

John D. Millay, Ph.D.

To: Members of the Monroe County School Board and Selection Committee
Re: Cover Letter

Having successfully served in numerous educational leadership capacities at both the school/district level, the nonprofit world, as well as adjunct faculty teaching experience with Western Kentucky University (WKU), and the University of Louisville, ***it is with much interest and enthusiasm that I apply for the position of Monroe County Superintendent of Schools.*** In May 2023, I transitioned from K-12 education, completing a very successful career spanning 30 years in Kentucky and Florida public education (17 as a high performing school superintendent). I entered the nonprofit world and served as the Senior Vice-President of the Boys and Girls Clubs of Martin County, a position that allowed me to work with youth, utilize my education expertise and network, and learn more about the nonprofit world. At the same time I began at the Boys and Girls Clubs of Martin, I also began as a consultant/partner of Check-Mate Safety Solutions (vender for Centegix Safety Solutions). In February of 2025, I chose to focus more on the consulting position with Check-Mate Safety Solutions to grow markets, particularly in Kentucky. As I retired in Kentucky in 2020 at age 49, I now look at this point in my life as a transition and my goal is to work hard for another 10 years in education as I am passionate about my life's work and vocation as an educator. I am proud to say I have three grown children, all in Louisville and Owensboro, and they are proud products of Kentucky public schools. I am a well-rounded, innovative/visionary educational leader with extensive administrative and superintendent/CEO experience with a proven record of effective recruitment/personnel practices, improving K-12 student achievement as well as possessing a great deal of experience with finance, collaboration, rural districts, research, leadership, partnerships, facilities, personnel, instruction and strategic planning/fundraising. I have also taught graduate classes in all of those areas for Western Kentucky University. My proven, "hands-on/servant" leadership style is founded upon a successful track record of being highly visible and involved in the schools and community in which I work and by possessing outstanding people skills. Relationships are paramount to effective communication. My unique skill set has also included being an adjunct faculty member at WKU for 15 years, conducting my own research as well as serving on doctoral committees or providing advice and guidance to those students I have taught in class.

My educational accomplishments include an undergraduate degree (***double major***) in ***both Elementary Education (K-6) and Special Education (K-12)***, a Masters of Arts in Elementary Education, a Rank I in Educational Administration, Kentucky certification for School Principal (K-12), Supervisor of Instruction (K-12), DPP, and School Superintendent. **In May of 2003, I earned a Ph.D. in Educational Administration from the University of Louisville. My area of expertise/research is employee recruitment/personnel.** I was invited to present my research nationally at the UCEA in 2003 (Portland, OR) and it was published internationally in the Journal of School Leadership (2005). The following represents an overview of my skills, experiences, and strengths:

- A ***creative*** individual, with ***vision and drive***, who generates innovative solutions and challenges others to discover new ways to meet goals. As ***superintendent (17 years)***, I have had numerous accomplishments and made countless connections throughout the

entire state of Florida and Kentucky. I positively led the Martin County School District (Florida) through the pandemic and raising achievement levels. The demographics share some similarities with Monroe County. There were 18,000 students, 25 school sites, with 3 large competitive, comprehensive high schools, 6 large middle schools, 12 elementary schools, an alternative school, a Head Start/preschool, as well as several charter schools. While there, I improved community relations, built relationships, improved culture, strengthened our budget, raised test scores, served diverse populations/ELL students, improved safety protocols and practices, coordinated over 100 million dollars of construction (including 2 new elementary schools, safety upgrades at all schools, a high school renovation, and district office addition/renovation), facilitated a successful \$50 million millage levy, added vocational programs for students, positively worked with unions/staff, and worked closely with post-secondary institutions. I led improvement planning at lower performing schools and helped turn around a large, low performing ELL school (80% Hispanic) from D to C and it has now attained a B ranking. While in Martin, the district had implemented the Centegix Safety System (Check-Mate Safety Solution is the company that sells their product) and we became a state showcase where other Florida districts came and observed it and many of them have now implemented it. I strongly believed in the system. When I left the district, I became a consultant for Check-Mate Safety Solutions and I introduced it to the superintendent in Meade County, Kentucky. They quickly came on board as a client and now we have added nearly a dozen other districts that have joined and are still growing. It has gained state attention and has been featured on television media there. I am proud that I was able to get Meade and many other Kentucky districts re-energized about safety for both students and staff.

- As superintendent of Meade County Schools (Kentucky), the district reached its highest levels on all state assessments including college and career readiness indicators. We were recognized as a model in Career and Technical Education for our development and implementation of student pathways to higher education/technical training by the Kentucky Department of Education as well as receiving state “best practice awards” for both professional development and special education practices. Our work in closing achievement gaps drew the attention of dozens of school districts and over 800 guests to observe our strategies in person with learning teams. Our work in community partnerships (Chamber of Commerce) with our College and Career Center, business/industry, and the Elizabethtown Community and Technical College also earned us a PEAK (Public Education Achieves in Kentucky) Award (Fall, 2018) from the Kentucky School Board Association as well as an Innovation and Excellence in Educational Leadership Award from KDE (Winter, 2019). Several years prior to the Covid pandemic, I championed and guided the financing and implementation of two district one-to-one technology initiatives (iPads then Chromebooks) for every Meade student grade 7-12, and with over 60 million in construction projects, we improved and enhanced learning environments where our staff and students can teach and learn at optimal levels. Understanding what it takes to effectively turn around low performing schools, we have transformed one of our schools from a ranking at the 6th percentile to number 4 in the state of Kentucky in less than 5 years. Each year showed tremendous

focus due to adherence to strong instructional practices, effective PLC's, and a strong regular education curriculum coupled with appropriate support services.

- As superintendent of the Cloverport Independent School District, achievement scores trended to the highest level in the district's history—becoming a top performing district (four of my five years as superintendent) in Kentucky despite limited resources and intense poverty. We were also recognized as having one of America's Best High Schools on three occasions (2009, 2010, 2012) **and our elementary school received a National Blue Ribbon designation (2010)**. During this time, Cloverport also became the first school district in Kentucky to have a district wide “one-to-one” iPad (1-12)/iPad Touch (P-K) technology learning initiative for every student in the district. As superintendent in Elizabethtown, overall district test scores increased to their highest level ever, we successfully annexed land, secured non-resident agreements via an unprecedented 25-year contract, developed a new facility plan, and continually improved district finances.
- Two years of **central office experience** in Meade County prior to my superintendency career (Director of Student Improvement K-12) working with seven elementary schools, and a large middle and high school with extensive experience in scheduling and **coordinating multiple programs** such as Extended School Services (ESS), Title 1, Title III, Professional Development, Textbooks, Curriculum, Instruction & Assessment, District Assessment Coordinator, Homebound Instruction, furniture needs, school allocations, ESL/LEP program, and assisted in principal evaluations.
- **Eight years experience as an elementary principal** in Meade County included responsibilities such as mentoring new principal interns, district-level training, and service on district committees. Opened new schools, closed old schools, and merged schools as needed for population shifts or new construction. Developed a new vision/mission to focus all improvement efforts, curriculum, and actions of the staff. Implemented a high standard for “uniformity” which still exists today that provided equity for all students and built pride for the school community. Achievement scores surged from percentiles in the 40's to the 80's pushing the school toward one of the highest performing large elementary schools in the state.
- Special education teaching **experience** at the **middle school** level (Meade County) and student teaching at the **high school** level (Bowling Green). While working at Central Office I consistently served as the principal when the principal was out of building allowing firsthand knowledge of what is happening in the schools which also helped in building respect and relationships with students, parents, and staff.
- **Respected practitioner in the K-12 setting** as well as **adjunct professor (graduate faculty) for Western Kentucky University since 2004** teaching numerous courses to future principals, administrators and future superintendents. I have also served on two doctoral committees at WKU and taught two different courses in the Fall of 2019 and Spring of 2020 composed of University of Louisville doctoral students. Skilled in understanding and analyzing data for school improvement.

- ***Experience in facility planning, outreach, finance, research and construction*** at every grade level. Over 60 million of construction and renovation in Meade which facilitated Elizabethtown Community and Technical College to use our facility and establish our site as an official ECTC campus to serve our students and adults in the community. Implemented and managed the largest construction project in Cloverport's history—constructing a new middle and high school, as well as extensive renovations to the elementary school, gym, and campus. Renewed Elizabethtown's facility plan, and was extensively involved in new facility design, planning, and renovations in Meade throughout my duration as an administrator. Understand the importance and need to stay current on best practices nationally in all matters impacting students.
- An ***educational leader*** who brings ***integrity, enthusiasm***, and consummate skills to the task of engaging both school and community in a focused effort to raise the performance of all learners and staff members.
- A strong financial planner and negotiator able to raise staff/teachers salaries in tough times due to effectively understanding finances and prioritizing investments. A leader who demonstrates ***collegiality and makes sound educational decisions*** based on careful research and analysis from relevant sources, ***prudently investing community resources*** in effective programs and activities. We secured a ***one million dollar donation*** (largest gift to any public school ever in Kentucky) from the Kueber Family Foundation (Planet Fitness/Sun Tan City--former alumni) for ***expansion of our entrepreneurial program into all pathways*** at MCHS. At Cloverport we wrote a highly competitive USDE grant to receive a five year 21st Century Community Learning Center (\$150,000 yearly award) for our three schools to support continuous learning and enrichment opportunities for all students. ***I served as a superintendent representative from GRREC/OVEC***, and assisted in writing portions of the \$41 million RTTT grant that Cloverport was a part of.
- One of 27 elementary, middle, and high school principals selected throughout the state of Kentucky in 2000 to participate in the Kentucky ***"Principals of Excellence Network"*** (PEN). Reselected to a second two-year PEN term in July 2002. Received the "Outstanding Administrator Award" in 2011 from the Kentucky World Language Association for a history of supporting world languages throughout my career, and was awarded distinction of "Outstanding Citizen" by the Kentucky House of Representatives.
- An ***accomplished*** and ***decisive*** leader who has demonstrated the ability to lead a school to new levels of excellence (CATS reward status in three bienniums) and consistently raised the end of primary CTBS scores for seven consecutive years (43rd to 80th percentile when I was an elementary principal). Assisted Elizabethtown in reaching a district index of 90 for the first time, and improved the overall academic success in Cloverport to a consistently high-performing level. We have raised our district's scores to the highest level in Meade County's history as well as turned around some of our lowest performing schools to some of the highest performing state-wide.

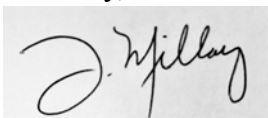
John D. Millay, Ph.D.

- Experience in **recruiting outstanding professional staff** with a commitment to staff development programs that promote teacher growth and leadership.
- Maintained an extremely high degree of success in **community relations**, founded upon **high visibility** and the ability to **listen well**, to **speak** and **write** with clarity, and to always regard these interactions with an appropriate **sense of humor**. Implemented culture improvement strategies based on research and practical team building strategies. **Improved safety measures** in every district I have worked in.
- A strategic thinker with experience in implementing short and long term **financial strategies** that make the best use of local resources. An **articulate** leader with a **positive public presence** and the ability to inspire creative problem solving and cooperation in the decision making process in a community with high expectations for its students. I possess **strong organizational and scheduling skills** that assist when working with various employees and students to meet their needs. I also possess a **very balanced-sense of fundraising—knowing when to delay, when to accelerate and when to ignore**.
- A **good listener** with the ability to respond to the expectations and concerns of students, staff, parents, committees, commissions/councils, board members, and the media with **integrity and high ethical standards**.
- A visionary and kind leader that demonstrates **approachability, wisdom, accessibility, compassion, and understanding** with all individuals.

I believe that the quality and variety of all my vast work experiences, particularly culture and relationship building, finance and school law knowledge, regular and special education knowledge, and vast community and board relationship experience will undoubtedly assist the Monroe County School Board and stakeholders reach all goals desired. I feel I possess and have consistently modeled the qualities of a proven, effective leader. Having spent my 30+year career working with public schools, diverse communities, non-profits, and university experience, I understand the different types of learners, strengths, needs and demographics in place within Monroe County. My track record attests to my incessant desire to be the best at whatever challenges I undertake and build the relationships necessary for success.

Thank you for your time and consideration in selecting the most experienced, qualified, proven, hard-working individual to serve in this important role. Feel free to contact me for any additional supporting information. Millay and Monroe= the Momentum needed to re-energize and be the absolute best in the state of Florida!

Sincerely,

A handwritten signature in black ink, appearing to read "J. Millay", is shown within a light gray rectangular box.

John D. Millay, Ph.D



*Working together to inspire and bring excellence
to every student every day!*

Millay & Monroe = Momentum
Let's Grow!

MCSD Leadership and Relationship Development Series

"A day is what you make it--make it good!"

"Seemingly small things can make a tremendous difference!"

"Whatever you are, be a good one."

"We did then what we knew to do, and when we knew better,
we did better!"

"Good routines establish order."

"If you want the fruit, sometimes you have to go out on a limb."

"A ship in a harbor is safe, but that is not what ships are built for."

"We cannot solve our problems with the same thinking
that created them."

I have developed and implemented this combination framework (recipe) along my career and used it most recently in the Martin County School for all administrators and principals. I did this in Meade as well for the most part. I have tweaked it some as a draft example to show how I do things—intentional, organized, and systematically. Initially, everyone takes the StrengthFinders and we do brief, carefully dosed sessions listed below monthly as a team-builder at the beginning of administrative meetings. I have always developed my leadership team in every position I have served in from principal to superintendent. It will give us a common language and sets the stage for communication and leadership expectations throughout the district. Leaders will then refresh their own admin teams so we all stay on the same page and grow together. I would discuss with the school board and get their feedback before starting of course.

MCSD Leadership and Relationship Development Series

Guiding Framework: Building On a Culture of Strengths

- Gallup Clifton Strengths (Top 5)
- John Maxwell's "The 21 Irrefutable Laws of Leadership"
- Covey's 7 Habits (plus the 8th)
- Induction and Team Building: Culture and Relationships Matter (reflective practices everywhere)

Strengths Finder Exercise/Discussion:

This assessment will identify your natural talents so you can perform better in your job, build stronger relationships and achieve personal growth. Assessments are easy to take, and your results are available instantly. This information helps you discover your strengths, and people who know and use their strengths are:

- 6x more likely to be engaged at work;
- 7.8% more productive in their role;
- 3x more likely to have an excellent quality of life!

21 Irrefutable Laws

Leadership skills can make or break your (our) mission. The way to successfully increase the success of your school, you should develop and master your skills as a leader. Great leaders exhibit qualities of excellent strength and resolve, and, more importantly, are good and reliable people for their followers. To become a great leader, you should become like those you admire. Each law will be presented in a brief 5-7 minute video, followed by a reflective inventory of where you are at, where your team is at, and next steps. Group discussion will be added to enhance the effectiveness and impact of each law. We will focus on new laws each month over the course of the year.

7 Habits (+1)

Covey presents a holistic, integrated, principle-centered approach for solving personal and professional problems. With penetrating insights and pointed anecdotes, Covey reveals a step-by-step pathway for living with fairness, integrity, service, and human dignity--principles that give us the security to adapt to change and the wisdom and power to take advantage of the opportunities that change creates. This will also shape our communication approaches throughout the district.

Team Building/Relationships

We will reflect and learn about the power of effective induction and consistent, positive culture building strategies. Ideas and activities will be modeled in ways that can be carried out at our schools. *Lean Six Sigma* principles will be introduced after the Maxwell and timeless Covey principles have been thoroughly embedded through evidence.

John D. Millay, Ph.D.

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Fort Lauderdale, FL 33334

cell: (270) 853-6494

e-mail: john.millay@gmail.com

Education

University of Louisville

Louisville, Kentucky

Ph.D. in Educational Administration (K-12)

Year of Degree: May 2003

Western Kentucky University

Bowling Green, Kentucky

Certification: School Superintendent and Supervisor of Instruction (K-12)

Year of Completion: 1999

Western Kentucky University

Bowling Green, Kentucky

Rank 1 in Educational Administration

Certification: Elementary Principalship, Middle and High School Principalship

Year of Completion: 1997

Western Kentucky University

Bowling Green, Kentucky

Master of Arts in Education

Emphasis: Elementary Education

Year of Degree: 1996

Western Kentucky University

Bowling Green, Kentucky

Bachelor of Science in Education, *Double Major*

Emphasis: Elementary Education (K-6) and Special Education (K-12)

Year of Degree: 1993

Jefferson Community and Technical College

Louisville, Kentucky

1989-1991 then transferred to WKU

Professional Experience

Consultant/Partner

Check-Mate Safety Solutions (partner of Centegix Safety Solutions)

Atlanta, GA

June 2023 to present

Senior Vice-President of Boys and Girls Clubs of Martin County

Hobe Sound, FL 33475

June 2023 to February 2025

Superintendent of Martin County School District

Stuart, FL 34996

October/November 2020 to May 2023

Superintendent of Meade County School District

Brandenburg, KY 40108

July 1, 2013- spring 2020 (retired from 27-year career span)

Adjunct Professor for Western Kentucky University

Advanced Organizational Theory EDAD 696

Seminar in Education Administration EDAD 694

School Community Relations EDAD 682

School Business Management/Allocation Use of Resources EDAD 588

Administration of School Personnel EDAD 590

Instructional Leadership EDAD 684

Accounting for Pupil/Personnel EDAD 583

Superintendency Field Experience EDAD 598

The Superintendency EDAD 639

School System Administration EDAD 649

Strategic Planning EDAD 659

2004 to Spring 2020

Adjunct Professor for University of Louisville

ELFH 667 -- Instructional Planning for Student Learning & Achievement (Doctoral Class)
Summer 2019

ELFH 730-80 Foundations of Urban Education Policy (Doctoral Class)
Spring 2020

Superintendent of Cloverport Independent School District

214 West Main Street

Cloverport, KY 40111

July 1, 2008 to June 2013

Superintendent of Elizabethtown Independent School District

219 Helm Street

Elizabethtown, KY 42701

July 1, 2006 to June 30, 2008

Director of Student Improvement (Instructional Supervisor) K-12*Meade County Board of Education**

1155 Old Ekron Road

Brandenburg, KY 40108

July 1, 2004 to June 30, 2006

*Coordinator for various Title Programs, PD, ESS,

K-12 Instructional Supervision, Curriculum & Assessment

(DAC), Homebound, Textbooks, ESL/LEP, and assisted with

Principal Evaluations

Elementary School Principal in Meade County

Meade County Schools: Central/James R. Allen

Brandenburg, Kentucky 40108

Enrollment: 300-700 students

July 1996 to June 2004

Special Education Teacher, Stuart Pepper Middle School

Meade County Schools

Brandenburg, Kentucky 40108

Enrollment: 750 students (grades 7 and 8)

December 1993 to May 1996

Activities

Board of Directors for Stuart/Martin County Chamber of Commerce

2020 to 2023 (also rotated with Hobe Sound, Jensen Beach, and Palm City Chambers of Commerce)

Member of Florida Association of District School Superintendents

2020 to 2023

Board Member of the Martin County Education Foundation

2020 to 2023

Board Member for the United Way of Martin County

2020 to 2023

Board Member for the Martin County Children Services Council

2020 to 2023

Mentor for new Superintendents (KDE/KASA) in Kentucky

July 2012 to Spring 2020

Board of Directors for the Meade County Public Library--member, Vice-President and President

2011-2019

Board of Directors for Meade County Chamber of Commerce

2018 to 2020

Monument Chemical Plant, Brandenburg KY

Community Advisory Committee

2018 to present

Board of Directors for Breck United

2009-2013

Board of Directors for Green River Region Education Cooperative (GRREC)

2006-2020

Junior Achievement Advisory Board Member and Volunteer

2008 -2013

Breckinridge Chamber of Commerce

2008-2013

University of Louisville Board of Overseers Visiting Committee Member

2007-2008

Elizabethtown Rotary and Chamber of Commerce

Fall 2006 to June 2008

Member KSBA, KASA, KASS

2006-2020

Kentucky "Principals of Excellence Network"

May 2000 to 2004

Meade District Trainer for Emergency Non-Certified Substitute Program

August 2000 to 2006

Various Committees as requested/assigned by the Superintendent of Meade County Schools

District Scholastic Audit Committee, CDIP, Evaluation

August 2000 to 2006

Community

Friends of Scouting Fundraising Chair for Meade County

2015

Director of Religious Education of Holy Guardian Angel Church

2008 to 2013

District Chair of Lincoln Trail Boy Scouts of America (four county area)

2008

Fall Round-Up Chair of Lincoln Trail Boy Scouts of America

2007

Co-Chairperson of the St. John Annual Picnic

2005 and 2006

Kitchen Chairperson for St. John Annual Picnic

2000 to 2006

Religious Education Teacher for St. John Church

2004-2006

Jail Ministry for St. John Church

2003-2006

St. John Elementary School Board Member

(3-year term)

June 1998 to June 2001

Scholarly Publications and Presentations, Honors, Awards

2024-Boys and Girls Clubs of Martin County AmeriCorps Leadership Award for passionate dedication in leadership, fidelity and impact.

2022-Presented on school district's "Leadership and Relationship Development Series" at roundtable discussions at the National Superintendent Forum in Orlando, FL.

2020-present Lead monthly and summer leadership meetings with all my administrators/principals. I regularly lead or present on various topics throughout the school year and have done this my entire career as superintendent.

2010-present Implemented one-to-one iPad and technology initiatives in two different school districts. In Cloverport Ind we became the first district in the state of Kentucky to do a district-wide K-12. In Meade County Schools we have completed two one-to-one initiatives putting technology in the hands of 2500 students (7th through 12th grades) and in the hands of each teacher. Digital literacy and digital instruction has been a priority in our district to assist in equity, access and closing achievement gaps.

2019-2020 Major community player in recruiting Nucor Steel to our county. Over \$1.35 billion plant investment in the community. It will be one of the largest and most modern steel plants on the globe.

2000-present Extensive work in presenting and developing leadership skills, positive culture, and team building.

2010-present Implemented 3 district one-to-one technology initiatives. The 2018 rollout put chromebooks in the hands of every student in our district grades 7-12 and all teachers district-wide. Additionally, a plethora of instructional technology professional development and support systems have been implemented for effectively utilizing devices in and out of the classroom.

Dissertation Committee Member for two completed dissertations*:

*Martin, Mark (2019). Superintendent Recruitment: Effects of Superintendent Job Status, School Councils (Principal Selection Models), District Wealth, and Signing Bonus on Applicant Rating of the Job. Western Kentucky University.

*Mackey, Karen H. (2016). The Relationships Among Instructional Leadership, School Culture, and Student Achievement in Kentucky Schools. Western Kentucky University.

2019 Best Practices Awards from the Kentucky Department of Education Office of Learning and Continuous Improvement: “Special Education Model” & “Close The Gap Professional Development Model”. Over the course of the Fall 2019/Spring 2020 nearly 500 visitors observing our programs—teachers, principals, directors, superintendents, school board members, state department and Kentucky Board of Education Member. Thirty school districts have visited with 12 more on waiting list. Leadership team has presented at numerous education cooperatives and state venues sharing best practices and models.

2018-2020 Various presentations at the state Kentucky School Board Association Conferences as well as presentations accepted for the 2020 National School Board Association for work on student pathways and community/college partnerships.

2019 (December) Innovation and Excellence in Educational Leadership Award for Meade County Schools from the Kentucky Department of Education. Recognized for visionary and innovative leadership with our College and Career Center. (Career pathway models, college/business/industry partnerships, and successful student transitions).

2018 (Fall) PEAK Award (Public Education Achieves in Kentucky). Presented to Meade County Public Schools College and Career Center by the Kentucky School Board Association.

2018 (Fall) District was the recipient of the largest public school cash donation in the state of Kentucky. Rick Kueber Family (Sun Tan City and Planet Fitness). One million dollar donation over 10 years. I worked on this project for over a year prior to the announcement.

2016-2017 Forged partnership with Elizabethtown Community and Technical College concerning articulated agreements for college credit for dozens of vocational courses for our juniors and seniors to have pathways into the Kentucky Community and Technical College System. The district then completed a 20 million dollar construction addition and renovation to support both secondary and college class requirements. In 2018, the facility was designated “Meade County Satellite Campus of the Elizabethtown Community and Technical College. Providing a college presence for all adults and training opportunities for current and new business/industry.

Winter, P., Millay, J., Bjork, L., and Keedy, J. (2005). Superintendent Recruitment: Effects of Job Status, District Wealth, School Councils and Signing Bonus on Applicant Rating on the Job. *Journal of School Leadership*, 15, 433-455.

Selected to present dissertation research paper on the superintendency at the National Meeting of the University Council for Education Administration (UCEA) in Portland, OR. November, 2003.

2014-2020 Served as a Superintendent representative of school districts of two Kentucky Department of Education Committees at various dates. School Facilities Construction and Office of Career and Technical Education.

2012-2018 Superintendent Mentor for KDE/KASA New Superintendent Program. Mentoring superintendents in Dawson Springs, Owensboro, Oldham and Daviess County.

2016 (Fall) Served on a small delegation of school administrators from across the U.S. to travel to Germany to understand their education system and foster support for world languages, k-12 education, career technical/vocational programming and networking between American and German education partners.

2014 (Summer) One of three Kentucky Superintendents to attend a Kentucky Delegation to visit China (education trip) via Hanban/Program and the Confucius Institute at WKU.

2011 Kentucky "Outstanding Administrator Award" by the Kentucky World Language Association.
2010 Legislative Recognition as an "Outstanding Citizen" by Kentucky House of Representatives.

2007 Named a "Kentucky Colonel" by the Commonwealth of Kentucky.

2003 University of Louisville Graduate Dean's Citation for Excellent Achievement.

References:

*Letters of reference or additional references provided upon request

Items to Google:

- "Martin Millage Continuation Approved for next 4 years" (August 2022). This was a tremendous effort we spearheaded to raise over 50 million dollars in the coming 4 years for staff salary improvements, recruitment/retention, safety and instruction.
- "Martin County students start classes in new Jensen Beach Elementary"--and, "Our New Building Will Open for Students March 2023". These 2 new schools were part of over 100 million dollars in new projects and renovations throughout the district carried out during my tenure as Superintendent.
- \$1 Million private donation made to Meade County Schools for Entrepreneurial Program (Announcement Coincides with opening of College and Career Center)
- Meade County College and Career Center—A Learning Centered Facility (video)
- Connecting the Dots—Newly appointed Martin County Superintendent Outlines Path for Student Success
- Nucor Corp to invest 1.35 billion to build Kentucky steel mill, creating 400 jobs

- Martin Minutes with Millay (I have done a countless number of these short videos every time I am out in the district, schools, community, or business events)

Certifications:

I presently hold valid teaching and administrative licenses in both KY and FL.

I have developed and implemented this in the Martin School for all administrators and principals. Everyone takes the StrengthFinders and we do topics listed below monthly at administrative meetings. I have always developed my leadership team in every position I have served in from principal to superintendent.

MCSD Leadership and Relationship Development Series
Millay & Martin.... Let's grow!

Our Vision

A Dynamic Educational System of Excellence

Our Mission

Educate All Students for Success

Guiding Framework: Building a Culture of Strengths

- Gallup Clifton Strengths (Top 5)
- John Maxwell's "The 21 Irrefutable Laws of Leadership"
- Covey's 7 Habits (plus the 8th)
- Induction and Team Building: Culture and Relationships Matter (reflective practices everywhere)

Strength Finder Exercise/Discussion:

This assessment will identify your natural talents so you can perform better in your job, build stronger relationships and achieve personal growth. Assessments are easy to take, and your results are available instantly. This information helps you discover your strengths, and people who know and use their strengths are:

- 6x more likely to be engaged at work;
- 7.8% more productive in their role;
- 3x more likely to have an excellent quality of life!

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to take advantage of the opportunities that change creates. This will also shape our communication approaches throughout the district.

Team Building/Relationships

We will reflect and learn about the power of effective induction and consistent, positive culture building strategies. Ideas and activities will be modeled in ways that can be carried out at our schools. ***Lean Six Sigma*** will be introduced in the spring of 2022 with more work occurring in the 22/23 term.

THE SCHOOL BOARD OF MARTIN COUNTY, FLORIDA

1939 SE Federal Highway • Stuart, Florida 34994 • Telephone (772) 219-1200



Dr. Lisa M. Estevez, Assistant Superintendent of Student Support Services

Dr. John D. Millay was the first appointed Superintendent of the Martin County School District, bringing an unparalleled level of leadership, vision, and dedication to our schools. Coming from another state, Dr. Millay quickly immersed himself in Florida's laws, policies and procedures, demonstrating his adaptability and expertise by making well-needed improvements to our district. His knowledge in operations, finance, law, student services, safety and curriculum made him a proven leader who navigated complex challenges while always keeping students at the heart of his decisions.

One of Dr. Millay's greatest strengths was his ability to build meaningful relationships. He was by far the most visible Superintendent Martin County had ever seen, engaging with schools, community members, elected officials, nonprofits, businesses, and families. His leadership extended beyond the district office—he was out in the schools, conducting classroom walk-throughs to provide constructive feedback and improve instruction. Dr. Millay made it a special point to build relationships with all employees--cafeteria staff, maintenance, secretaries, bus drivers, custodians, teachers and administrators. He made all of our employees feel special and cared about. As the former Executive Director of Exceptional Student Education and Student Services, I witnessed firsthand his commitment to supporting students with disabilities. Dr. Millay made it a priority to meet with me and my team regularly to discuss any needs or supports necessary to improve outcomes for this vulnerable student population. When meeting with Dr. Millay, it was clear his concern was genuine, and his actions reflected a deep commitment to ensuring every student had the resources and opportunities to succeed.

Dr. Millay was also a trailblazer in communication and community engagement. He launched *Minutes with Millay*, a weekly radio show that kept the community informed, and he helped the district embrace social media as a tool to increase awareness and transparency. Additionally, as he made visits at schools, events or throughout the community he would create one-minute videos (Martin Minutes with Millay) highlighting the person or event and push it out to social media. Everyone really enjoyed his positivity and the personalness and featured highlight. His leadership fostered a culture shift that was much needed during the pandemic, and post-pandemic era, bringing positivity and unity to Martin County Schools.

Beyond his ability to lead people, Dr. Millay had a remarkable talent for taking a 360-degree view of an organization and identifying opportunities for improvement. During his tenure, he made strategic organizational changes that enhanced the overall operations of the district. He realigned departments to increase interdepartmental collaboration and communication, breaking down silos that had previously hindered efficiency. This alignment led to more streamlined processes and positive outcomes ultimately benefiting school sites and, most importantly, students. His ability to see the big picture while attending to every detail allowed him to implement meaningful and lasting improvements across the district.

His past experience with rural schools proved invaluable, particularly in serving our Western Zone—home to many migrant students and families. Dr. Millay placed a keen focus on these students, ensuring they received the resources and support necessary to fulfill the district's mission: "*Educate All Students for Success.*" His commitment to equity and access made a profound difference for some of our most vulnerable learners.

Michael Maine, Superintendent

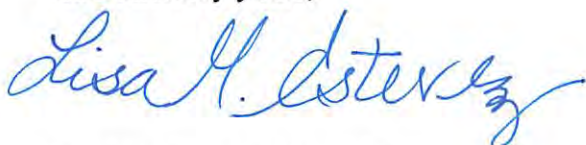
School Board Members: Christia Li Roberts • Marsha B. Powers • Jennifer Russell • Amy B. Pritchett • Dr. Brian Moriarty

"To Educate all Students for Success"

Beyond his accomplishments, Dr. Millay was approachable, very student-centered, a great listener, and an exceptional problem-solver. His leadership was transformative, and his impact on Martin County Schools will be felt for years to come. While I was saddened to see him leave, I know he will always be just a phone call away for advice or to help solve a challenge. Any school district would be fortunate to have Dr. Millay as their Superintendent—his knowledge, leadership, and heart for education make him a truly rare find.

If you have any further questions, please do not hesitate to reach out to me at 772-708-7667.

Educationally yours,



Dr. Lisa M. Estevez, BCBA

Assistant Superintendent of Student Support Services

[772-219-1200](tel:772-219-1200) ext. 30422

CliftonStrengths: **WOO/COMMUNICATION/POSITIVITY/EMPATHY/ ARRANGER/**

Mission- Educate all students for success
Vision- A dynamic educational system of excellence



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Michael Maine, Superintendent

School Board Members: Christia Li Roberts • Marsha B. Powers • Jennifer Russell • Amy B. Pritchett • Dr. Brian Moriarty

"To Educate all Students for Success"

Michael S. Maine, Superintendent

THE SCHOOL BOARD OF MARTIN COUNTY, FLORIDA

1939 SE Federal Highway • Stuart, Florida 34994 • Telephone (772) 219-1200 Ext: 30222



Monroe County Superintendent Selection Committee
Monroe County School District
241 Trumbo Road
Key West, Florida 33040

Dear Selection Committee,

With great enthusiasm, I offer my highest recommendation for Dr. John Millay as he seeks the position of Superintendent with the Monroe County School District. Having worked under Dr. Millay's leadership as his successor in the Martin County School District, I can personally attest to his exceptional vision, leadership, and unwavering commitment to educational excellence.

Dr. Millay is a transformative leader with remarkable school finance and community engagement strengths. His keen financial acumen ensured the responsible stewardship of district resources, allowing for sustainable improvements in instructional programming, personnel support, and student services. Under his leadership, the district experienced substantial growth in student achievement, demonstrating his ability to implement strategic initiatives that lead to meaningful academic outcomes.

Perhaps one of Dr. Millay's most notable qualities is his ability to foster a strong, positive district culture. Throughout his tenure, he built strong relationships across all levels of the organization, restoring trust and unity within our schools and the broader community. He was a constant presence, engaging with students, teachers, support staff, and families. From our transportation and food and nutrition departments to our custodial teams and instructional staff, Dr. Millay prioritized connecting with people, understanding their needs, and providing the necessary support to ensure their success. His visibility and accessibility reinforced a culture of collaboration and respect that continues to benefit our district today.

Above all, Dr. Millay is a visionary leader who is deeply committed to every student's success. His ability to identify challenges and develop forward-thinking solutions sets him apart as a superintendent who can inspire educators and the community at large. He recognizes the invaluable role of teachers and staff, advocating for their professional growth while fostering an environment where students can excel.

Dr. Millay's expertise, passion, and leadership would greatly benefit the Monroe County School District. He will undoubtedly bring the same level of dedication and excellence that he demonstrated in Martin County. Please feel free to contact me should you require any additional information.

Sincerely,

Michael Maine
Superintendent

School Board Members: Brian Moriarty • Marsha B. Powers • Amy B. Pritchett • Christia Li Roberts • Jennifer L. Russell

"To Educate all Students for Success"

MEADE COUNTY BOARD OF EDUCATION

Dr. Mark Martin, Superintendent

1155 Old Ekron Road
Brandenburg, Kentucky 40108



Phone: (270) 422-7500
Fax: (270) 422-5494

March 13, 2025

Dear Members of the Monore County Board of Education and Selection Committee,

I am honored to recommend Dr. John Millay for the Superintendent of Monroe County Schools position. Throughout my career, I have had the privilege of working alongside many exceptional leaders. Dr. Millay is among the most talented and visionary educators I have ever known.

I first met Dr. Millay fifteen years ago when he was teaching an educational administration course at Western Kentucky University. It was immediately apparent that he was an outstanding instructor and an innovative leader who inspired those around him. I remember thinking then that if ever given the opportunity, I would want to work for him. That opportunity became a reality in 2014 when I joined Meade County Schools as the Director of Special Education under his leadership. My initial instincts proved to be correct—Dr. Millay was, and remains, a transformative leader who understands the complexities of the superintendency at a masterful level.

Dr. Millay possesses the rare ability to create and communicate a compelling vision that unites stakeholders around shared goals. He understands the power of teamwork and has an exceptional talent for identifying the right people to move an organization forward. His communication skills set him apart, allowing him to foster collaboration, build trust, and generate momentum for progress. His infectious positivity creates an energized work environment, while his unwavering courage enables him to make difficult but necessary decisions for the betterment of students and staff.

Beyond his leadership style, Dr. Millay brings unparalleled expertise in school finance, personnel, curriculum, facilities, legal matters, and community engagement. His strategic management of district resources has ensured fiscal stability and long-term growth in every district he has served. Moreover, he is an innovative thinker who challenges conventional boundaries and inspires those around him to pursue excellence beyond the ordinary.

Dr. Millay has successfully led mid-sized and large school districts, including Meade County Schools in Kentucky and Martin County Schools in Florida, a large, comprehensive district serving over 18,000 students. His experience leading an extensive, complex system like Martin County uniquely positions him to navigate the

opportunities and challenges in Monroe County, ensuring continued success and growth for students, staff, and the community.

During his tenure in Meade County, student achievement soared, and the district was consistently recognized at the state and national levels. Under his leadership, Meade County Schools earned accolades for career pathways development and for closing achievement gaps among students with disabilities—two critical areas that flourished due to his strategic focus. Dr. Millay can see possibilities before others do, think further ahead, and act decisively to ensure students and educators thrive.

Throughout my career in Daviess County and Meade County, I have worked with exceptional leaders, but Dr. Millay stands out as one of the most accomplished and dynamic leaders I have encountered. He builds trust, models integrity, and brings people together around a shared purpose. His expertise in school finance, progressive leadership style, deep understanding of educational law, and ability to unite people toward common ground make him an outstanding choice for this role.

Monroe County Schools would be incredibly fortunate to have Dr. John Millay at the helm. His leadership will inspire progress, cultivate excellence, and position the district for long-term success. I strongly encourage you to consider him for this role, and I would be happy to discuss his qualifications further. Please feel free to contact me at mark.martin@meade.kyschools.us or on my cell at 270-668-9810.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Martin". The signature is fluid and cursive, with the first name "Mark" and last name "Martin" clearly distinguishable.

Dr. Mark Martin
Superintendent, Meade County Schools

UNIVERSITY of LOUISVILLE

Louisville, Kentucky 40292

NAME: **MILLAY, JOHN DAMIAN**

STUDENT ID: [REDACTED] BIRTH DATE: **NOVEMBER 27**

DATE PRINTED: **05/14/2003**

OFFICIAL TRANSCRIPT

(A BLACK AND WHITE TRANSCRIPT IS NOT AN ORIGINAL)

This officially sealed and signed transcript is printed on security paper with the name of the university printed in small red type across the face of the document. A raised seal is not required.

THIS IS A TRUE COPY OF A RECORD ON FILE AT THE UNIVERSITY OF LOUISVILLE.

Kathleen L. Otto
UNIVERSITY REGISTRAR

PAGE: **1 of 1**

COURSE NO.	COURSE TITLE	GRADE	EARNED HOURS	HAW/G	QUALITY POINTS	COURSE NO.	COURSE TITLE	GRADE	EARNED HOURS	HAW/G	QUALITY POINTS
DEGREES AWARDED DEGREE: DOCTOR OF PHILOSOPHY PLAN: EDUCATIONAL ADMINISTRATION AWARDED: 2003-05-10											
EXTERNAL DEGREES WESTERN KENTUCKY UNIVERSITY 1993-09-01 BACHELOR OF SCIENCE 1996-05-01 MASTER OF ARTS											
BEGINNING OF GRADUATE RECORD											
*** FALL 2000 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 700	DOCTORAL SEM ED ADM	P	2.0								
	TERM GPA: 0.000		TERM TOTALS:	2.0	0.0	0.000					
	CUM GPA: 0.000		CUM TOTALS:	2.0	0.0	0.000					
*** SPRING 2001 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 720	ADV INTERN IN ADM&SUPV	P	2.0								
EDFD 700	RES CONCEPTS AND DESIGN	B+	3.0	3.0	9.900						
	TERM GPA: 3.300		TERM TOTALS:	5.0	3.0	9.900					
	CUM GPA: 3.300		CUM TOTALS:	7.0	3.0	9.900					
*** FALL 2001 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 780	PROB ANAL IN ED LDSP I	A-	3.0	3.0	11.100						
EDFD 701	MULTIVARIATE EDUC STATIS	B+	3.0	3.0	9.900						
	TERM GPA: 3.500		TERM TOTALS:	6.0	6.0	21.000					
	CUM GPA: 3.433		CUM TOTALS:	13.0	9.0	30.900					
*** SPRING 2002 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 781	PROB ANAL IN ED LDSP II	A+	3.0	3.0	12.000						
	TERM GPA: 4.000		TERM TOTALS:	3.0	3.0	12.000					
	CUM GPA: 3.575		CUM TOTALS:	16.0	12.0	42.900					
*** SUMMER 2002 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 795	DOCTORAL RESEARCH	A	3.0	3.0	12.000						
	TERM GPA: 4.000		TERM TOTALS:	3.0	3.0	12.000					
	CUM GPA: 3.660		CUM TOTALS:	19.0	15.0	54.900					
*** FALL 2002 ***											
PROGRAM:	GRAD EDUCATION DEGREE										
EDAD 795	DOCTORAL RESEARCH	A	2.0	2.0	8.000						
	TERM GPA: 4.000		TERM TOTALS:	2.0	2.0	8.000					
	CUM GPA: 3.700		CUM TOTALS:	21.0	17.0	62.900					
*** SPRING 2003 ***											
EDAD 795	DOCTORAL RESEARCH	A	1.0	1.0	4.000						
	TERM GPA: 4.000		TERM TOTALS:	1.0	1.0	4.000					
	CUM GPA: 3.717		CUM TOTALS:	22.0	18.0	66.900					
GRADUATE CAREER TOTALS											
	CUM GPA: 3.717		CUM TOTALS:	22.0	18.0	66.900					
End of Transcript											

ISSUED TO STUDENT

RED INK ON OFFICIAL TRANSCRIPT

WESTERN KENTUCKY UNIVERSITY

Student No: [REDACTED]
 Record of: John Damian Millay
 Issued To: John Millay
 265 Knollwood Dr
 Brandenburg, KY 40108

Date Issued: 15-MAY-2003

Page: 1

SEPARATE RECORD
 OF PRIOR
 WORK ATTACHED

Course Level: Graduate

Degree Awarded : Master of Arts in Education 10-MAY-1996
 Major : Elementary Education

SUBJ NO. COURSE TITLE CRED GRD PTS R

Institution Information continued:

SUBJ NO. COURSE TITLE CRED GRD PTS R

INSTITUTION CREDIT:

Fall 1994

Graduate Studies
 Elementary Education
 ELED 503 ORG ELEM CURRICULUM 3.00 B 9.00
 Ehls: 3.00 GPA-Hrs: 3.00 Pts: 9.00 GPA: 3.00

Spring 1995

Graduate Studies
 Elementary Education
 CNS 586 PARENTING ISSUES 3.00 A 12.00
 EDFN 500 RESEARCH METHODS 3.00 A 12.00
 Ehls: 6.00 GPA-Hrs: 6.00 Pts: 24.00 GPA: 4.00

Summer 1995

Graduate Studies
 Elementary Education
 ELED 505 MAT/METH/MATH/EL TEACH 3.00 A 12.00
 PSY 432G PSYCH/GIFTED/CREATIVE 3.00 B 9.00
 Ehls: 6.00 GPA-Hrs: 6.00 Pts: 21.00 GPA: 3.50

Fall 1995

Graduate Studies
 Elementary Education
 EDAD 585 FUNDAMENTALS/SCHOOL ADM 3.00 A 12.00
 EDAD 677 SCHOOL LAW 3.00 A 12.00
 PSY 511 PSYCHOLOGY/LEARNING 3.00 A 12.00
 RDG 519 FOUND READING INSTRU 3.00 A 12.00
 Ehls: 12.00 GPA-Hrs: 12.00 Pts: 48.00 GPA: 4.00

***** CONTINUED ON NEXT COLUMN *****

Spring 1996

Graduate Studies
 Elementary Education
 CNS 580 FAMILY LIFE STUDIES 3.00 A 12.00
 EDAD 691 EARLY ELEM SCH PRIN 3.00 A 12.00
 EDFN 576 SOCIAL FOUND OF EDUC 3.00 A 12.00
 PSY 520 PSYCH/INDIV DIFFERENCES 3.00 A 12.00
 Ehls: 12.00 GPA-Hrs: 12.00 Pts: 48.00 GPA: 4.00

Summer 1996

Graduate Studies
 School Administration - Rank I
 CNS 565 ELEMENTARY GUIDANCE SYS 3.00 A 12.00
 EDAD 684 INSTRUCTIONAL LEADERSHIP 3.00 A 12.00
 EDFN 548 RESEARCH/CURR/INST-IND 3.00 A 12.00
 Ehls: 9.00 GPA-Hrs: 9.00 Pts: 36.00 GPA: 4.00

Fall 1996

Graduate Studies
 School Administration - Rank I
 EDAD 682 SCHOOL-COMM RELATIONS 3.00 A 12.00
 EDAD 692 MIDDLE SCH PRIN 3.00 A 12.00
 Ehls: 6.00 GPA-Hrs: 6.00 Pts: 24.00 GPA: 4.00

Spring 1997

Graduate Studies
 School Administration - Rank I
 EDAD 588 SCHOOL BUSINESS MGT 3.00 A 12.00
 EDAD 598 FIELD EXPR/PRINCIPALSHI 3.00 A 12.00
 Ehls: 6.00 GPA-Hrs: 6.00 Pts: 24.00 GPA: 4.00

Summer 1997

Graduate Studies
 School Administration - Rank I
 EDAD 590 ADM OF SCHOOL PERSONNEL 3.00 A 12.00
 EDAD 694 SEMINAR IN EDUC ADM 3.00 A 12.00
 EDFN 548 RESEARCH/CURR/INST-IND 3.00 A 12.00
 Ehls: 9.00 GPA-Hrs: 9.00 Pts: 36.00 GPA: 4.00

Spring 1999

***** CONTINUED ON PAGE 2 *****

WESTERN KENTUCKY UNIVERSITY

Student No: [REDACTED]

Date Issued: 15-MAY-2003

Record of: John Damian Millay
Level: Graduate

Page: 2

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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Institution Information continued:

Graduate Studies					
Certification Only - Ed Ldrshp					
EDAD 594	SEM LDR: AUX PROG	3.00	A	12.00	
EDAD 679	THE SUPERINTENDENCY	3.00	A	12.00	
Ehrs:	6.00	GPA-Hrs:	6.00	Pts:	24.00
		GPA:	4.00		

Summer 1999

Graduate Studies					
Certification Only - Ed Ldrshp					
EDAD 686	PRINCIPLES/SUPERVISION	3.00	A	12.00	
EDAD 696	ADV ORG THEORY	3.00	A	12.00	
Ehrs:	6.00	GPA-Hrs:	6.00	Pts:	24.00
		GPA:	4.00		

Fall 2000

Graduate Studies					
Education/UL					
EDAD 798	INT/ADMN & SUPERVISION	2.00	A	8.00	
EDFN 501	EDUCATIONAL STATISTICS	3.00	A	12.00	
Ehrs:	5.00	GPA-Hrs:	5.00	Pts:	20.00
		GPA:	4.00		

Spring 2001

Graduate Studies					
Education/UL					
EDFN 601	APPL STATS & DSGN	3.00	A	12.00	
Ehrs:	3.00	GPA-Hrs:	3.00	Pts:	12.00
		GPA:	4.00		

Summer 2001

Graduate Studies					
Education/UL					
EDFN 720	FOUND/RURAL ED POLICY	3.00	A	12.00	
Ehrs:	3.00	GPA-Hrs:	3.00	Pts:	12.00
		GPA:	4.00		

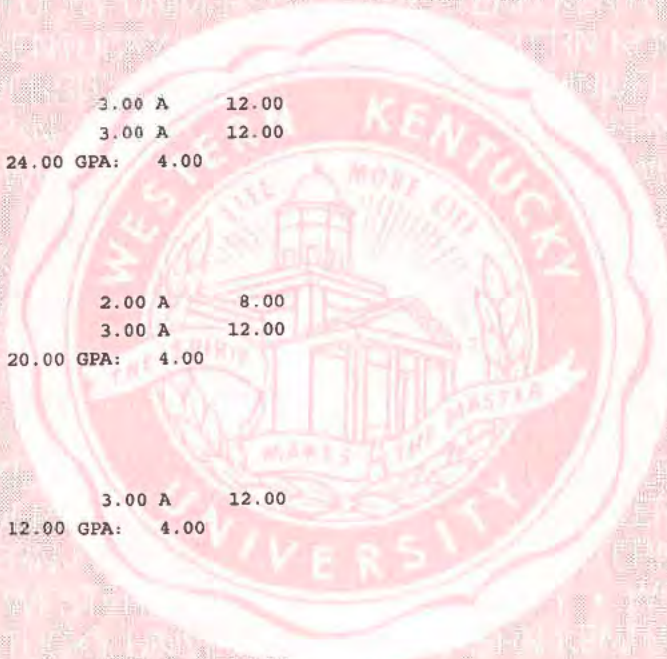
Fall 2002

Graduate Studies					
Education/UL					
EDAD 799	DISSERTATION RESEARCH	3.00	A	12.00	
Ehrs:	3.00	GPA-Hrs:	3.00	Pts:	12.00
		GPA:	4.00		

Spring 2003

Graduate Studies					
Education/UL					
***** CONTINUED ON NEXT COLUMN *****					

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:					
EDAD 799	DISSERTATION RESEARCH	3.00	A	12.00	
Ehrs:	3.00	GPA-Hrs:	3.00	Pts:	12.00
		GPA:	4.00		
***** TRANSCRIPT TOTALS *****					
		Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION		98.00	98.00	386.00	3.93
TOTAL TRANSFER		0.00	0.00	0.00	0.00
OVERALL		98.00	98.00	386.00	3.93
***** END OF TRANSCRIPT *****					



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Freida K. Eggleton, Registrar

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WESTERN KENTUCKY UNIVERSITY

Student No: [REDACTED]

Date Issued: 15-MAY-2003

Page: 1

Record of: John Damian Millay
 Issued To: John Millay
 265 Knollwood Dr
 Brandenburg, KY 40108

Course Level: Undergraduate

Degree Awarded : Bachelor of Science 30-DEC-1993
 Major : Elementary Education
 Major : Exceptional Education

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

02/90-05/91 Jefferson Community College
 Ehls: 51.00 GPA-Hrs: 51.00 Pts: 174.00 GPA: 3.41

INSTITUTION CREDIT:

Fall 1991

Education & Behavioral Science
 Elementary Education

ART 105	ART SURVEY	3.00	W	0.00
ELED 320	TEACH READING ELEM SCH	3.00	C	6.00
ELED 340	EVALUATION OF LEARNING	3.00	B	9.00
EXC 333	CAREER ED/EXCEPT IND	3.00	B	9.00
LME 288	CHILDREN'S LITERATURE	3.00	C	6.00
Ehls: 12.00 GPA-Hrs: 12.00 Pts: 30.00 GPA: 2.50				

Spring 1992

Education & Behavioral Science
 Exceptional Education
 Elementary Education

BIOL 115	GENERAL BIOLOGY	3.00	D	3.00
BIOL 116	LAB GENERAL BIOLOGY	1.00	C	2.00
CS 145	INTRO COMPUTING	3.00	B	9.00
ELED 360	EARLY CHILDHOOD DEV/EDUC	3.00	B	9.00
EXC 331	EARLY CHILD ED/HANDICAP	3.00	B	9.00
MATH 211	MATH/ELEM TEACHERS I	3.00	D	0.00 E
Ehls: 13.00 GPA-Hrs: 13.00 Pts: 32.00 GPA: 2.46				

Summer 1992

Education & Behavioral Science
 Exceptional Education
 Elementary Education

ART 100	ART APPRECIATION	3.00	D	3.00
ENG 200	INTRODUCTION LITERATURE	3.00	B	9.00

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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Institution Information continued:

MATH 211	MATH/ELEM TEACHERS I	3.00	C	6.00
MATH 212	MATH/ELEM TEACHERS II	3.00	C	6.00
Ehls: 12.00 GPA-Hrs: 12.00 Pts: 24.00 GPA: 2.00				

Fall 1992

Education & Behavioral Science
 Elementary Education
 Exceptional Education

EXC 332	MAT/MEDIA/EXCEPT CHILD	3.00	A	12.00
EXC 334	PROF SEM SPECIAL EDUC	4.00	A	16.00
EXC 430	DIAGNOSIS/INSTR PLANNING	3.00	A	12.00
EXC 432	APPLIED BEHAV ANALYSIS	3.00	C	6.00
EXC 433	SPEC EDUC INSTR PROG	3.00	B	9.00
MUS 311	MUSIC FOR PRIMARY TCHRS	3.00	C	6.00
Ehls: 19.00 GPA-Hrs: 19.00 Pts: 61.00 GPA: 3.21				

Spring 1993

Education & Behavioral Science
 Elementary Education
 Exceptional Education

ART 310	ART EDUC/ELEM SCHOOL	4.00	B	12.00
ELED 405	TEACH MATH/ELEM SCH	3.00	B	9.00
ELED 406	TEACH SCIENCE/ELEM SCH	3.00	B	9.00
ELED 407	MAT/METH/SOCIAL STUDIES	3.00	A	12.00
EXC 431	LANG INTERVENT/HANDICAP	3.00	B	9.00
PHY 420	ADAPTIVE P E	3.00	A	12.00
Ehls: 19.00 GPA-Hrs: 19.00 Pts: 63.00 GPA: 3.32				

Summer 1993

Education & Behavioral Science
 Elementary Education
 Exceptional Education

ASTR 104	ASTRONOMY/SOLAR SYSTEM	3.00	D	3.00
ASTR 104	LAB FOR ASTR 104	0.00	NG	0.00
ELED 420	READING/PRIMARY GRADES	3.00	B	9.00
GEOG 100	INTRO/PHYSICAL ENVIRON	3.00	B	9.00
RELS 101	OLD TESTAMENT	3.00	C	6.00
Ehls: 12.00 GPA-Hrs: 12.00 Pts: 27.00 GPA: 2.25				

Fall 1993

Education & Behavioral Science
 Elementary Education

***** CONTINUED ON PAGE 2 *****

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Freida K. Eggleton, Registrar

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WESTERN KENTUCKY UNIVERSITY

Student No: [REDACTED]

Date Issued: 15-MAY-2003

Record of: John Damian Millay
Level: Undergraduate

Page: 2

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
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Institution Information continued:

Exceptional Education

ELED 490	STUDENT TEACH/NON-GRADED	5.00	A	20.00	
EXC 434	PROGRAM/SPECIAL EDUC	3.00	A	12.00	
EXC 490	STUDENT TEACHING/LBD	6.00	A	24.00	
Ehrs: 14.00 GPA-Hrs: 14.00 Pts: 56.00 GPA: 4.00					

***** TRANSCRIPT TOTALS *****

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	101.00	101.00	293.00	2.90
TOTAL TRANSFER	51.00	51.00	174.00	3.41
OVERALL	152.00	152.00	467.00	3.07

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



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Freida K. Eggleton, Registrar

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State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

DR. JOHN DAMIAN MILLAY

*Has satisfactorily completed all requirements of Florida Statutes and
State Board of Education Rules for the coverages or endorsements listed below:*

PROFESSIONAL
PROFESSIONAL
PROFESSIONAL

EXCEPTIONAL STUDENT EDUCATION
EDUCATIONAL LEADERSHIP
ELEMENTARY EDUCATION

GRADES K-12
ALL LEVELS
GRADES K-6

07/01/2020 - 06/30/2025
07/01/2020 - 06/30/2025
07/01/2020 - 06/30/2025

Department of Education Number 1430931

Paul O. Burns
Deputy Chancellor for Educator Quality

1509489

Richard Corcoran
Commissioner of Education

Issued: October 19, 2020



CERTIFICATE

The Florida Association of District School Superintendents in accordance with
Florida Statutes and State Board of Education Rules, hereby certifies that

Dr. John Millay

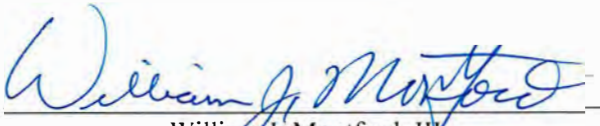
has successfully completed program and certification requirements of the

Florida Superintendent Special Certification Program

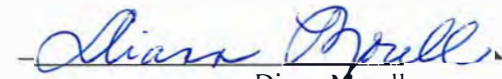
with all the honors, rights and privileges thereunto appertaining.

In witness thereof, the Seal of the State of Florida and the signatures of duly
authorized officers are hereto affixed.

Awarded on the first day of June, two thousand and twenty-one.


William J. Montford, III
Chief Executive Officer
Florida Association of District School Superintendents




Diann Morell
Director of Training and Development
Florida Association of District School Superintendents



COMMONWEALTH OF KENTUCKY
EDUCATION PROFESSIONAL STANDARDS BOARD
FRANKFORT, KENTUCKY

CERTIFICATE FOR TEACHERS AND OTHER PROFESSIONAL SCHOOL PERSONNEL
CERTIFICATE NUMBER: 43444

This certifies that Dr. John Damian Millay has completed a program of professional preparation and is hereby issued this certificate in accordance with Section 161 of the Kentucky Revised Statutes and in accordance with the legal authority of the Kentucky Education Professional Standards Board.

RANK UNDER KRS 157.390: Rank I (07/01/1997)

Valid from the indicated effective date to expiration date for professional services in Kentucky schools as shown below. This document includes all certifications currently in effect for the recipient and supersedes any and all certificates previously issued.

Code	Certification	Effective Date	Expiration Date
ILST	Professional Certificate For Instructional Leadership--School Superintendent TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035
ILV2	Professional Certificate For Instructional Leadership--Supervisor Of Instruction, Grades K-12; Level II TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035
KDP2	Professional Certificate For Director Of Pupil Personnel, Level II TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035
KP2	Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035
PLDF	Provisional Certificate For Teachers Of Exceptional Children--Learning And Behavior Disorders, Grades K-12 TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035
SEEF	Standard Certificate For Teaching In The Early Elementary, Grades K-4 (And Self - Contained Grades 5-6) TEN (10) YEAR EMERITUS CERTIFICATE IS ELIGIBLE FOR A ONE-TIME RENEWAL. MUST COMPLETE TWO YEARS OF QUALIFYING EMPLOYMENT AND 42 HOURS OF EILA TRAINING FOR ADMINISTRATORS, OR 64 HOURS OF PROFESSIONAL DEVELOPMENT FOR TEACHERS BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.	07/01/2025	06/30/2035

It is the responsibility of the certificate holder to maintain the validity of this certificate.

A handwritten signature in black ink, appearing to read "Byron Daulton". The signature is fluid and cursive, with the first name "Byron" and last name "Daulton" clearly distinguishable.

**ASSOCIATE COMMISSIONER
KENTUCKY DEPARTMENT OF EDUCATION**

**PROFESSIONAL CODE OF ETHICS
FOR
KENTUCKY SCHOOL PERSONNEL
16 KAR 1:020**

Section 1. Certified personnel in the Commonwealth

- (1) Shall strive toward excellence, recognize the importance of the pursuit of truth, nurture democratic citizenship, and safeguard the freedom to learn and teach;
- (2) Shall believe in the worth and dignity of each human being and in educational opportunities for all;
- (3) Shall strive to uphold the responsibilities of education profession;

(A) To Students

- Shall provide students with professional education services in a non-discriminatory manner and in consonance with accepted best practice known to the educator.
- Shall respect the constitutional rights of all students.
- Shall take reasonable measures to protect the health, safety, and emotional well-being of students.
- Shall not use professional relationships or authority with students for personal advantage.
- Shall keep in confidence information about students which has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
- Shall not knowingly make false or malicious statements about students or colleagues
- Shall refrain from subjecting students to embarrassment or disparagement.
- Shall not engage in any sexually related behavior with a student with or without consent, but maintain a professional approach with students. Sexually related behavior shall include behaviors as sexual jokes; sexual remarks; sexual kidding or teasing; sexual innuendo; pressure for dates or sexual favors; inappropriate physical touching, kissing or grabbing; rape; threats of physical harm; and sexual assault.

(B) To Parents

- Shall make reasonable efforts to communicate to parents information which should be revealed in the interest of students.
- Shall endeavor to understand community cultures and diverse home environments of students.
- Shall not knowingly distort or misrepresent facts concerning emotional issues.
- Shall not interfere in the exercise of political or citizenship rights and responsibilities in agency.
- Shall not accept gratuities, gifts or favors that might impair or appear to impair professional judgement, and shall not offer any of these to obtain special advantage.
- Shall not use institutional privileges for private gain, for the promotion of political candidates, or for partisan political activities.

(C) To Education Profession

- Shall exemplify behaviors which maintain the dignity and integrity of the profession.
- Shall accord just and equitable treatment to all the members of the profession in exercise of their professional rights and responsibilities.
- Shall keep in confidence information acquired about colleagues in the course of employment, unless disclosure serves professional purposes or is required by law.
- Shall not use coercive means or give special treatment in order to influence professional decisions.
- Shall apply for, accept, offer, or assign a position or responsibility only on the basis of professional preparation and legal qualifications.
- Shall not knowingly falsify or misrepresent records of facts relating to the educator's own qualification or those of other professionals.

References

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