

**STATE OF OHIO EMPLOYMENT APPLICATION**



**STATE OF OHIO**  
 careers@ohio.gov  
 Columbus, Ohio 43215  
 800-409-1205  
<http://careers.ohio.gov/>

**Sommers, Robert D**  
**20011514 SUPERINTENDENT OF PUBLIC INSTRUCTION**

**Received:**5/16/11 9:44 AM  
**For Official Use Only:**  
 QUAL: \_\_\_\_\_  
 DNQ: \_\_\_\_\_  
 Experience  
 Training  
 Other: \_\_\_\_\_

**PERSONAL INFORMATION**

<b>NAME:</b> (Last, First, Middle) Sommers, Robert D		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State, Zip Code) 2400 Schroff Dr., Middletown, Ohio 45052		
<b>HOME PHONE:</b> (513) 673-2733	<b>ALTERNATE PHONE:</b>	<b>EMAIL ADDRESS:</b> robertdsommers@gmail.com
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	

**PREFERENCES**

<b>PREFERRED SALARY:</b>	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b>	
<b>TYPES OF WORK YOU WILL ACCEPT:</b>	
<b>SHIFTS YOU WILL ACCEPT:</b>	
<b>OBJECTIVE:</b>	

**EDUCATION**

<b>DATES:</b> From: To:	<b>NAME:</b>	
<b>LOCATION:</b> (City, State)	<b>DID YOU GRADUATE?</b>	<b>DEGREE RECEIVED:</b>
<b>MAJOR:</b>	<b>UNITS COMPLETED:</b>	

**WORK EXPERIENCE**

<b>DATES:</b> From: To:	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>COMPANY URL:</b>	<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>
<b>HOURS PER WEEK:</b>	<b>SALARY:</b>	<b>MAY WE CONTACT THIS EMPLOYER?</b>
<b>DUTIES:</b>		
<b>REASON FOR LEAVING:</b>		

**CERTIFICATES AND LICENSES**

<b>TYPE:</b>	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>

**SKILLS**

<b>OFFICE SKILLS:</b> Typing: Data Entry:
<b>OTHER SKILLS:</b>
<b>LANGUAGE(S):</b>

<b>ADDITIONAL INFORMATION</b>

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b>	<b>NAME:</b>	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency Wide Supplemental Questions**

1. **Please indicate your county of residence.**  
Other
2. **SUMMARY OF QUALIFICATIONS - In the area below, briefly describe the experience, education, training and other factors that qualify you for the position or examination for which you are applying. Refer to the Minimum Qualifications and any position-specific qualifications posted for this position or examination.**  
See Resume
3. **Please list below the specific course work areas at the high school level or beyond relevant to the position or examination for which you are applying. Also indicate the number of courses you have successfully completed in each area. NOTE: A transcript may not be substituted for this section, although you may be required to submit a transcript.**  
See Resume
4. **Are you a current State of Ohio employee?**  
Yes, I'm a permanent employee
5. **If you are a current State of Ohio employee, please provide your eight (8) digit, OAKS Employee ID number. If you are not a current State of Ohio employee, please type N/A.**  
10116042
6. **If you are not a current State of Ohio employee, have you ever been employed by the State of Ohio? (If you are a current State of Ohio employee, please select N/A.)**  
N/A
7. **If you were previously employed by the State of Ohio, please choose one of the following:**  
N/A - Current state employee **OR** not previously employed by the State of Ohio.
8. **Have you ever been convicted of a felony? (A felony conviction may not automatically exclude you from consideration.)**  
No
9. **If you answered Yes to the previous question, please give date(s) of conviction(s) and explain. If you answered No, please type N/A.**  
N/A
10. **How did you become aware of this employment or examination opportunity?**  
Other

I certify that the answers I have made to all of the questions in this application are true and complete to the best of my knowledge. I understand that if this application is not completed in its entirety, it will not be processed and I will be automatically disqualified. I understand that I am responsible for the correctness of this application. I also understand that a background check may be required prior to employment and that, in accordance with the Drug-Free Workplace Program, drug testing may be required. I waive all provisions of law forbidding colleges or universities which I attended, or past employers, from disclosing any information which they acquired relevant to my employment. I consent that they may disclose such information to the Human Resources Division, Department of Administrative Services, and/or the agency that holds the vacancy for which I am applying and to appropriate officials for recruitment purposes. I understand that any offer of employment is conditional upon proof of legal authorization to work in the United States as required by the Immigration Reform and Control Act.

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

✓

May 15, 2011

To whom it may concern,

I am interested in the Superintendent of Public Instruction position. My interest is based on my belief in the opportunities before Ohio's educational system. We are at a unique time in history where real reform is possible and can lead to higher, more cost effective educational performance. Ohio's children deserve better and Ohio's citizens do as well.

My career has been almost exclusively in the field of education. However, my work ethic and drive comes from growing up in a family business where I learned firsthand the importance of business principles in assuring success. My passion is to provide children with quality educational experiences that lead to their success. I believe all students can learn and our educational system is responsible for making it so.

My career path includes time as a student, a teacher, an Ohio Department of Education employee, an elected school board member, a community leader, a school district superintendent, a charter school operator, and now a policy leader for the Governor. Each role has been as a leader of increasingly complex organizations or situations.

I'm keenly aware of the challenges facing Ohio's educational system. I also know it is within our power to achieve more. We only have to take responsibility for results and reject those ideas which suggest poor student performance is beyond our control. Research is clear... schools can and do make a real difference in student success when they operate on behalf of children. The Ohio Department of Education can be a valued catalyst in making sure all schools remain focused on student success.

Success comes from a team culture where everyone from the custodian to the board president is respected for their role. Deming was right when he said, "There are no bad people, just bad systems." My passion is building systems that value people who produce, provide significant, meaningful involvement in solution creation, and put student success before all else. This will require an unwavering focus on telling team members when they are producing and when they are not. It will be critical to produce a success driven culture and I have a proven track record of establishing such a culture. I believe in information leadership, a leadership style based on transparency, comparability, and openness. I will not necessarily have answers to problems, but I can assure you that I can build systems that will find answers.

I have successfully created enthusiasm in the staff who work with me. Success begins with a clear vision of a preferred, exciting future and I have always been able to create and share such a vision. I am also very aware that nothing significant is ever accomplished by personal will or intelligence alone. I enjoy working with passionate people and I am comfortable with shared decision making, active solution creation, and collaborative working environments. I am very talented at keeping all this creativity

flowing while maintaining an intense focus on the core mission, student success. I believe high performing organizations work on the verge of chaos, but never become chaotic because of an intense focus on results.

Embracing Ohio's diversity and creativity will be critical to the Department's success. My track record of high level, impactful community engagement and my ability to work across extremely different communities provides you with a sense of my talents in this area. I value stakeholder engagement and see its importance in assuring student success.

My passion is to be a part of a team, including a board of education, which wants to move an organization with potential to an organization with proven success. I've studied the Ohio Department of Education and consider it an organization with potential for much higher performance than it is now enjoying. I want to be a part of creating this higher performance and I think the knowledge and skills I bring to the work will compliment the strengths already in place. I think I can catalyze the change process the board is interested in seeing for Ohio.

If the board of education wants the Ohio Department of Education to not only survive, but thrive and be recognized for creating student success then I am a very viable candidate for the position. If the board is willing to let creativity of the faculty and staff flourish while assuring strong financial efficiency and if the board is willing to truly measure the educational system's success in terms of student success then I will fit well into their plans.

I look forward to the opportunity to interview for the position of Superintendent of Public Instruction. I look forward to answering any questions anyone might have. Thank you for your time.

Respectfully,

Robert Sommers

## **Robert D. Sommers, Ph. D.**

2400 Schroff Dr, Middletown, OH 45052  
Phone: 513-673-2733 – E-mail: Robertdsommers@gmail.com

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### **Educational Leadership and Administration**

Leadership – Organizational Management – Performance Improvement

A results-oriented educational leader with strong abilities in visioning, strategic planning, and team building. Proven track record of improving student performance and organizational effectiveness. A creator of win-win opportunities through complex partnerships. A proactive commitment to staff diversity. Strong work ethic and a commitment to honesty, integrity, and fairness. Additional areas of expertise include:

Research  
Team motivation  
Problem solving  
Program design

Baldrige  
Goal setting  
Budgeting  
Curriculum design

Communications  
Systems alignment  
Consensus building  
Performance systems

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### **Professional Experience**

**Ohio Governor's Office of 21<sup>st</sup> Century Education** **2011 – present**  
Director

The office is responsible for developing and promoting the Governor's education reform agenda. The office deals with educational policy including performance systems, funding, leadership, legislation, communications, and operational efficiencies.

**Cornerstone Charter Schools** **2010 – 2011**  
Chief Executive Officer

Led a management company with two K-8 schools under management and two additional schools under development, including an innovative health high school based on blended learning and passion-driven education. The model was one of 40 recognized nationally by the Clayton Christanson group Innosight Institute as a "disruptive innovation in education" model. During the one year tenure, the schools under operation grew by 30% and increased performance substantially. Major work on organizational systems, board policy, and operational sustainability was also completed.

**Butler Technology & Career Development Schools****2001 - 2010**

Chief Executive Officer/superintendent

Led a school district with over 5,000 full-time equivalent students (youth and adult). District operations included serving students at five campuses for high school and adult students, high school programming located in 10 associate school districts, adult training at company sites, e-learning services, career development services, and 4 alternative education schools. The district became the highest performing (based on federal learning performance measures), lowest cost (based on ODE financial reports), and largest (based on ODE full-time equivalent enrollment reports) career-technical school in Ohio.

- Significant student performance gains
  - Model School designation by the national Successful Practices Network
  - Pacesetter Award from the national High Schools That Work initiative
  - One of two schools recognized nationally by the National Dropout Prevention Network
- Growth of high school and adult enrollments and programs (20% annually).
- Baldrige-based continuous improvement process
  - Ohio Achievement of Excellence Award
  - Competitive in National Baldrige Award program
- Organizational innovations
  - Creation of the Kalmus Ratio© (cost per successful student)
  - Creation of Cultural Competency Standards
  - Creation of a performance driven personnel evaluation/coaching system
  - Development of an "Information leadership" structure including a leadership academy
  - Financial efficiency systems
  - Creation of blended learning-based schools

**Ohio Department of Education****1986 - 2001****Associate Director**

Led the Planning, Adult, and Administrative Services strand. Major accomplishments of the strand under my leadership included:

- Production and implementation of the State Plan for the Administration of Career-Technical and Adult Education.
- Expanded partnerships with the Ohio Board of Regents in support of state workforce development initiatives.
- Design and deployment of a performance-driven funding systems.
- Improved processes and reduced costs of operation.
- Diversification of the racial and gender makeup of the leadership team.

### **Assistant Director**

Led the Agricultural Education Division.

- Production and deployment of new programs in Agri-science, Environmental Management, and Biotechnology. Deployment included the development of standards, curriculum, program designs, and assessments.
- Increasing private sector giving to the foundation by 120%
- Expanding professional development services to teachers and administrators.

### **Supervisor**

Led the Administrative Planning, Budgeting, and Reporting office. Responsible for management of the statewide program evaluation and budgeting process for career-technical education.

### **Supervisor, agricultural education service**

**London City Schools Agricultural Educator** 1980 to 1986

**Redpath Implement Company Construction foreman** 1978 to 1980

**William Henry Harrison Local Schools Teacher** 1977 to 1978

## **Education**

### **Doctor of Philosophy, Educational Administration and Leadership, 1998**

Major: Educational Administration

Minors: Educational Leadership; Research

The Ohio State University, Columbus, Ohio

### **Master's Degree, 1987**

Major: Agricultural Education

The Ohio State University, Columbus, Ohio

### **Bachelor of Science Degree, 1977**

Major: Education

Minor: Business

Miami University, Oxford, Ohio



## **Major Awards**

2011 Distinguished Alumnus, College of Food, Agriculture, and Environmental Sciences, The Ohio State University  
2010 Butler County Community Service Person of the Year  
2009 Business Person of the Year, West Chester Chamber Alliance <sup>1</sup>  
Cincinnati Magazine Power 100 – 2008, 2009  
Ohio Outstanding Career Development Administrator, 2003  
1998 Person of the Year, Ohio Association of Career Technical Superintendents  
Honorary American FFA Degree, 1997  
The Ohio State University Graduate Student Award for Outstanding Academic Achievement, 1995  
Ohio Outstanding Young Teacher, OVATA, 1985

## **Major Presentations**

Numerous presentations at the local, state, and national level can be made available upon request.

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<sup>1</sup> Earned for the full engagement of Butler Tech in the advancement of the business community

## **National Consultant Work Completed**

Oklahoma Department of Education – performance measurement  
MGT, Florida

Montana – Career-technical program design and funding

United States Department of Education

- Strategic planning initiatives
- Performance measures policy

Louisiana – Program design and linkages to student performance

Eastern States – Strategic planning for regional services

## **Major Leadership Roles**

Ohio Carnegie Unit Flexibility Design Team, 2008-2009

**Chair**, Performance Taskforce, National ACTE, 2008-2009

**Chair**, Butler County United Way Campaign, 2004, 2007

**Vice-chair**, Butler County United Way, 2008-2009

**Chair**, Butler County Regional Transit Authority Board

**Chair**, Butler-Warren Workforce Investment Board Performance Committee,  
2003-2008

**Vice-Chair**, Butler-Warren Workforce Investment Board, 2003-2008

**Board member**, West Chester Chamber Alliance, 2002 - 2009

**Board member**, Ohio Association of Career-Technical Superintendents, 2007-  
2009

**Chair**, The Ohio State University Extension – Butler Advisory Committee - 2005

**Chair**, Butler County Transportation Steering Committee 2004-2005

Governor's Commission on Higher Education and the Economy – 2003-2004

**Vice-Chair**, Butler County United Way Campaign, 2003

**Board member**, Ohio Association of Joint Vocational School Districts, 2002-  
2004

**Chairperson**, Ohio Interagency Performance Measures Work Team, 1999

Member, Ohio Department of Education's Strategic Planning Group, 1999

**Chairperson**, Carl D. Perkins State Plan development process, 1999

**President**, London City School District Board of Education, 1993

**Chairperson**, London Blue Ribbon Commission, produced *London's Challenge  
for Success, The Strategic Plan for London Schools* - 1991

## **Professional Organizations**

Michigan Association of Public School Academies, 2010-2011  
American Association of School Administrators, 2001-2009  
Buckeye Association of School Administrators, 2001-2009  
Ohio Association of Career Technical Superintendents, 2001-2009  
Association for Career and Technical Education (ACTE), since 1981  
Ohio Association for Career-Technical Education (OACTE), since 1981  
American Vocational Information Association, 1996 - 2001  
Natl Association for Workforce Education Improvement, 1992-1989, 1998  
Ohio School Boards Association, 1990 - 1994  
Ohio Vocational Agricultural Teacher's Association, Life member, 1981  
National Vocational Agricultural Teacher's Association, Life member, 1981

## References

### Board member

Reverend Nicholas Hood III, Board Chair  
Cornerstone Charter Schools  
313-831-2460, [nhood@puccdeetroit.org](mailto:nhood@puccdeetroit.org)

Michael Oler, Board President Emeritus  
Butler Technology and Career Development Schools  
513-829-2966, [moler@fuse.net](mailto:moler@fuse.net)

### Business and community leaders

Walter Czarnecki, Executive Vice President  
Penske Corporation  
248-648-2110, [walter.czarnecki@penskecorp.com](mailto:walter.czarnecki@penskecorp.com)

Clark Durant, CEO and Founder  
New Common Schools Foundation  
248-672-0677, [clarkdurant@comcast.net](mailto:clarkdurant@comcast.net)

Larry Brueshaber, Owner  
Century Motors  
513-310-3690, [ljbcentury@aol.com](mailto:ljbcentury@aol.com)

Dick Alderson, community leader  
513-543-7903

Kenny Craig, President/CEO  
Greater Hamilton Chamber of Commerce  
513-844-1500, [Kenny@hamilton-ohio.com](mailto:Kenny@hamilton-ohio.com)

Joseph Hinson, President/CEO  
West Chester Chamber Alliance  
513-777-3600 [jahinson@westchesterchamberalliance.com](mailto:jahinson@westchesterchamberalliance.com)

David C, Phillips, Co-Founder  
Cincinnati Works, Inc.  
513-744-9675

Joseph Scholler, attorney  
Frost, Brown Todd, LLC  
513-870-8200, [jscholler@fbtlaw.com](mailto:jscholler@fbtlaw.com)

### **Educational leaders**

Bill Daggett, CEO  
International Center for Leadership in Education  
518-441-1587, [wrld@daggett.com](mailto:wrld@daggett.com)

Gene Bottoms, Executive Director  
Southern Regional Education Board  
404-202-5143, [Gene.bottoms@sreb.org](mailto:Gene.bottoms@sreb.org)

Dan Quisenberry, Executive Director  
Michigan Association of Public School Academies  
517-719-3268, [dquisenberry@charterschools.org](mailto:dquisenberry@charterschools.org)

Janet Bray, Executive Director  
Association for Career and Technical Education  
703-683-3111, [jbray@acteonline.org](mailto:jbray@acteonline.org)

Joanna Kister, Ph. D.  
Director Emeritus, Office of Career-Technical and Adult Education  
614-466-3430 [ve\\_kister@ode.state.oh.us](mailto:ve_kister@ode.state.oh.us)

Jerry Klenke, Executive Director  
Buckeye Association of School Administrators (BASA)  
614-846-4080, [klenke@basa-ohio.org](mailto:klenke@basa-ohio.org)

Sarah Luchs, Director  
Ohio Department of Education  
614-286-9309

### **Employees**

Scott Cairo, Principal  
Cornerstone Charter Schools  
313-908-3054, [scott.cairo@cornerstonecharters.org](mailto:scott.cairo@cornerstonecharters.org)

Dan Schroer, Superintendent  
Greene County Career Center  
937-372-6941, [Schroerd@live.com](mailto:Schroerd@live.com)

Deborah Snyder, vice-president (retired)  
Butler Technology and Career Development Schools  
513-645-8246, [snyderd@butlertech.org](mailto:snyderd@butlertech.org)

Robert Thompson, Principal (retired)  
Butler Technology and Career Development Schools  
937-748-0937, [thompsonb77@gmail.com](mailto:thompsonb77@gmail.com)