

Bossier Parish School Board
"An equal opportunity employment agency"
ADMINISTRATIVE APPLICATION for Superintendent
(Please type—rev. 2016)

Name Alonzo "Lonnie" Ray Luce SS# _____

Mailing Address _____ Phone No. HOME/CELL _____

Date of Application 3/23/2016

EDUCATION

Degree Ph.D. Area Education Administration University L.S.U.

Degree MPA Area Public Administration University L.S.U.

Degree B.A. Area Social Studies Ed. University S.L.U.

LOUISIANA CERTIFICATE HELD (If you are from outside the Bossier Parish School System, please attach a copy of your teaching certificate.)

Type A Life Number A 055043 Date Issued 1/23/1991; 6/06/2007

AREAS OF CERTIFICATION

Mathematics 6-12, Social Studies 6-12, Provisional Secondary Principal,
Provisional Principal, School Superintendent

TEACHING AND/OR ADMINISTRATIVE EXPERIENCE

Parish St. James No. of Yrs. 8.5 Job responsibility Superintendent

Parish Greenville County, S.C. No. of Yrs. 4 Job responsibility Deputy Superintendent for 3 of those

Parish New Orleans No. of Yrs. 2 Job responsibility Chief Information Officer

Military Service: National Guard No of Yrs. 30 Branch Army

PRESENT TEACHING OR ADMINISTRATIVE ASSIGNMENT

Location St. James Parish Schools Job Responsibility Superintendent

Alonzo Ray Luce

**Applicant Signature

NOTE:

Please include a resume` when submitting your application.

All certifications must be on the teaching certificate and all qualifications must be met at the time of application before an applicant can be considered for the job position.

Alonzo (Lonnie) Ray Luce, PhD

Executive Summary

My education, experience, and skill set uniquely qualify me for Superintendent. The doctorate (PhD) in education administration and supervision combined with a Masters of Public Administration (MPA) provide me with a broad understanding of areas from educational leadership to public budgeting. My experience as a classroom teacher, school administrator, university administrator, and district administrator across multiple organizations has equipped me to be a leader in school administration. My leadership skills have also been enhanced by serving as a military officer. I have proven ability in building teams that successfully implement an aggressive vision.

Education

Louisiana State University, Baton Rouge, LA. 1991-1999. Graduated with a Doctor of Philosophy (PhD) in Education Administration and Supervision. Dissertation title - Magnetism of Magnets: The Impact of High School Magnet Programs on Desegregation and School Improvement in East Baton Rouge Parish.

Louisiana State University, Baton Rouge, LA. 1991-1994. Graduated with a Specialist Certificate in Educational Administration.

Louisiana State University, Baton Rouge, LA. 1991-1992. Graduated with a Masters of Public Administration (MPA).

Southeastern Louisiana University, Hammond, LA. 1986-1990. Graduated Magna cum laude with a Bachelor of Arts in Education with social studies major and a math minor.

School Experience

St. James Parish Schools, Lutcher, LA
Superintendent

August 2007 to Present

Duties include providing educational leadership for the school system.

- Selected as Louisiana State Superintendent of the Year for 2014.
- Joined the Phillip Schlechty Superintendents Leadership Network in 2015.
- Serve as the superintendent representative on the Teachers Retirement System of Louisiana's (TRSL) Board

- Completed the Superintendent Academy at Lamar University (Class of 2011-2012).
- Implemented a head start program for PK3 that complements a universal PK4 program during SY2015-16.
- Continued to emphasize student achievement as top priority.
 - Sixth Ward Elementary and Vacherie Elementary were honored by the State as being high poverty schools that are high performing.
 - Every year the District Performance Score (DPS) has risen - 82.5 in 2006 to 104.7 in 2012. DPS was 76.2 in 2003.
- Developed a Strategic Plan for 2014-2019 that identifies strategies to improve five areas of focus.
- Expanded dual enrollment programs with the goal of having every graduate finish high school with at least Freshman Composition and College Algebra.
- Created a cohort of jumpstart students that will complete an associate degree or diploma program in a high wage, high demand career path upon graduating from high school.
- Initiated a 1-to-1 laptop program for all 2nd through 12th grade students.
- Created a district wide gifted center for grades 3-8.
- Implemented a system wide assessment system for grades K-8 that gives immediate feedback to teachers and administrators so that instruction can be differentiated to meet the needs of each student.
- Developed and implemented a virtual school and technical education program that serves students from around the state through Supplemental Course Allocation (SCA).
- Implemented a building program that impacts all school sites after gaining a 75% voter approval in 2015

Greenville County Schools, Greenville, SC

June 2003 to August 2007

Deputy Superintendent of Schools; Executive Director, Technology

Duties included leading all aspects of instruction in the district composed of over 67,000 students in 6 child development centers, 48 elementary schools, 17 middle schools, 14 high schools, 4 career centers and 7 special focus centers. Among the schools, there were 12 International Baccalaureate (IB) programs and 12 magnet academies. I supervised the assistant superintendents that evaluated the principals, the student performance division, the technology division, and the research and accountability department.

- Implemented a major initiative to improve the graduation rate. Our district was awarded a Small Learning Communities Grant for SY04-05 to SY06-07. From SY04-05 to SY05-06, the high schools that were part of the grant implementation decreased the number of ninth grade retentions from 728 to 387 by implementing ninth grade academies with rigor, relevance, and relationships.
- Extended instructional time for Title 1 middle schools by providing laptops for all middle school students in three schools to access curriculum over the Internet from home.
- Implemented an online instructional assessment system that provides instant information to teachers, so that they can differentiate instruction to move all students forward academically.
- Increased AP exams taken from 3,778 in 2004 to 4,868 in 2005.

- Rolled out a parent portal that gives parents access to grades, attendance, discipline, demographics, and a host of other information on their students.

Duties in technology included leading the district in all forms of technology. Areas of responsibility are organized in three main categories: Administrative and Student Information Systems, System Support, and Instructional Technology.

- Implemented an intensive teacher training program that was delivered to over 1,200 teachers per year
- Developed and implemented major technology initiatives
 - Placed fiber to all schools and administrative sites, and upgraded infrastructure at all sites
 - Provided every classroom with a Voice Over Internet Protocol (VOIP) phone with integrated voicemail and fax (new solution saves \$700K annually from previous plan using traditional Voice)
 - Provided every classroom (over 4,000) with a business class laser printer with \$0 capital outlay
 - Implemented a refresh program that replaces all computers every five years (over 20,000 in the district)
 - Consolidated and centralized many servers and applications
- Rolled out electronic grade books to all teachers
- Rolled out email and home directories to students 3rd grade and above

New Orleans Public Schools, New Orleans, LA
Chief Information Officer

April 2001 to May 2003

Duties included leading the district, composed of over 130 sites and 70,000 students, in all forms of technology. Areas of responsibility were organized in three main categories: Administrative and Student Information Systems, Wide Area Network, and Instructional Technology.

- Developed and implemented an instructional technology program at middle schools that were reorganized for failing to meet accountability standards
- Built an instructional technology department funded primarily from grants
- Saved the district millions of dollars per year by replacing outsourced networking staff and Oracle analysts with in-house staff
- Managed multiple multi-million dollar budgets
- Met daily with the Superintendent and the rest of his four-person cabinet

Livingston Parish School Board, Livingston, LA
Director of Technology

August 99 to April 2001

Duties included leading the district of over 20,000 students in all forms of technology. Areas of responsibility were organized in three main categories: Administrative and Student Information Systems, Wide Area Network, and Instructional Technology.

- Implemented an automated library and textbook system at all schools
- Developed and implemented teacher training in which all teachers would be trained within four years
- Replaced all networking infrastructure in one year using a federal E-rate grant as the primary source of funding
- Placed district owned fiber to over half of the schools that dramatically reduced recurring costs and provided superior functionality

Louisiana State University, Baton Rouge, LA
Assistant Director; Technology Coordinator

July 98 to August 99

Duties included three aspects of technology: Instructional Technology, Student Support Technology, and Computer Systems Support. Instructional Technology -coordinated and participated in the development and application of computer based technologies for electronic delivery of independent study courses for college, high school, and non-credit students; provided training and assistance to instructional designers and instructors in the use of appropriate technologies and software. Student Support Technology -oversaw the development and application of systems to further enhance student services such as online enrollments, a web-based student services center, and enhanced systems for student record keeping; provided training and assistance to staff members in the administration and use of these support systems. Computer Systems Support -represented the office with other LSU agencies regarding use and implementation of mainframe applications, telecommunication needs, and local area networking; oversaw the acquisition and maintenance of personal computers and peripheral components. Supervised staff and student workers assigned to assist with these functions.

- Developed and implemented the process to change high school and university correspondence courses to Internet based courses
- Led the technology change that helped LSU sustain their ranking in the top ten Independent Study programs in the nation

Istrouma High School and Technology Magnet, Baton Rouge, LA. August 92 to July 98
Assistant Principal of Instruction; Technology Magnet Coordinator; Teacher

Duties increased to supervising over 70 teachers and staff involved in the instructional program of the high school, developing curriculum for the technology magnet program, writing and managing budgets (Magnet, Title I, IEA), coordinating staff development, recruiting staff, and

developing the master schedule. Duties originally were teaching social studies and computer science.

- Developed 4 career paths for students in setting up a new technology magnet program
- Worked with teachers to produce several new courses that were approved and added to the state curriculum to enhance technical career paths for students
- Led the process of transforming a traditional high school into a technology magnet with state-of-the-art technology infrastructure, equipment, and instructional programs

Military Experience

199th Leadership Regiment, Pineville, LA
Commander

March 2012 – Present

Current duties include commanding a regiment consisting of three training battalions. The three battalions train soldiers to become officers, noncommissioned officers, and proficient in military specific jobs. Promoted to Colonel in 2012.

225th Engineer Brigade, Pineville, LA
Brigade Executive Officer

September 2011 – March 2012

Duties included managing a staff that supports a unit of nearly 2,500 soldiers.

528th Engineer Battalion, Monroe, LA
Battalion Commander

April 2008 to September 2011

Duties included commanding a unit of 549 soldiers.

108th Division (Institutional Training), Charlotte, NC
Division Engineer; 1st Brigade XO; Brigade S1

July 2004 to Jan 2008

Duties included ensuring that facilities were capable of supporting units assigned to them during the massive reorganization of the United States Army Reserve. Subordinate units were scattered across six southeastern states and Puerto Rico.

769th Engineer Battalion, Baton Rouge, LA.
Battalion S3, Battalion S4, Company Commander and others

December 1985 to July 2004

Duties increased to becoming the Operations officer responsible for all training and operations conducted for the Battalion containing over 700 soldiers. Earlier duties included being the principal staff officer in charge of logistics/maintenance, and commanding two different engineer companies.

- Deployed to Afghanistan in support of Enduring Freedom.
 - Officer in Charge (OIC) of engineer detachment in Kandahar, Afghanistan, during deployment from May, 2002 through January, 2003
 - Awarded the Bronze Star
- Company won the Itshner Award – the best engineer company in the United States Army Reserve Component
 - A Company won the award during my command
 - HSC won the award during my command