders as well as select school staff members to improve the teaching and learning environment for all students.]
- Reviewed, selected, and implemented a Tier 1 Social Emotional Learning curriculum for implementation in all PK-8 classrooms in order to address ongoing emotional support and mental health needs of students across the district.
- Opened a new Therapeutic Intervention Center to offer students appropriate behavior interventions and an alternative to out-of-school suspensions.

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Principal January 2014 to June 2018

Westdale Middle School, Baton Rouge, LA

Specific Accountabilities:

- Increased student achievement by 18.4 points on the 2016 School Performance Score, raising the school letter grade from C to a B under the state accountability system.
- Managed all operations for a school with 1100 students and over 100 staff members.
- Supported all teachers with planning, delivery, implementation of curriculum and school policies. Created collaborative planning time in Professional Learning Communities in an effort to maximize student achievement.
- Worked with teams to implement Response to Intervention and create a targeted tutoring program to provide assistance to all students based on their individual level of need.
- Performed teacher observations and evaluations using the COMPASS system. Coached teachers in need of assistance and provide instructional support.
- Collected and organized student data to determine staffing needs, created a master schedule and an individual class schedule for each student.
- Interviewed teacher applicants and worked with Human Resources to successfully staff the school with effective teachers.

Assistant Principal October 2009-January 2014

Westdale Middle School, Baton Rouge, LA

Teacher—4th-8th Grade ELA, Math, Science Social Studies, Electives

August 2003—October 2009

Westdale Middle School, East Baton Rouge Parish System, Baton Rouge, LA

Highland Elementary, East Baton Rouge Parish System, Baton Rouge, LA

ADDITIONAL LEADERSHIP EXPERIENCE:

Mentor Principal—EBR Instructional Leaders for Tomorrow Program

Fall 2015—June 2018

East Baton Rouge Parish School System, Baton Rouge, LA

Specific Accountabilities:

- Met with future Instructional Leaders in an advisory capacity providing feedback and field experience opportunities.

Presenter—Teacher’s Learning Collaborative/EBR Presenter’s Academy, Professional Development

February 2007—July 2007

East Baton Rouge Parish School System, Baton Rouge, LA

Contributing Author to LA State Comprehensive Curriculum—5th Grade Math

August 2004—May 2005

LA State Department of Education, Baton Rouge, LA

AWARDS AND ACCOLADES:

- Elected as President of the South Central Louisiana Association of Superintendents 2019-2020
- Selected Participant in the District Administration Superintendent’s Summit 2019
- East Baton Rouge Parish 2018 Middle School Principal of the Year
- Baton Rouge Business Report “40 Under 40” 2017 Honoree
- EBR Federation of Teachers Principal of the Year Award 2017
- EBR Federation of Teachers Principal’s Award 2016
- National Institute of School Leadership Executive Development Program Participant 2017-2018

EDUCATION:

- Louisiana State University, Baton Rouge, LA **Aug 2006**
College of Education Masters of Education in Administration: Specialization in Principalship
- Louisiana State University, Baton Rouge, LA **May 2003**
College of Education Bachelor of Science, Major: Elementary Education

CERTIFICATION:

- EDUCATIONAL LEADER LEVEL 3
- (540) Principal Grades K-12
- (111) Elementary Grades 1-8

COMMUNITY AND VOLUNTEER ACTIVITY

- Board of Directors for Clash of the Cooks benefit for families battling cancer; 2017-Present
- Knights of Columbus member; St. Aloysius Council and Bishop Ott Assembly
- Eucharistic Minister; St. Aloysius Catholic Church

Professional References:

Warren Drake

Superintendent

East Baton Rouge Parish School System, Baton Rouge, LA

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Mike Faulk

Executive Director

Louisiana Association of School Superintendents, Baton Rouge, LA

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Andrea Barras

President

Assumption Parish School Board, Napoleonville, LA

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Shane Pennington

Sales Executive

Educational Benefits, Little Rock, AR

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Rick Meyer, Jr.

Board Member

Assumption Parish School Board, Napoleonville, LA

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