March 25, 2024

Thank you for the opportunity to submit my application to become the next Superintendent for the School Board of Okeechobee County. Choosing the right superintendent is the most important decision the School Board will make. There is no more vital responsibility in this community than who will build upon successes while leading with a vision for the future in this school system consisting of 6,200 students and 850 employees.

My family moved to Okeechobee when I was 5 years old and I am a proud Brahman graduate of OHS Class of 1991. I understand the traditions of this system, the students, and the community we serve. I want Okeechobee County Schools to remain the number one option for parents and I believe, with the service we provide for the whole child, it will. Students have opportunities when they leave our school system. They attend college; some even at Ivy League schools, others pursue their dream career, and some take gap years to figure out what it is they want to do. I hear stories from former students, but they all go back to their days at Yearling or OHS and wish they could do it again or have taken full advantage of the opportunities and experiences our schools provide. We are a community of tradition: homecoming parades and games, bonfires, sports seasons, carnival nights, scholarship nights, and graduations in an Ag. Barn. Those are memories that last, and those experiences will continue for our students in the future.

I feel I am the best option for Okeechobee County Schools. This is my 28th year serving Okeechobee students. After 4 years of playing and 1 year of coaching college baseball, I returned home and started substitute teaching. In October of 1996, James Kirk, principal of YMS, offered me a job to finish out the year in a position that had a previous teacher leave. I accepted and never looked back through 14 years at Yearling. I've spent the last 14 years progressing from Assistant Principal, Principal, and Assistant Superintendent, to currently serving as Interim Superintendent. How amazing is a system where a substitute can rise to the highest levels of administration? I'm not special; I show up every day, prioritize tasks, and am fortunate to be surrounded by dedicated staff and employees.

Highlighted in my resume are the increases in student achievement during my four years as principal at OHS. Advanced Placement (AP) scores, Dual Enrollment (DE) graduates, Career and Technical (CTE) Certifications, and the School Accountability System were all areas of growth. However, those measurable indicators do not tell the entire story of the culture. Many historically strong programs, such as FFA and Band, continued to expand and receive special recognition during my time as principal. My goal was to make the students at OHS believe they were part of something bigger than themselves. I wanted to build responsibility for self-accountability and service by ensuring classmates were moving forward as well. Together, with all stakeholders, we built The Brahman Way. To this day, The Brahman Way is referenced. Former students proudly repeat the daily reminder to Move Forward, Be Great, and Be Brahmans. It was embedded in the culture, and I know it positively impacted everything instructional, artistic, and athletically accomplished by students on that campus.

As an administrator at Okeechobee High School, many of the school improvement goals translate directly to the District Strategic Plan: graduation rate, acceleration opportunities through advanced coursework, and student achievement. When I transitioned to the district, one of my roles was to enhance district-level communication to school sites and then from school sites to parents and the community. Internal communication was enhanced by reducing the number of emails sent to the school sites from the district office. The communication that could not be eliminated was routed through a weekly bulletin, or newsletter, with the intent of sharing non-emergency items directly with school and district administrators to keep everyone on the same page. External communication was enhanced via Skyward and programs giving parents direct access to grades and teacher communication. Social media, namely Facebook, became a point of focus for the district and all ten school sites to share their story. The focus was "If we don't share our story, someone else will".

Our school and district pages are still going strong today. The next step, coming in August, will be a phone application to give parents access to the schools, down to the specific classes their student attends. This app will share details of events and highlights of day-to-day happenings of campus life. Barriers to school site communication will be greatly reduced by this single phone application.

A general view of a public education system is to systematically progress students from kindergarten through 12th grade and have a ceremony at the end of that journey. The system in Okeechobee County Schools has always been about more than that. This is where I want to build on success while improving toward the future. Graduation Ready, College/Career Ready, and World Ready begins at birth. Students must enter Kindergarten ready to learn. Research shows 3rd grade proficiency starts in readiness for kindergarten. We cannot lose focus on kindergarten through 3rd-grade instruction and support. Students must be able to read, write, and communicate. Research has also shown that 10th-grade proficiency is linked to 3rd-grade proficiency. We must ensure opportunity for Pre-K through 10th grade proficiency before a student can be Graduation Ready. If we succeed, students can focus on Career/College Readiness (CCR). This process begins with the introduction to a wide range of choices beginning as early as possible. We currently have active Career and Technical Education programs started in both middle schools in the areas of agriculture and digital media tools. High School students can meet College and Career readiness acceleration requirements through success in AP and/or DE courses. By the time a successful student reaches 12th grade, they can work off-campus on educational experiences through volunteer hours, Internship hours, and On-the-Job training hours through a CTE program area.

My ultimate goal for students in our system would be to meet all graduation state requirements by the end of their 10th-grade year and be graduation-ready. In 11th grade, students will take advantage of and have success in AP, and DE courses and/or pass a certification exam in a CTE course: this would be Career/College Ready. A World Ready senior would walk across the graduation stage knowing they met state requirements, and acceleration standards through career/college readiness success, and were able to experience real-world opportunities through service or instructional credit through working on the job in our community. This is attainable, but as I've indicated it starts earlier than high school.

Okeechobee County Schools are currently a "C" district, and we know we have much more that impacts the lives of our students and this community through academics, the arts, and athletics. A "C" rating sells us short and doesn't tell our story. We have a Strategic Plan with a goal of being an A-rated District by the end of the plan. I believe we can get there through some targeted steps. We continue to build and refine Kindergarten Readiness and support birth through Pre-K community partnerships. We can't miss with 3rd grade proficiency, must have early identification through the MTSS process, and provide the necessary support early and often. We must reinforce character development and drug prevention education early and often with instruction embedded in elementary and middle schools. We build relevance for graduation and career/college readiness, CTE certifications, and high school credit opportunities through Algebra in middle schools. We must ensure 9th graders begin their high school career with academic success so when they become 10th through 12th graders they will become Graduation, Career/College, and World Ready. With strategic instructional focus, appropriate student support, and opportunities through a variety of enrichment programs every student in Okeechobee County Schools can achieve and exceed expectations.

You have a huge responsibility in selecting the right person for this position. I have shown through leadership in the areas of student achievement, school safety, risk management, development of staff, financial planning, carrying out the goals of the District Strategic Plan, working with the community, handling difficult situations with professionalism, and modeling expectations that I can lead this District into the future. Working for the School Board of Okeechobee County is the only job I have known since graduating from college.

I appreciate the confidence the Board had in selecting me to represent the District as the Interim Superintendent. I look forward to participating in the search process.

Sincerely,

Dylan Tedders

Interim Superintendent Okeechobee County Schools

Dylan Tedders

"Building on Our Successes"

Objective

To be selected Superintendent for the School Board of Okeechobee County and lead the district in

fulfillment of the goals of the Strategic Plan.

Certification
Areas (current)

Psychology (6-12) (B.A., Florida Institute of Technology)

Vocational/Industrial Arts (6-12)

Educational Leadership (M.A., Florida Atlantic University)

School Principal

Certifications

FLDOE certified District School Safety Specialist (Florida Department of Education)

FPELRA certified Chief Negotiator (Florida Public Relations Association)

CLEAR certified Investigator/Inspector (Council on Licensure, Enforcement, and Regulation)

Florida Model Certified: FLDOE Threat Management

Administrative Experience March 1, 2024 - Present

Okeechobee County School Board

Okeechobee, FL

Interim Superintendent

Report directly to the School Board. Provide updates on OHS construction, purchases, and status around the district provided at bi-monthly board meetings. Provide a weekly recap of the daily activities.

Oversee day-to-day operations of the district.

Organize agenda for weekly district instructional staff meetings and bi-monthly district administrator/principal meetings.

Plan for 2024 -25 allocations for district and school sites.

Represent Okeechobee on the Heartland Educational Consortium (HEC) Board of Directors

2019 - Present Oke

Okeechobee County School Board

Okeechobee, FL

Assistant Superintendent

District School Safety Specialist: Security Management per FLDOE Office of Safe Schools. Includes: management of Safe School Allocations, the Guardian Program, School Security Funding Grants, compliance with state-level monitoring visits, attending monthly state-wide safety specialist meetings, annual completion of Florida School Safety Assessment Tool 10 sites including presenting District Summary to the School Board each October.

Building a new OHS: presented to FLDOE's Special Facilities Construction Critical Needs Committee (online per COVID), negotiating with final Phase 1 and 2 GMP, attending weekly construction meetings and overseeing the Director of Operations.

District Risk Manager: Safety and Worker's Comp. monitoring and compliance with 13 Districts in the FSBIT pool. Attend monthly risk managers meetings and quarterly convenings to ensure risks to students and employees are minimized, FSBIT Budget and Investment Committee Member

Board Appointed to Okeechobee County Economic Development Corporation, 2020 & 2021

Board Appointed Interim Superintendent beginning March 1, 2024

Chief Negotiator for the Board: Instructional and Classified Contracts

Committee Lead: Budget, Calendar, Discipline, District Advisory Council, Insurance

District Administrator Evaluations: complete evaluations for Directors and Coordinators (11 total)

District PIO (Public Information Officer): G-290 Training Certificate

District Threat Management Team member (DTMT): following the Florida Model for Threat Management

FLDOE FL-CLASS participant (FL Collaborative Leaders for All Students' Success), 2022-23

New Administrator Evaluation Trainer: District Administrators and Assistant Principals

NISL/NCEE trained (National Institute for School Leadership/National Center on Education and the Economy)

2020-2023 Strategic Plan Goal 4 Lead: Effective Communication

2023-2026 Strategic Plan Goal 4 Lead: Operational Functions

Principal

Increase in Advanced Placement Scores of 3 or higher: from 29% in 2016 to 55% in 2019, highest was 57% in '18.

Increase in Career and Technical Education Certifications: from 281 in 2015-16 to 395 in 2018-19 Increase in number of Dual Enrollment students graduating with an AA degree: from 9 students in 2015 to 22 students in 2019.

Increase in School Grade total points: from 444 in 2015-16 to 501 in 2017-18.

2016-2019: OHS was a National BETA School of Merit

Assistant Principal development: two former assistant principals are now principals of OHS and OFC.

Branded "The Brahman Way" with students, staff, and stakeholders. Remains in place today.

FLDOE Commissioner's Leadership Academy attendee (Class of 2017)

2017-18 Okeechobee County School Board District Principal of the Year: voted on by peers

Ranked 13th in the State ELA 10th grade VAM Scores (2017)

Presented "The Power of Partnership: College Board" at the College Board AP Conference (July 2018)

School recognition for a 2018 National Merit Scholarship Program Semi-finalist

2018-19 BDLA: Standards Leadership Academy attendee (Brian Dassler Leadership Academy)

Presented to FLDOE's Special Facilities Construction Critical Needs Committee in Tallahassee (2016)

OHS students accepted into various post-secondary programs including MIT, Harvard, and Yale

2010-2015 Okeechobee High School Okeechobee, FL

Assistant Principal

Lead PLCs related to Culture Building and Discipline Programs. Instituted reporting to identify students with low GPA, low credits, and high numbers of referral incidents. Set up an academic intervention program to address needs and lead at-risk populations toward graduation.

Responsible for Campus Activities, Athletics, Discipline, Event Planning, Facilities, Teacher Evaluations, Hiring and Evaluating Classified Staff, Organizing Search Committees for Head Coaches: Football, Baseball, and Softball.

Cambridge Evaluation Training: Train the Trainer 1st Cohort, trained District Administrators and Principals Attended: FHSAA Representative Assembly 2014 & 15, Gulf Coast Partnership (GCP) via the University of South Florida in 2014-15, AVID trainings, Model Schools in Atlanta

Professional Experience

1996 - 2010 Yearling Middle School Okeechobee, FL

Teacher, Dean of Students, Head Baseball Coach @ OHS

Vocation Education Teacher: Technology Class

Taught Remedial Math Courses during the FCAT era.

Coordinator of the 21st Century Community Learning Center Grant and Before/After-School, and Summer Programs. Hired staff, oversight of monitoring and federal reporting requirements, managed student enrollment, and coordinated services with transportation and food service.

Department Head for Vocational Department: Yearling Middle School

Athletic Director: Yearling Middle School

2004 Treasure Coast Conference Baseball Coach of the Year: Okeechobee High School

2005 FHSAA Baseball State Final Four: Okeechobee High School

Additional References: (available upon request) Christa Luna: Gilbert Family of Companies, Indian River State College District Board of Trustees

Dowling Watford, Mayor, City of Okeechobee

Jorje Botello, Okeechobee County Education Association (OCEA) President, Teacher

Ken Kenworthy: Former Superintendent of Okeechobee County School Board

Magi Cable: Retired Educator, Okeechobee Historical Society

Noel Stephen: Sheriff Okeechobee County



To whom it may concern,

I have known Dylan Tedders for nearly 30 years and interacted with him on several levels, and during that time he has earned my utmost respect with his ability to both lead and inspire. I have witnessed him handle pressure packed situations both in his personal life, as a teacher, coach and an administrator, and in all of them I have been impressed with the level of calm that he has maintained.

There was a season during those 30 years when I interacted with Dylan as a peer, as we were both teachers. Then yet another season where I was in more of an administrative role as the athletic director when he was our head baseball coach. During that time, I found Dylan to be the consummate professional on every level. His communication was always on point. He is trustworthy, punctual and in every way proved to be a man of high character. Dylan is a model of integrity for his students and players and always commanded their respect.

Then there came a season where my interaction with Dylan came on a different professional level. As the Pastor of More 2 Life Ministries, we were tenants of the Okeechobee County School board for over 18 years, and for much of that, Dylan was a main point of contact. I found him to be very easy to work with, and very fair in his decisions. Because of his calm demeanor, conflict resolution seemed to be very natural for him.

There has also been a long season where I have been able to consider Dylan as my friend. I am currently his pastor, as he and his family attend our church. I see him growing in his faith and leading his own family. There is a passage in 1 Timothy 3 that speaks to qualifications of leadership within the church, and some of them I believe would apply to leading a school district as well. "They should be above reproach, soberminded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money, and they must manage their own household well."

It is my belief that Dylan displays those qualities and more. His years of experience I believe makes him more that qualified to carry on the tradition of excellence that Okeechobee County has long displayed. It is my great privilege to write this letter of recommendation for him to lead this county as its new superintendent.

Thank you,

Pastor Cary McKee



Principal Tuuli Robinson

Assistant Principal Heather Briney

Secretary Rosa Velasquez

North Elementary School

3000 NW 10th Terrace Okeechobee, FL 34972-1899 Telephone (863) 462-5100 Fax (863) 462-5107 Guidance Counselor TBA

Reading Coach
Rachel Williams

Math/Science Coach Candace Bockoras

January 5, 2024

Dear Okeechobee County School Board Members,

I am pleased to write this letter in support of Dylan Tedders for the position of Superintendent with the Okeechobee County School District. I am fortunate to have worked with him at both the elementary and secondary levels. I first worked with Mr. Tedders in 2016 when I was the assistant principal at Yearling Middle School; however during my worked of teaching at Everglades Elementary School, I always heard very positive things about him as a school-based administrator. After having the opportunity to work with him, I was able to witness his strong work ethic, exceptional leadership, and ability to work with staff members, students, and parents to truly achieve excellence.

He was a secondary school-based administrator while I worked at Yearling. We often attended trainings and meetings together. He offered solutions anytime I asked him questions and impressed me with his vast knowledge and ability to form relationships with his staff. As I aspired to be a principal, I had hoped to be held in the same regards as his staff held him. I always felt comfortable asking him questions about high school credit classes and major discipline issues.

During my second year as principal at South Elementary School, he was the assistant superintendent of administrative services. He was my first point of contact when I needed assistance. I always knew Mr. Tedders was willing to listen and discuss issues with me. He always had an answer, or promised to find one, when challenging situations arose. Additionally, when the assistant superintendent of instructional services position was dissolved, I felt comfortable reaching out to him about instructional concerns and questions. We engaged in many conversations regarding phonics instruction and data from elementary-based assessments.

His open and honest communications have earned him the respect and trust of many staff members, students, and parents in our district. Mr. Tedders is an excellent administrator who has demonstrated considerable skills at all levels of schools. As an administrator, I appreciated his ability to listen, reflect, and communicate his thinking and decisions. As a teacher, I respect these same abilities of his and feel supported having him as our assistant superintendent. I tove this school district and plan to teach here for many years to come. As the state of education is often in crisis, I am comforted in the possibility of having Mr. Tedders as my superintendent. I truly believe he is what our district needs and will continue to strive for excellence. As a parent of students in the district and a current employee, I am confident Mr. Tedders will provide the direction and guidance necessary to promote student success in all of our schools.

Dylan Tedders is an outstanding educator dedicated to his profession and is a person of integrity who operates from a clear sense of his own values. As a teacher, I want to make him proud when he visits my classroom. He is a leader of distinction who has the skills, vision, and personality to inspire others in our schools.

Sincerely,

Emily Streelman

North Elementary School

emily.streelman@okee.k12.fl.us

Facebook and Twitter: @NESTigers Website: http://nes.okee.k12.fl.us/

To Whom It May Concern:

It is my honor and privilege to recommend Dylan Tedders for the position of Superintendent of Okeechobee County School System. I worked very closely with Mr. Tedders for eight years. For five of the years he served as Assistant Principal during the time that I was the principal of Okeechobee High School. During this time, he developed his leadership skills to the point when I became Director of Student Services, he was highly recommended to become the principal of Okeechobee High School. During the time that he has served as principal he has made many improvements and the academic achievement of students continue to improve.

Mr. Tedders is an innovative thinker and planner. He isn't satisfied with the status quo but thinks outside of the box to make necessary changes so that all students can achieve excellence. As principal, I depended on him to suggest ideas and different opinions when we were discussing ways to improve the school. Mr. Tedders maintains a level head and demeanor, even in stressful situations. We had many days that our original plans had to be changed, and he was always calm in these situations. During one school year we not only had to change the date of Homecoming, the Homecoming Parade and even Graduation due to severe weather situations, we were on Plan D for some of these events. He maintained a calm demeanor and was able to make all the adjustments necessary to make the events successful.

Mr. Tedders is constantly striving to increase his leadership capacity. He is an avid reader and keeps abreast of the latest theories in education. He has attended many different leadership programs including: The Gulf Coast Partnership — USF, the Brian Dasler Leadership Academy, attended College Board Partnership meetings and presented at the meetings, and was a member of a FLDOE Principal Leadership Academy. Each time that he attended these conferences or programs, he would bring back ideas to present to the faculty on ways to improve the school. He has adopted the continuous improvement model in all his work as assistant principal and principal of Okeechobee High School. He, however, is very careful to involve his faculty in decision making when change is needed.

Mr. Tedders is a very devoted educator, giving countless hours to his work. He has been a very successful Assistant Principal, Principal, and Assistant Superintendent. As Assistant Superintendent he has continued the level of professionalism, innovative ideas, level-headedness, passion for the job, compassion for the students and staff, and dedication to the entire School District of Okeechobee County. I have continued to observe him in the role of Assistant Superintendent, even as someone that has retired from the system, but still had volunteer activities with the district.

I am very excited for our district at the possibility of him becoming the Superintendent of Schools for Okeechobee County Schools. Mr. Tedders has served the Okeechobee County School system well and will continue to work endless hours for the improvement of our system.

Sincerely,

Toni Wiersma

Toni Wiersma

Retired Educator Executive Director Children's Service Council of Okeechobee

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DYLAN TEDDERS 514 SW 8TH ST OKEECHOBEE FL 34974

State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

DYLAN JAMES TEDDERS

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

PROFESSIONAL PROFESSIONAL PROFESSIONAL PROFESSIONAL

SCHOOL PRINCIPAL

ENGINEERING AND TECHNOLOGY EDUCATION GRADES 6-12
EDUCATIONAL LEADERSHIP
ALL LEVELS
PSYCHOLOGY
GRADES 6-12

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Department of Education Number 769456

Paul O. Burns Chancellor of Public Schools

2322991



Manny Diaz, Jr. Commissioner of Education Issued: May 31, 2023