

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND**

**Staff Termination Personnel Action Request for Ross, Akil E**

Fiscal Year: 2018 - 2019

PAR ID #1864

Type	<input type="text" value="Staff Termination"/>	Date Entered	<input type="text" value="11/26/2018"/>	Completed HR	<input type="text"/>
Requester	<input type="text" value="awhite"/>	Status	<input type="text" value="In process"/>	Completed PR	<input type="text"/>

**Employee Selection**

Name	<input type="text" value="Ross, Akil E"/>	Record ID	<input type="text" value="2447"/>	Employee ID	<input type="text" value="7260"/>
------	---	-----------	-----------------------------------	-------------	-----------------------------------

**Job Selection**

Position ID	DAC	Position Type	Description	Control Code
694	Instructional Services	Admin - Director of Secondary Education	Director of Secondary Education	694

DAC	<input type="text" value="Instructional Services"/>
Effective Date	<input type="text" value="12/21/2018"/>
Reason	<input type="text" value="Resigned - Another Position"/>
Eligible for Rehire	<input type="checkbox"/> Who Made this Determination? <input type="text"/>
Position to be Filled?	<input type="checkbox"/>
Notes	<input type="text" value="Pursing other career opportunities."/>

**Additional Information**

Name	Value
Last Date Worked	12/21/2018
Is this PAR to delete Supplement Only?	
Should emp. be paid for any portion of supplement?	
Type of Termination	Employee Leaving District
Retirement Detail Information	
Leave Payout	
Date 9/11/18 been made-up or leave entered?	Yes
Date 9/12/18 been made-up or leave entered?	Yes
Date 9/13/18 been made-up or leave entered?	Yes
Date 9/14/18 been made-up or leave entered?	Yes
Date 10/11/18 been made-up or leave entered?	Yes
Date 11/6/18 been made-up or leave entered?	Yes
List dates that have NOT been made up with details	
Effective Dt.	12/21/2018
Board Packet Date	11/12/2018

**Approval Log**

Approver	Approved By	Approved On	Notes
awhite	awhite	12/12/2018 03:45:05 PM	
snoller			
JYoung			
aballington			
sgdicker			

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND**

---

**Staff Termination Personnel Action Request for Ross, Akil E**

Fiscal Year: 2018 - 2019

PAR ID #1864

**Funding**

Position ID	Account	Grant Project	Percent	Amount	Description
694	100.221.1100000.0000.012		100.00	\$125,000.00	Director of Secondary Education

---

---

<b>Employee's Signature (if applicable)</b>	<b>Date</b>	<b>Administrator's Signature (if applicable)</b>	<b>Date</b>
---	-------------	--	-------------



COPY

1020 Dutch Fork Road  
Irmo, South Carolina 29063  
(803)476-8000  
www.lexrich5.org

**Christina S. Melton, Ed.D.**  
**Superintendent**

**"Pursuing Excellence for Tomorrow's Challenges"**

---

November 8, 2018

Dear Dr. Ross:

Please accept this as written acknowledgement of your letter in which you have resigned from your position as Director of Secondary Education effective December 21, 2018. Your resignation was accepted and will be presented as information to the Lexington-Richland Five Board of Trustees at the next scheduled meeting.

I would like to take a moment to personally thank you for your more than 13 years of service to School District Five. During your time at Chapin High School, you increased student achievement, led the school to receive Palmetto's Finest, and were named State and National Principal of the Year. You have no doubt left a lasting legacy in Chapin and throughout the district with your "One Heartbeat" mantra. Your accomplishments during your time in District Five has had a positive effect on the campus of Chapin High and across School District 5 and our community. You have indeed made an impact! Thank you for your service to the students, staff, families, and community within District Five.

District Benefits Specialist, Caren Carmichael, will be sending materials to you under separate cover regarding your option of purchasing extended group health coverage under the Consolidated Omnibus Budget Reconciliation Act. Upon receipt of this information, feel free to call Ms. Carmichael at (803) 476-8168 with any questions you may have.

As a former employee, you are still a vital part of the District. Therefore, we are asking that you assist us by completing an online Employee Exit Survey. To access the survey go to:

<https://goo.gl/forms/JvG2Z25oNOUqZD2G2> and enter the password: D5Survey18

Your comments and suggestions will be appreciated as we look for ways to improve the District for all employees and students.

Sincerely,

Christina S. Melton, Ed.D.  
Superintendent

CSM:aj:sw

c: Dr. Allison Jacques, Chief Human Resources Officer  
Personnel File

November 2, 2018

COPY

Dr. Christina S. Melton  
Superintendent  
District Five of Lexington & Richland Counties  
1020 Dutch Fork Road  
Irmo, SC 29063

Dear Dr. Melton,

Please accept this letter as notice of my resignation from the position as Director of Secondary Education. As outlined in section 7(a) of the Professional Employment Agreement between School District Five of Lexington & Richland Counties & Dr. Akil Ross signed on February 19, 2018; both parties may agree on the termination of the contract.

It has been my honor to serve the students, families and staff of School District Five as an Assistant Principal, Principal and Director of Secondary Education. I have learned so much from my experience in this District. I am grateful for the personal and professional growth I have gained as a member of this amazing school system.

I would like to help with the transition so that systems, meetings and duties continue smoothly after my departure.

As a result, the mutually agreed on date of the termination of my employment agreement is December 21, 2018. I seek permission to use 22 consecutive days of personal leave from November 19<sup>th</sup>, 2018 to December 21<sup>st</sup>, 2018.

Dr. Melton, thank you so much for the amazing opportunities provided to me in School District Five of Lexington & Richland Counties.

Sincerely,



Akil E. Ross, Sr.

11/2/2018

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND**

**Current Employee Assignment Personnel Action Request for Ross, Akil E**

Fiscal Year: 2018 - 2019

PAR ID #67

Type  Date Entered  Completed HR

Requester  Status  Completed PR

**Employee Selection**

Name  Record ID

**Job Selection**

Position ID	DAC	Position Type	Description	Control Code
694	Instructional Services	Admin - Director of Secondary Education	Director of Secondary Education	694

DAC  Employee Template

Effective Date  Replaces Employee

Position ID	Budget Amount	Proposed Amount	Budget Hours/Day	Proposed Hours/Day	Budget Hourly Rate	Proposed Hourly Rate

**Notes**

**Additional Information**

Name	Value
Time In	8a
Time Out	5p
Minutes for Lunch	60
Hours Per Day	8
Column (Class)	Negotiated
Row (Years Exp)	Negotiated
Effective Dt.	7/1/2018
Board Packet Date	2/12/2018

**Approval Log**

Approver	Approved By	Approved On	Notes
csmetton	awhite	05/18/2018 03:52:39 PM	Approver Skipped
awhite	awhite	05/18/2018 03:54:01 PM	
snoller			
JYoung			
aballington			
sgdicker			

**Funding**

Position ID	Account	Grant Project	Percent	Amount	Description
694	100.221.1100000.0000.012		100.00	\$125,000.00	Director of Secondary Education

Employee's Signature (if applicable) \_\_\_\_\_ Date \_\_\_\_\_ Administrator's Signature (if applicable) \_\_\_\_\_ Date \_\_\_\_\_

School District Five of Lexington & Richland Counties
Human Resources - Employment Form
Fax 803-476-8196

LOCATION: Instruction - 12 DATE: 02/07/18

PRINCIPAL/ADMINISTRATOR: Dr. Christina S. Melton, Superintendent-elect

EMPLOYEE INFORMATION:

Name: Dr. Akil Ross
Name Change:
Name of Employee Replacing: Reggie Dean
Home Location: Instruction - 12
Employee ID #: 7260
Position Title: Director of Secondary Education
Old Address:
New Address:
Start Date: 07/01/18 End Date:
Contract Days: 240 FTE: 1.0
Actual # of contract days employed:

(Count ACTUAL days if full contract days are not worked.)

Schedule: M T W Th F
Hours a day: 8 Minutes for Lunch:
Time in: Time out:

Table with columns for Old Account # and FTE, containing numerical digits in boxes.

CHECK ALL THAT APPLY:
Name Change:
Address Change:
New Hire:
Resignation:
Transfer:
Status Change:
Retirement:
Budget Change:
Job Title Change:
Supplement:
(Attach Interview Notes)
(Attach resignation letter)
(Attach numbers provided by Finance)

REASON FOR EMPLOYMENT ACTION:

SPECIAL NOTES:

Table with columns for New Account # and FTE, containing numerical digits in boxes.

REFERENCE CHECK:

Date: Name of Reference: C. M. Smith Position:

Response: Dr. Ross is a direct report. The interview committee all offered support for him to be promoted to this position.

Signature of approval by Principal/Administrator:

\*\* FOR HR OFFICE USE ONLY \*\*
Accepted Offer: Declined Offer: Date: Initials: Salary quoted: \$
Salary Class: Contract days: Years Experience or Step: Hrly Rate: \$ Daily Rate: \$
Social Security: Certificate #: Degree Level: Experience:
Teacher Salary Calculation: \$ Contract issued: NBCT:
Comments:
Required Documents (v):
Transcripts: Praxis/NTE: TB Test: I-9: Certificate: Payroll Info: SLED/SO/E-Verify
Entered in CSI (v):
General Info: Beds Codes: Emp. History: Notes: EEOC: PAF Completed: Board Pkt:



Stephen W. Hefner, Ed.D.  
Superintendent

September 1, 2017

Dr. Akil Ross, Principal  
Chapin High School  
School District 5 of Lexington and Richland Counties  
Irmo, SC 29063

Dear Akil,

This letter is written to confirm the comments I made to you during your annual evaluation conference with me on July 19. As I stated to you during our conference, I commend you and thank you for another year of excellent leadership as the principal of Chapin High School (CHS).

In fact, it is difficult to envision how the 2016-2017 school year could have been any more memorable for you. Your extraordinary leadership was recognized by the S. C. Association of School Administrators (SCASA) when you were named as the 2017 High School Principal of the Year. And, to add to that significant honor, you were named as one of three finalists for the 2018 National Secondary Principal of the Year. What a feat! Congratulations!

More significantly, these recognitions reflect the esteem you have earned during the seven years you have served as the principal of CHS. In all areas—academics, the arts, and athletics—your school has sparkled under your leadership. Clearly, you have demonstrated competence as a visionary, as a leader, as a manager, and as a culture builder.

I am grateful that you have chosen to be a part of the District Five administrative team. I deeply appreciate the many contributions you are making in the lives of our students.

Sincerely yours,

Stephen W. Hefner, Ed.D.  
Superintendent

C: Dr. Christina Melton, Chief Instructional Officer  
Mr. Reggie Dean, Director of Secondary Education  
Personnel File



RECEIVED  
JUL 03 2017

BY: *SL*

*✓ SAA*  
*8-14-2017*

July 30, 2017

Akil Ross  
[Redacted]  
[Redacted]

Dear Akil:

The National Association of Secondary School Principals (NASSP) is very proud to have this opportunity to congratulate you as one of the three national finalists for the 2018 NASSP National Principal of the Year award. I am sure that you are very excited about this important recognition.

NASSP, the South Carolina Association of School Administrators, and District Five of Lexington & Richland Counties are extremely proud to have you represent the class of 2017 state winners as well as be selected as a finalist for the 2018 national award.

Again, my sincerest congratulations on your achievement. We look forward to honoring and recognizing your excellence this September at the Principals Institute as part of the NASSP National Principal of the Year Program.

Sincerely,

JoAnn D. Bartoletti  
Executive Director

cc: Stephen W. Hefner, Ed.D., Superintendent, Dist. Five of Lexington & Richland Counties  
Beth Phibbs, Executive Director, South Carolina Association of School Administrators



employment contract will not be renewed, it shall be deemed that the District has renewed this employment contract for one year, extending from the termination date set forth above. The Principal shall remind the Superintendent in writing of the existence of this automatic renewal clause. Such notice shall be provided to the Superintendent during the month of December 2018.

IN WITNESS WHEREOF, the Superintendent has caused this Second Amendment to be approved on the District's behalf and the Principal has approved this amendment this 26 day of January, 2017.

SUPERINTENDENT, FOR THE  
BOARD, SCHOOL DISTRICT FIVE  
OF LEXINGTON AND RICHLAND  
COUNTIES



Dr. Stephen W. Hefner

  
Witness

PRINCIPAL  
CHAPIN HIGH SCHOOL

  
Dr. Akil Ross  
Witness

Irmo, South Carolina



**Request For Personnel Action  
Transfer / Status / Budget Change**

*50k  
6/23/16  
D. Hefner*

**Effective Date** 07/01/2016

**Start Date**                      **End Date**

**Transfer**      **Status Change**      **Budget Change**

**Last Name** Ross                      **First Name** Akil                      **MI** E      **SS** ██████████

POSITION INFORMATION			
<b>Hours Per Week :</b>		<b>Total FTE:</b>	1.0
<b>Time From:</b>	AM ▾ <b>To:</b> PM ▾	<b>Category:</b>	A
	(Includes                      min for lunch)	<b>Salary Class:</b>	
<b>Home School</b>	CHS - 20 ▾		
<b>Standard No. Days:</b>		<b>Position Step:</b>	
<b>Actual No. Days:</b>		<b>Yrs. Exp</b>	
<b>Salary Quoted</b>		<b>Increment Yrs</b>	▾
<b>Leave Days:</b>	<b>Personal:</b> <b>Sick:</b> <b>Vacation:</b>	<b>Contract Level</b>	N
<b>Insurance:</b>	Add    Delete    Change    No Change <input type="radio"/>		

Assignment Before Change or Termination			
+	<b>Position</b> CHS Principal	<b>FTE:</b> 1.0	<b>Budget No:</b>

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input type="radio"/> Delete				
<b>Position</b>				
<b>Budget No:</b>				
<b>Person Replaced:</b>				

**Comments:**  
Increase Per Dr. Hefner. Salary for 2016-2017 - \$116,799.18



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date 07/01/2016

Start Date End Date

Transfer Status Change Budget Change

Last Name Ross

First Name Akil

MI E SSN [REDACTED]

POSITION INFORMATION			
Hours Per Week :		Total FTE:	1.0
Time From:	AM <input type="checkbox"/> To: PM <input type="checkbox"/>	Category:	A
	(Includes min for lunch)	Salary Class:	
Home School:	CHS - 20 <input type="checkbox"/>		
Standard No. Days:		Position Step:	
Actual No. Days:		Yrs. Exp:	
Salary Quoted:		Increment Yrs:	<input type="checkbox"/>
Leave Days:	Personal: Sick: Vacation:	Contract Level:	N
Insurance:	Add Delete Change No Change <input type="radio"/>		

Assignment Before Change or Termination			
<input type="checkbox"/>	Position	CHS Principal	FTE: 1.0 Budget No:

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
<input type="radio"/> Add <input type="radio"/> Delete Position FTE: Budget No: Person Replaced:	2%			

Comments:  
Salary for 2016-2017 - \$116,799.18



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date 07/01/2016

Start Date End Date

Transfer  Status Change  Budget Change

Last Name Ross

First Name Akil

MI E

SSN [REDACTED]

POSITION INFORMATION			
Hours Per Week :		Total FTE:	1.0
Time From:	AM ▼ To: PM ▼ (includes min for lunch)	Category:	A
Home School	CHS - 20 ▼	Salary Class:	
Standard No. Days:		Position Step:	
Actual No. Days		Yrs. Exp	
Salary Quoted		Increment Yrs	▼
Leave Days:	Personal: Sick: Vacation:	Contract Level	N
Insurance:	Add Delete Change <input type="radio"/> No Change <input checked="" type="radio"/>		

Assignment Before Change or Termination			
+ Position	CHS Principal	FTE:	1.0
		Budget No:	

New Position or Supplement/Position or Supplement Change		%	Sche	Step	Annual Amt
Add <input checked="" type="radio"/>	Delete <input type="radio"/>				
Position	FTE:				
Budget No:					
+ Person Replaced:					

**Comments:**

Increase Per Dr. Hefner. Salary for 2016-2017 - \$116,799.18  
kd

*+2%  
119,135.18*



Stephen W. Hefner, Ed.D.  
Superintendent

July 18, 2016

Dr. Akil Ross, Principal  
Chapin High School  
School District 5 of Lexington and Richland Counties  
Irmo, SC 29063

Dear Akil:

This letter is written to confirm the comments I made to you during your annual evaluation conference with me on July 14. As I stated to you during our conference, I commend you and thank you for another year of extraordinary leadership as principal of Chapin High School (CHS).

Throughout your tenure as principal, your school has performed well in all areas—academics, athletics, the arts, and in civic engagement. 2015-2016 was no exception. For its academic success, CHS was once again highly rated by *The Washington Post* and *U.S. News and World Report*. Your band won its second consecutive State 3A championship. Both your boys' and your girls' soccer teams won State 3A championships. And, your cheerleading team earned another State 3A championship.

It was no surprise to me that the total amount of scholarships offered to your class of 2016 set a new school record. Congratulations!

You are a phenomenal leader and a gifted culture builder. I am grateful that you have chosen to be part of the District Five administrative team. I deeply appreciate the many contributions you are making in the lives of our students.

Sincerely yours,

  
Stephen W. Hefner, Ed.D.  
Superintendent

C: Dr. Christina Melton, Chief Instructional Officer  
Mr. Reggie Dean, Director of Secondary Education  
Personnel File



*WJ*

Stephen W. Hefner, Ed.D.  
Superintendent

September 4, 2015

Dr. Akil Ross, Principal  
Chapin High School  
300 Columbia Avenue  
Chapin, South Carolina 29036

Dear Dr. Ross:

This letter is written to confirm the comments I made to you during your evaluation conference with me on July 16, 2015.

Under your leadership, Chapin High School had another year of great success in 2014-2015. As the final components of your multi-million "additions and renovations" project wound to completion, you used your extraordinary leadership skills to keep your faculty, staff, students and parents focused on "teaching and learning." You capitalized on the physical improvements to your campus to build an ever-growing sense of enthusiasm for and pride in your school. The official ribbon-cutting/dedication of your much improved building was cause for tremendous celebration and you seized the opportunity to promote your school most positively.

A highlight of the year had to be the selection of Chapin High School for the 2015 "Palmetto's Finest High School" award. This recognition is well-deserved and is a testament to your excellent leadership. Congratulations!

Please know that your extraordinary work is greatly appreciated. We are most fortunate to have you as a colleague in District Five.

Sincerely yours,

Stephen W. Hefner, Ed.D.  
Superintendent

Q: Personnel File  
Dr. Christina Melton, Chief Instructional Officer  
Dr. Allison Jacques, Chief Human Resources Officer  
Mr. Reggie Dean, Director of Secondary Education

[www.lexrich5.org](http://www.lexrich5.org)

1020 Dutch Fork Road • Irmo, South Carolina 29063 • (803) 476-8000



✓ AB



Stephen W. Hefner, Ed.D.  
Superintendent

Dr. Akil Ross, Principal  
Chapin High School  
Lexington-Richland School District Five  
Irmo, SC 29063

Dear Akil:

This letter is written to confirm the comments I made to you during your annual evaluation conference with me on July 15, 2014. As I stated to you during our conference, I commend you and thank you for the excellent leadership you are providing as the principal at Chapin High School.

Unquestionably, you are a great visionary (as evidenced by your long-term plans for Chapin High), a most gifted leader (as evidenced by your ability to rally your students, parents, and community members during the prolonged period of time that it is taking to complete the renovations and additions to your physical facility), a highly skilled manager (as evidenced by your success in overseeing all of the ever-changing plans for movement of your students and teachers related to the construction), and a creative culture builder (as evidenced by your "We R Chapin" initiatives).

Much to your credit, the academic achievement of our students at Chapin High School remains outstanding. Likewise, the school's athletic programs and arts programs continue to excel.

I am grateful that you have chosen to be a part of the District Five administrative team. I deeply appreciate all that you have done, are doing, and will continue to do positively influence the lives of our students.

Sincerely yours,

Stephen W. Hefner, Ed.D.  
Superintendent

C: Dr. Christina Melton, Chief Instructional Officer  
Mr. Reggie Dean, Director of Secondary Education  
Personnel File ✓

STATE OF SOUTH CAROLINA )  
 )  
COUNTY OF LEXINGTON )

FIRST AMENDMENT TO THE  
PROFESSIONAL EMPLOYMENT  
AGREEMENT BETWEEN SCHOOL  
DISTRICT FIVE OF LEXINGTON AND  
RICHLAND COUNTIES AND  
DR. AKIL ROSS

The Board of Trustees of School District Five of Lexington and Richland Counties has entered into an employment contract with Dr. Akil Ross whereby the said Dr. Ross was employed to serve School District Five of Lexington and Richland Counties as Principal of Chapin High School. The said contract of employment is still in effect. It now appears that the Superintendent is desirous of amending the said contract in the following particulars:

1. Paragraph 1 (Term) of the contract shall be amended so as to extend the term through June 30, 2017. Accordingly, Paragraph 1, as amended, shall provide:

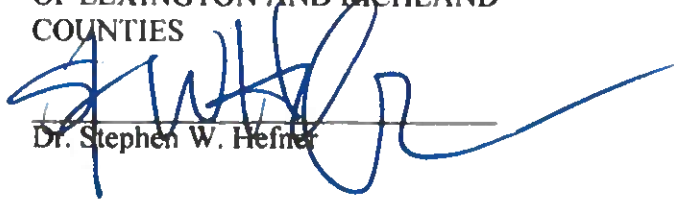
The District hereby employs and the Principal hereby accepts employment as Principal of the District for a term commencing July 1, 2012, and ending June 30, 2017.

2. Paragraph 6 (Renewal) of the contract shall be amended so as to revise the dates in the automatic renewal clause to be consistent with the extension of the Principal's contract. Accordingly, Paragraph 6, as amended, shall provide:

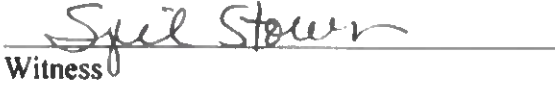
If the Superintendent does not notify the Principal in writing, before January 31, 2017, that this employment contract will not be renewed, it shall be deemed that the District has renewed this employment contract for one year, extending from the termination date set forth above. The Principal shall remind the Superintendent in writing of the existence of this automatic renewal clause. Such notice shall be provided to the Superintendent during the month of December 2016.

IN WITNESS WHEREOF, the Superintendent has caused this First Amendment to be approved on the District's behalf and the Principal has approved this amendment this 31 day of October, 2014.

SUPERINTENDENT, FOR THE  
BOARD, SCHOOL DISTRICT FIVE  
OF LEXINGTON AND RICHLAND  
COUNTIES



Dr. Stephen W. Hefner

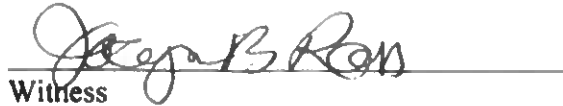


Witness

PRINCIPAL  
CHAPIN HIGH SCHOOL



Dr. Akil Ross



Witness

Irmo, South Carolina



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date

Start Date  End Date

Transfer  Status Change  Budget Change

Last Name  First Name  MI  SSN

POSITION INFORMATION			
Hours Per Week :	<input type="text" value="40"/>	Total FTE:	<input type="text" value="1.0"/>
Time From:	<input type="text" value="8:00"/> <input type="text" value="AM"/> To: <input type="text" value="5:00"/> <input type="text" value="PM"/>	Category:	<input type="text" value="A"/>
	(includes <input type="text"/> min for lunch)	Salary Class:	<input type="text"/>
Home School	<input type="text" value="CHS - 20"/>		
Standard No. Days:	<input type="text" value="240"/>	Position Step:	<input type="text" value="11"/>
Actual No. Days	<input type="text" value="240"/>	Yrs. Exp	<input type="text" value="11"/>
Salary Quoted	<input type="text" value="\$110,938.00"/>	Increment Yrs	<input type="text"/>
Leave Days:	Personal: <input type="text"/> Sick: <input type="text"/> Vacation: <input type="text"/>	Contract Level	<input type="text" value="P"/>
Insurance:	Add <input type="radio"/> Delete <input type="radio"/> Change <input type="radio"/> No Change <input type="radio"/>		

Assignment Before Change or Termination			
+	Position <input type="text" value="Principal"/>	FTE: <input type="text" value="1.0"/>	Budget No: <input type="text" value="100-221-111-0000-20"/>

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input type="radio"/> Delete <input type="radio"/>				
Position <input type="text"/>				
Budget No: <input type="text"/>				
Person Replaced: <input type="text"/>				

**Comments:**

08/14/2013 Negotiated contract 07/01/2013 to 06/30/2015  
 Step/Salary Increase. Goes from Step 10 per contract, to a Step 11/Class 41 for 2013-14 per Dr. Hefner  
 mlb



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date

Start Date  End Date

Transfer  Status Change  Budget Change

Last Name  First Name  MI  SSN

POSITION INFORMATION			
Hours Per Week :	<input type="text" value="40"/>	Total FTE:	<input type="text" value="1.0"/>
Time From:	<input type="text" value="8:00"/> <input type="text" value="AM"/> To: <input type="text" value="5:00"/> <input type="text" value="PM"/>	Category:	<input type="text" value="A"/>
	(Includes <input type="text"/> min for lunch)	Salary Class:	<input type="text"/>
Home School	<input type="text" value="CHS - 20"/>		
Standard No. Days:	<input type="text" value="240"/>	Position Step:	<input type="text" value="11"/>
Actual No. Days	<input type="text" value="240"/>	Yrs. Exp	<input type="text"/>
Salary Quoted	<input type="text" value="\$0.00 110937.60"/>	Increment Yrs	<input type="text"/>
Leave Days:	Personal: <input type="text"/> Sick: <input type="text"/> Vacation: <input type="text"/>	Contract Level	<input type="text" value="P"/>
Insurance:	Add <input type="radio"/> Delete <input type="radio"/> Change <input type="radio"/> No Change <input type="radio"/>		

Assignment Before Change or Termination			
+	Position <input type="text" value="Principal"/>	FTE: <input type="text" value="1.0"/>	Budget No: <input type="text" value="100-221-111-0000-20"/>

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input type="radio"/> Delete <input type="radio"/> Position <input type="text"/> FTE: <input type="text"/> Budget No: <input type="text"/> Person Replaced: <input type="text"/>				

**Comments:**

08/14/2013 Negotiated contract 07/01/2013 to 06/30/2015  
 Step/Salary Increase for 2013-14 per Dr. Hefner  
 mlb

*Handwritten:* Goes from step 10 per contract to Step 11 Class 41 for 13-14

*Handwritten:* 8-15-13



✓ HB



Stephen W. Hefner, Ed.D.  
Superintendent  
July 22, 2013

Dr. Akil Ross, Principal  
Chapin High School  
Lexington-Richland School District Five  
Irmo, SC 29063

Dear Akil:

This letter is written to confirm the comments I made to you during your annual evaluation conference with me on July 18, 2013. During our conference, I commended you and thanked you for the excellent leadership you provided during 2012-2013 as the Principal of Chapin High School.

Based on a preliminary review of all the data available to me, the students at Chapin High School have performed most admirably on all measure of academic success. Additionally, your students have also excelled in the arts and in athletics.

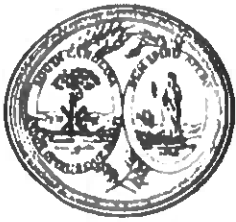
Despite the fact the major "additions and renovations" project on your campus provides a myriad of challenges daily, you have succeeded in keeping your students, faculty, and staff focused on learning. Day after day, you set and model the highest level of standards of professionalism. Your integrity is above reproach; you always make your decisions in the best interest of students and stand firm in the face of political pressures.

I am grateful that you have chosen to be a part of the District Five administrative team. I deeply appreciate your past contributions and look forward to the many contributions you will continue in the lives of our students and within our profession throughout the years ahead.

Sincerely yours,

Stephen W. Hefner, Ed.D.  
Superintendent

C: Dr. Christina Melton, Chief Instructional Officer  
Mr. Reggie Dean, Director of Secondary Education  
✓ Personnel File



STATE OF SOUTH CAROLINA  
DEPARTMENT OF EDUCATION

Mick Zais  
Superintendent

1429 Senate Street  
Columbia, South Carolina 29201

May 30, 2012

file  
Mr. Akil Ross  
Principal  
Chapin High School  
300 Columbia Avenue  
Chapin, SC 29036

Congratulations, Akil!  
Step Hefner  
6/23/2012

Dear Mr. Ross:

Thank you for your recent application to be recognized for your school's fidelity and quality in implementing school-wide Positive Behavior Interventions and Supports (PBIS). The South Carolina Department of Education is pleased to inform you that your school has achieved "Ribbon" status.

For this year's recognition, sixty (60) schools from across the state submitted applications, and forty-eight (48) achieved award status. A team of seven professionals representing general education, special education, PBIS trainers, and family and youth advocacy organizations reviewed the applications.

The quality of implementation and work with PBIS is a key factor in your students' success. With your work on this initiative, you are supporting a climate that is more conducive to academic achievement. The behavioral skills your students learn will benefit them in all aspects of their lives. As a recognized school, we will share your good work with others who are interested in PBIS. Again, thanks for your commitment to excellence in education.

Sincerely,

*Mick Zais*

Mick Zais, Ph.D.  
State Superintendent of Education

MZ/es

c: Dr. Stephen W. Hefner, Superintendent, District Five of Lexington and Richland Counties



✓ JB

Stephen W. Hefner, Ed.D.  
Superintendent  
August 30, 2012

Mr. Akil Ross, Principal  
Chapin High School  
Lexington-Richland School District Five  
Irmo, SC 29063

Dear Akil:

This letter is written to confirm the comments I made to you during your annual evaluation conference with me on August 9, 2012. During our conference, I commended you and thanked you for the excellent work you provided during 2011-2012 as the Principal of Chapin High School.

The data speak loudly! The students at Chapin High School have performed most admirably on all measures of success including the annual school report card issued by the S. C. Education Oversight Committee (EOC), as well as the newly-revised ratings issued by the S. C. Department of Education (SDE). In addition to excelling in academics, your students also win rave reviews in the arts and athletics. Congratulations!

Unquestionably, you have achieved great things in spite of numerous obstacles. As you have confronted each and every challenge, you have demonstrated a maturity beyond your years and the highest levels of professionalism and "class." Clearly, you set and model the highest standards of our profession. Thus, your peers grant you the highest level of respect possible.

I am grateful that you have chosen to be a part of the District Five administrative team. I deeply appreciate your past contributions and look forward to the many contributions you will continue to make in the lives of our students and within our profession in the years ahead.

Sincerely yours,

Stephen W. Hefner, Ed.D.  
Superintendent

C: Mrs. Helen Anderson, Chief Instructional Officer  
Mr. Reggie Dean, Director of Secondary Education

Personnel File

[www.lex5.k12.sc.us](http://www.lex5.k12.sc.us)

1020 Dutch Fork Road • Irmo, South Carolina 29063 • (803) 476-8000

April 24, 2012

STATE OF SOUTH CAROLINA            )  
  )  
COUNTY OF LEXINGTON                )        **PROFESSIONAL EMPLOYMENT  
AGREEMENT BETWEEN SCHOOL  
DISTRICT FIVE OF LEXINGTON AND  
RICHLAND COUNTIES AND  
AKIL ROSS**

This contract of employment, made and entered into this 24<sup>th</sup> day of April 2012, by and between School District Five of Lexington and Richland Counties (hereinafter referred to as "the District") and Akil Ross (hereinafter referred to as the "Principal").

WHEREAS, the District desires to provide the Principal with a written employment contract to describe specifically his relationship with the District and to serve as the basis for effective communication between the Superintendent and the Principal as they fulfill their respective duties and responsibilities in the operation of the schools of School District Five of Lexington and Richland Counties;

It is understood by the parties that this contract is governed by an express covenant of good faith and fair dealing.

NOW, THEREFORE, the Board and the Principal, for the consideration herein specified, agree as follows:

**1. TERM**

The District hereby employs and the Principal hereby accepts employment as Principal of the District for a term commencing July 1, 2012, and ending ~~June 30, 2015~~.

**2. RESPONSIBILITIES OF THE PRINCIPAL**

The Principal shall have administrative responsibility for Chapin High School in the District under the direction of the Superintendent and shall perform any and all assignments requested by the Superintendent and/or his representative. This assignment may be changed by the Superintendent upon notice to the Principal.

### 3. COMPENSATION

The District shall pay the Principal an annual salary of One Hundred Seven Thousand Twenty Dollars (\$107, 021.00), effective July 1, 2012. The annual salary rate shall be paid to the Principal in accordance with the schedule of salary payments in effect for other certificated employees of the District. The District and the Principal may mutually agree to adjust the salary of the Principal during the term of this contract. Loss or reduction in any amount of anticipated or appropriated State, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary; a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough consistent with State law, or a reduction in contract days in accord with State law.

### 4. VACATION AND OTHER BENEFITS

The Principal shall be entitled to all benefits of administrative employees of the District, including but not limited to, leave, insurance protection, retirement programs, and choice of tax sheltered annuities.

### 5. EVALUATION

The Superintendent and/or his designee shall evaluate the performance of the Principal annually. Upon receipt of a satisfactory evaluation, the Principal shall receive an annual raise with a percentage increase at least comparable to that received by other administrators.

The Superintendent and/or his designee shall meet with the Principal for the purpose of discussing the results of the evaluation, which shall be followed up in the form of a written summary. The Principal shall have the right to respond to the results, in writing, following the discussion. Any written response, along with the written summary of the results, shall be made a part of the Principal's personnel file.

### 6. RENEWAL

If the Superintendent does not notify the Principal in writing, before ~~January 31~~

~~2015~~, that this employment contract will not be renewed, it shall be deemed that the District has renewed this employment contract for one year, extending from the termination date set forth above. The Principal shall remind the Superintendent in writing of the existence of this automatic renewal clause. Such notice shall be provided to the Superintendent during the month of December 2014.

## 7. TERMINATION

This contract shall be terminated by:

- (a) mutual agreement of the parties;
- (b) disability of the Principal;

In the event of disability by illness or incapacity, the District may terminate this contract by written notice to the Principal at any time after the Principal has exhausted any accumulated sick leave and such other leave as may be available, and has been absent from his employment, for whatever cause, for a continuous period of 90 days. All obligations of the District shall cease upon such termination.

If a question arises concerning the capacity of the Principal to return to his duties, the Superintendent may require the Principal to submit to a medical examination, at District expense, to be performed by a physician of the Superintendent's choice. The physician shall submit a report to the Superintendent as to whether the Principal is capable of fully resuming his duties and responsibilities.

- (c) discharge for cause;

Discharge for cause shall constitute conduct which is seriously prejudicial to the District, including but not limited to unprofessional conduct, gross neglect of duty, or gross inefficiency. Any decision of the Superintendent to discharge the Principal for cause shall be reviewable by

the Board.

- (d) unilateral termination; or

The Superintendent may, at his option, unilaterally terminate this agreement. In the event of such termination, the Principal shall not be entitled to appear before the Board, and waives any right to a hearing; however, the District shall pay to the Principal upon the execution of a complete release satisfactory to the District, severance pay the equivalent of three months' salary or the balance due on the contract, whichever is less. It is understood that this option should be exercised only after fair, reasonable and good faith efforts pursuant to paragraph 7(a) of the contract have been concluded.

- (e) death of the Principal.

8. SAVINGS CLAUSE

If, during the term of this contract, it is found that a specific clause of the contract is illegal under either federal or State law, the remainder of the contract not affected by such ruling shall remain in force.

IN WITNESS WHEREOF, the Board has caused this employment contract to be approved in its behalf by the Superintendent, and the Principal has approved this employment contract effective on the day and year specified below.

SUPERINTENDENT, FOR THE BOARD, SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND COUNTIES

PRINCIPAL

  
Dr. Stephen W. Hefner

  
Mr. Akil Ross

  
Witness

  
Witness

April 24, 2012  
Columbia, South Carolina



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date 07/01/2012

Start Date 07/01/2012 End Date

Transfer  Status Change  Budget Change

Last Name Ross

First Name Akil

MI

SSN [REDACTED]

POSITION INFORMATION			
Hours Per Week :	40	Total FTE:	1.0
Time From:	8:00 AM To: 5:00 PM (Includes min for lunch)	Category:	A
		Salary Class:	41
Home School	CHS - 20		
Standard No. Days:	240	Position Step:	10
Actual No. Days	240	Yrs. Exp	
Salary Quoted	\$107,021.00	Increment Yrs	
Leave Days:	Personal: Sick: Vacation:	Contract Level	P
Insurance:	Add <input type="radio"/> Delete <input type="radio"/> Change <input type="radio"/> No Change <input type="radio"/>		

Assignment Before Change or Termination			
+ Position	Principal	FTE:	1.0
		Budget No:	100-221-111-0000-20

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input type="radio"/> Delete <input type="radio"/>				
Position	FTE:			
Budget No:				
+ Person Replaced:				

**Comments:**

Special Contract 07/01/2012 - 06/30/2015  
Salary Increase  
Per Dr. Hefner  
LTC

*Allen 5-9-12*

Powered by Doc e Fill

RPA-TRAC 06/2009 13

*CS  
x sent  
4/1/2012  
KCC*

*Approved  
SWH  
5-9-2012*

*per action of Board of Trustees  
on 4/28/12*



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date 07/01/2010

Start Date 07/01/2010 End Date 06/30/2011

Transfer  Status Change  Budget Change

Last Name Ross

First Name Akil

MI

SSN [REDACTED]

POSITION INFORMATION			
Hours Per Week :		Total FTE:	
Time From:	AM To: PM	Category:	
	(Includes min for lunch)	Salary Class:	41
Home School	CHS - 20		
Standard No. Days:	240	Position Step:	4
Actual No. Days	240	Yrs. Exp	
Salary Quoted	\$96,538.00	Increment Yrs	
Leave Days:	Personal: Sick: Vacation:	Contract Level	
Insurance:	Add <input type="radio"/> Delete <input type="radio"/> Change <input type="radio"/> No Change <input type="radio"/>		

Assignment Before Change or Termination			
+ Position	Assistant Principal	FTE: 1.0	Budget No: 100-221-111-0000-20

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input checked="" type="radio"/> Delete <input type="radio"/>				
Position	Principal		FTE: 1.0	
Budget No:	100-111-110-0000-15			
+ Person Replaced:	Mike Satterfield			

**Comments:**

Replaced current Principal-rl

*Obax 3-11-10*



**Request For Personnel Action  
Transfer / Status / Budget Change**

Effective Date 07/01/2010

Start Date 07/01/2010 End Date 06/30/2011

Transfer  Status Change  Budget Change

Last Name Ross First Name Akil MI SSN [REDACTED]

POSITION INFORMATION			
Hours Per Week :		Total FTE:	
Time From:	AM <input type="checkbox"/> To: PM <input type="checkbox"/>	Category:	
	(Includes min for lunch)	Salary Class:	41
Home School	CHS - 20		
Standard No. Days:	240	Position Step:	5
Actual No. Days	240	Yrs. Exp	
Salary Quoted	\$96,538.00	Increment Yrs	<input type="checkbox"/>
Leave Days:	Personal: Sick: Vacation:	Contract Level	
Insurance:	Add <input type="radio"/> Delete <input type="radio"/> Change <input type="radio"/> No Change <input type="radio"/>		

Assignment Before Change or Termination			
<input type="checkbox"/>	Position	Assistant Principal	FTE: 1.0 Budget No: 100-221-111-0000-20

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input type="radio"/> Delete <input checked="" type="radio"/> Position Assistant Principal FTE: 1.0 Budget No: 100-221-111-0000-20 Person Replaced:				
Add <input checked="" type="radio"/> Delete <input type="radio"/> Position Principal FTE: 1.0 Budget No: 100-233-111-0000-20 Person Replaced: Michael Satterfield				

Comments:  
Replaced current Principal-rl  
10-11 SS  
AGE 7/7/10

*Handwritten signatures and dates:*  
 [Signature] 7/7/10  
 [Signature] 7/12/10

**School District Five of Lexington and Richland Counties  
New Hire/Status Change/Resignation - Employment Form**

*ASB*

Attach this form to the interview list of candidates for this position. Include comments on interview list page. This will help HR maintain accurate and timely lists and information for future vacancies in the district.  
 11 School: Chapin High School Requested By: Angela Bain Date Submitted: March 11, 2010

In order to maintain accurate Personnel and Payroll records, please **fax** this form to HR at 476-8196 as soon as you have made your choice for the successful candidate. In the case of resignations, please fax a copy of the letter of resignation and other supporting documents (doctor's statements, etc.) with this form. This form should be used for **all certified and non-certified employees including part-time, afterschool, coaches, etc.**

Employee Name (Legal Name)	Social Security #	Position	FTE	Replacing? (Employee Name)	Effective Date (Employment) or if 200-225 day employee need start date	Ending Date (Resignation) or if 200-225 day employee need ending date	Annual Rate (if applicable)	Hourly rate (if applicable)
Akil Ross	[REDACTED]	Principal	1.0	Mike Satterfield	July 1, 2010			

**Re-Assignment Information:** Akil is replacing Mike Satterfield who is being re-assigned

Hours: \_\_\_\_\_ Days: Monday - Friday or \_\_\_\_\_ (if less than 1.0 need actual days working if not working each day)

**Reason for Resignation:** \_\_\_\_\_ (Attach Resignation Letter - Documentation)

**References checked by:** \_\_\_\_\_ **Position** \_\_\_\_\_

(Site supervisors must indicate at least one reference and comment from phone call or email.)

Date checked	Name of Reference	Position	Response

\*Be sure to speak with one (1) reference - preferably the candidate's current/immediate supervisor

*Angela Bain*  
Site Supervisor Signature

100-111-110-0000-15 \_\_\_\_\_ 100-221-111-0000-20 Please consult Budget Prep for Account Numbers  
 Current Account # Information \_\_\_\_\_ Old Account # if Applicable

FOR HR USE ONLY	Accepted <input checked="" type="checkbox"/>	Declined <input type="checkbox"/>
Date	<u>3/26/10</u>	Initials <u>AB</u>
Date		Initials <u>BSF, S38</u>
Salary Quoted		Salary Quoted

**Personnel New Hire/Status Change/Resignation Employment Form** **Only Fax This Completed Form To Personnel at 476-8196.**

**School District Five of Lexington and Richland Counties  
Irmo, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

**Contract for Certified Personnel**

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2012 - 2013**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint, the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **April 23, 2012**.

ASSIGNMENT - The following school and job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Principal**

FTE: 1.00

**SPECIAL PROVISIONS:**

Signed: \_\_\_\_\_

Employee Signature

Akil E. Ross

Please Print Name

Signed \_\_\_\_\_

District Superintendent

Date: \_\_\_\_\_

April 13, 2012

Date: April 13, 2012

**School District Five of Lexington and Richland Counties  
Irmo, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

**Contract for Certified Personnel**

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2011 - 2012**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **May 23, 2011**.

ASSIGNMENT - The following school and job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Principal**

FTE: 1.00

**SPECIAL PROVISIONS:**

Signed: \_\_\_\_\_

Employee Signature

Akil E. Ross

Please Print Name

Signed \_\_\_\_\_

District Superintendent

Date: \_\_\_\_\_

May 13, 2011

Date: May 13, 2011

**School District Five of Lexington and Richland Counties  
Irmo, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

**Contract for Certified Personnel**

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, **Akil Ross** hereinafter referred to as the Employee. This is a(n) **Continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2010-2011** all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **March 16, 2010**.

**ASSIGNMENT - Principal-Chapin High School**

FTE: **1.0**

EFFECTIVE: **July 1, 2010**

**SPECIAL PROVISIONS:**

Signed: \_\_\_\_\_

Employee

Signed: \_\_\_\_\_

Dr. Herbert Berg  
Superintendent

Date: \_\_\_\_\_

March 11, 2010

Date: \_\_\_\_\_

March 2, 2010



March 2, 2010

Mr. Akil Ross  
[REDACTED]  
[REDACTED]

Dear Mr. Ross:

We are glad that you are making a commitment to us for the period of time outlined on the contract form, and we ask that you review, sign and return one copy to our office. Please sign both contracts and return one by the specified due date.

If you have any questions, please feel free to call my office at 476-8198. We look forward to working with you.

Warm regards,

Angela H. Bain  
Chief Human Resource Services Officer

AHB/rl  
Enclosures

**School District Five of Lexington and Richland Counties  
Irmo, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

**Contract for Certified Personnel**

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2009-2010**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **May 26, 2009**.

ASSIGNMENT - The following school and job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Assistant Principal**

FTE: 1.00

**SPECIAL PROVISIONS:**

Signed: \_\_\_\_\_

Employee Signature

*Akil E. Ross*

Please Print Name

Signed \_\_\_\_\_

District Superintendent

Date: \_\_\_\_\_

*May 15, 2009*

Date: May 15, 2009

**School District Five of Lexington and Richland Counties  
Irmo, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

Contract for Certified Personnel

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2008-2009**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **April 25, 2008**.

ASSIGNMENT - The following school and job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Assistant Principal**

FTE: 1.00

SPECIAL PROVISIONS:

Signed: \_\_\_\_\_



Employee Signature

Akil E. Ross

Please Print Name

Signed \_\_\_\_\_



District Superintendent

Date: \_\_\_\_\_

March 17, 2008

Date: March 11, 2008

**School District Five of Lexington and Richland Counties  
Ballentine, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

Contract for Certified Personnel

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2007-2008**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before April 25, 2007.

ASSIGNMENT - The following school and job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Assistant Principal**

FTE: 1.00

SPECIAL PROVISIONS:

Signed:   
Employee

Signed:   
District Superintendent

Date: April 5, 2007

Date: April 6, 2007

# South Carolina State Board of Education

## Educator Certificate

Akll E Ross  
[REDACTED]  
[REDACTED]

**Certificate Number**

214052

**Social Security Number**

[REDACTED]

**Validity Period**

01/07/06 TO 06/30/10

**Professional Certificate**

**Class**

Masters

**Experience**

3

**Areas of Certification**

20 - Social Studies

72 - Secondary Principal

74 - Secondary Supervisor

*Inez Moore Tenenbaum*

INEZ MOORE TENENBAUM  
STATE SUPERINTENDENT OF EDUCATION

Date Printed

02/15/06

**School District Five of Lexington and Richland Counties  
Ballentine, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

Contract for Certified Personnel

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, and Akil Ross, hereinafter referred to as the Employee. This is a(n) **continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2006-2007**, all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before April 25, 2006.

ASSIGNMENT - The following school and job assignment is tentative:

CHAPIN HIGH SCHOOL  
Assistant Principal

FTE: 1.00

SPECIAL PROVISIONS:

Signed: \_\_\_\_\_

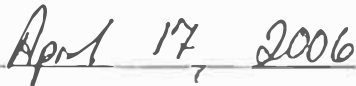


Signed \_\_\_\_\_



District Superintendent

Date: \_\_\_\_\_



Date: April 6, 2006



October 10, 2005

Brenda Zwart  
South Carolina Department of Education  
Office of Teacher Certification  
Landmark II Office Building  
3700 Forrest Drive, Suite 500  
Columbia, South Carolina 28204

Re: Akil Ross  
SS/ [REDACTED]

Dear Ms. Zwart:

The purpose of this letter is to request an extension on the certificate of Akil Ross, CID 214052.

Mr. Ross is employed with School District Five of Lexington and Richland Counties for the 2005-2006 school year and needs to take the PLT. Therefore, we are requesting an extension of his certification for the 2005-2006 school year.

Thank you for your assistance and immediate attention. Please contact me if you need more information.

Sincerely,

A handwritten signature in cursive script that reads "Mattie L. Dillon".

Mattie L. Dillon  
Chief Human Resource Services Officer

MLD/aw

**School District Five of Lexington and Richland Counties  
Ballentine, South Carolina**

State of South Carolina  
Counties of Lexington and Richland

Contract for Certified Personnel

This agreement is entered into by and between the Board of Trustees of School District Five of Lexington and Richland Counties, hereinafter referred to as the Employer, **Akil Ross**, hereinafter referred to as the Employee. This is a(n) **Continuing** contract.

The Employee possesses or will possess prior to active service with the District, a valid S.C. Teaching Certificate, other professional qualifications prerequisite to the position indicated, and an acceptable criminal history record. Failure to maintain such prerequisite professional qualifications during the contractual period shall automatically terminate this contract as of the time of the disqualification(s). Subject to any special conditions set forth below, the Employee agrees to discharge faithfully for the contract year **2005-2006** all the duties imposed on an employee by the laws of S.C. and by the administrative rules and regulations of this district. The employee agrees to comply with all administrative rules, regulations, and policies of the Employer. The Employee agrees to render acceptable service and to perform all assigned duties. The administration may assign reasonable extracurricular activities for the year for which this assignment is made.

In consideration of this agreement, the Employer promises to pay the above-named Employee for professional services rendered during the life of this contract the sum to which (s)he is entitled under local, state, or federal allotments or any combination of these. Since this position depends on the availability of this funding, this contract shall be terminated on the termination of such funding. Said salary shall be paid in accordance with the provisions of the local salary schedule as determined by the type certificate and years of experience verified by the South Carolina Department of Education.

In the event the number of days of employment cannot be reduced under the laws of this State, then the District may elect to meet the loss or reduction of funds described above by imposing a pro-rata reduction of personnel salaries. In the event such salary cuts cannot otherwise reasonably be avoided, such a reduction shall be based on a uniform percentage reduction in the salary of each District employee, but the aggregate savings from such reduction shall not exceed the loss or reduction of funds to the District. Such reduction shall be spread over as many pay periods as possible, and shall apply to the contract year in which a reduction is found by the Employer School Board to be unavoidable. If for reasons of financial exigency or budgetary constraint the number of teacher and/or in-service days for the year is reduced below the number prescribed herein, no payment will be due to the Employee for days lost due to such a reduction.

This contract is for **240** days and is void unless the Employee signs and returns the original of this contract on or before **June 6, 2005**.

ASSIGNMENT - The following job assignment is tentative:

**CHAPIN HIGH SCHOOL  
Assistant Principal**

FTE: 1.0

EFFECTIVE: 2005-2006 School Year

SPECIAL PROVISIONS:

Signed:   
Employee

Date: May 31, 2005

Signed   
District Superintendent

Date: May 31, 2005

REQUEST FOR PERSONNEL ACTION

CHECK APPROPRIATE BOX BELOW
New Hire
Transfer <input checked="" type="checkbox"/>
Name Change
Address Change
Phone Change
Status Change
Budget Change
Termination
Leave of Absence

Name: Akil E. Ross Tel. No: (803) [REDACTED] School: DFHS  
 Address: [REDACTED] Race: JUN 06 2005 Social Security #: [REDACTED]  
 Certificate No.: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

POSITION INFORMATION Effective Date: August 4, 2005 Insurance:  Add  Delete  Change  No Change

Hours per week:	Total FTE:	Position: <u>S.S. Teacher</u>	FTE: <u>1.0</u>	Budget No: <u>100-114-110-0000-27</u>
Time: From: _____ To: _____ (includes min for lunch)	Category:	Position:	FTE:	Budget No:
Standard No. Days:	Salary Class:	Position:	FTE:	Budget No:
Actual No. Days:	Position Step:	Position:	FTE:	Budget No:
Contract Level:	Yrs. Exp.:	Position:	FTE:	Budget No:
Leave Days: Personal _____ Sick _____ Vacation _____		Position:	FTE:	Budget No:

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt	New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input checked="" type="checkbox"/> Delete <input type="checkbox"/>					Add <input type="checkbox"/> Delete <input type="checkbox"/>				
Position: <u>S.S. Teacher</u> FTE: <u>1.0</u>					Position: _____ FTE: _____				
Budget Number: <u>100-114-110-0000-27</u>					Budget Number: _____				
Person Replaced: _____					Person Replaced: _____				
Add <input type="checkbox"/> Delete <input type="checkbox"/>					Add <input type="checkbox"/> Delete <input type="checkbox"/>				
Position: _____ FTE: _____					Position: _____ FTE: _____				
Budget Number: _____					Budget Number: _____				
Person Replaced: _____					Person Replaced: _____				
Add <input type="checkbox"/> Delete <input type="checkbox"/>					Add <input type="checkbox"/> Delete <input type="checkbox"/>				
Position: _____ FTE: _____					Position: _____ FTE: _____				
Budget Number: _____					Budget Number: _____				
Person Replaced: _____					Person Replaced: _____				

Comments: Mr. Ross will be assuming a position w/ CHS for school year 2005-2006

Employee:	Date:	Termination - Attach Letter of Resignation
Principal/Supervisor: <u>[Signature]</u>	Date: <u>6-1-05</u>	Last Day Worked
Human Resources Officer:	Date:	Effective Date of Resignation:
Financial Services Officer:	Date:	No. of leave days used to extend term date:
		Transferring to another state agency: (Y/N)
		Forwarding Address:

*[Handwritten initials]*



## Results

Name **Akil Ross**  
Date of Birth [REDACTED]  
Maiden Name  
Gender **Male**  
Transaction **001549344**  
Date of Check **May 27, 2005 at 16:11**

**NO ARREST DATA**  
IN ACCORDANCE WITH  
SEARCH CRITERIA SUBMITTED  
S.C. Law Enforcement Division  
WWW

To Whom it may Concern:


The criminal history search was based upon the criteria furnished. It did not include a fingerprint comparison, which is the only means of positive identification. This **NO ARREST DATA** verification is only valid as of May 27, 2005 at 16:11 since a record may be established after that time. Therefore, if no action is taken within a reasonable period, it is recommended that another check be made.

Sincerely,

Robert M. Stewart, Chief.  
South Carolina Law Enforcement Division

**SLED CATCH**  
Citizens Access to Criminal Histories

**Results**

Name **Akil Ross**  
Date of Birth   
Maiden Name  
Gender **Male**  
Transaction **001435668**  
Date of Check **February 18, 2005 at 16:25**

**NO ARREST DATA**  
IN ACCORDANCE WITH  
SEARCH CRITERIA SUBMITTED  
S.C. Law Enforcement Division  
WWW

To Whom it may Concern:

The criminal history search was based upon the criteria furnished. It did not include a fingerprint comparison, which is the only means of positive identification. This **NO ARREST DATA** verification is only valid as of February 18, 2005 at 16:25 since a record may be established after that time. Therefore, if no action is taken within a reasonable period, it is recommended that another check be made.

Sincerely,



Robert M. Stewart, Chief.  
South Carolina Law Enforcement Division

[Return](#)

[Another Check](#)

**PROFILE NUMBER:** [REDACTED]  
**FULL NAME:** Ross, Akil Edward  
**APPLICANT E-MAIL:** [REDACTED]  
**PHONE:** [REDACTED]  
**DATE APPLICATION LAST MODIFIED:** 1/29/2005

Mozilla/4.0 (compatible; MSIE 6.0; Windows NT 5.1)

This application is finalized and available for viewing.

Applicant has selected the following Region(s): Lexington School District #1, Richland School District #1, Richland School District #2, Lexington School District #5.

## SECTION I

## PERSONAL INFORMATION

<b>Lastname</b>	<b>Firstname</b>	<b>Middlename</b>	<b>Maiden Name</b>
Ross	Akil	Edward	
<b>Social Security Number</b>	<b>Name at Birth</b>	<b>Any former names used</b>	
[REDACTED]	Akil E. Ross	1.	2.
<b>Present Address:</b> [REDACTED]			
<b>City:</b> [REDACTED]		<b>State:</b> [REDACTED]	<b>Zip Code:</b> [REDACTED]
<b>Permanent Address (If not same as above):</b>			
<b>City:</b>		<b>State:</b>	<b>Zip Code:</b>
<b>Present Telephone:</b> [REDACTED]		<b>Permanent Telephone:</b>	

## SECTION II

## POSITION DESIRED

Preferred Assignment (specify grade levels and subjects):

<b>First Choice</b> High Administration	<b>Special Education Preferred Area(s):</b>
<b>Second Choice</b> High Social Studies	<b>Vocational Preferred Area(s):</b>
<b>Third Choice</b>	<b>Other:</b>
If you also wish to be considered for a coaching assignment, list sports in order of preference. Attach an athletic resume that includes your experiences and records in preferred sports. Football - Men	
What student activities are you willing to sponsor? Junior Civitans	
What proficiencies do you have in computer technology?	

## SECTION III

## CERTIFICATION INFORMATION

Check Cert Status

<b>Do you presently hold a valid S.C. credential?</b>	Yes		
<b>Type of credential: Professional</b>	1	<b>Other: Please Specify:</b>	
<b>Credential Number:</b>	214052	<b>Expiration Date:</b>	06/30/05
<b>Are you applying to be certified through the Program of Alternative Certification for Educators?</b>	No	<b>If yes, do you have a letter of eligibility?</b>	No
<b>Indicate areas you are certified or anticipate receiving S.C. certification in:</b>			
(a.) Administration			(b.) Social Studies
(c.) Gifted and Talented endorsement			(d.)
<b>Do you presently hold a valid credential from another state?</b>	No		
<b>If yes, indicate state:</b>	<b>and areas of certification:</b>		
(a.)			(b.)
(c.)			(d.)
<b>Have you ever been granted a Permit in South Carolina?</b>	No	<b>If yes, what areas?</b>	
<b>The National Teacher Examination (NTE)/PRAXIS Series Test are required for all applicants including those from state with reciprocity agreements.</b>			
<b>Have you taken the NTE (required through 06/30/99)?</b>	No	<b>If yes, when?</b>	
<b>Professional Knowledge score:</b>		<b>Area score:</b>	
<b>Have you taken the Praxis (required 07/01/99)?</b>	No	<b>If not, when do you plan to take it?</b>	03/05/05
<b>Principles of Learning tests scores:</b>			
<b>Praxis II Subject Assessment 1 scores:</b>			
<b>Praxis II Subject Assessment 2 scores:</b>			
<b>Praxis II Subject Assessment 3 scores:</b>			
<b>Praxis II Subject Assessment 4 scores:</b>			
<b>S.C. Trade Exam?</b>	No	<b>If no, when do you plan to take it?</b>	
If you have never been issued a S.C. license, please attach a copy of your NTE/PRAXIS scores. NTE/PRAXIS scores may be requested from:			
NTE/The PRAXIS Series; ETS, P.O. Box 6051, Princeton, NJ 08541-6051			

**NOTE: PLEASE SUBMIT A COPY OF YOUR TEACHING CREDENTIAL, YOUR NTE/PRAXIS II REPORT, AND YOUR SOCIAL SECURITY CARD.**

**SECTION IV EDUCATIONAL AND PROFESSIONAL TRAINING**

Dates		Name and Location of College or University (Graduate or undergraduate)	Degree Received	Major	Minor
From	To				
08/1998	05/2002	Duke University Durham, NC	BA	Political Science	History

**SECTION V STUDENT TEACHING**  
(If completed within the last three years)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Supervising Teachers	Name, Addresses, and Telephone Numbers of Schools
From	To			
No student teaching recorded.				

**SECTION VI EMPLOYMENT RECORD**  
(Teaching experience only)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Schools	Reason for Leaving
From	To			
08/2002	01/2005	9th-12th	Eau Claire High School 4800 Monticello Road Columbia, SC - 29203 803-735-7600	New certification

National Board of Professional Teaching Standards Certified: No

Total Years of Teaching Experience: 4

Total Years of Teaching Experience in S.C.: 3

If you have vocational experience, how many years in the trade area do you have?

## SECTION VII

**EMPLOYMENT RECORD**  
(Other than teaching and including part-time)

Dates		Position	Name and Address of Employer	Reason for Leaving
From	To			
No other employment recorded.				

See bottom of page for references (Section VIII).

## SECTION IX

**PERSONAL AND PROFESSIONAL  
INFORMATION**

1.	Are you currently under contract?	Yes	Expiration Date:	04/2005
	Where?	Richland School District One		
	When are you available?	Summer 2005		
2.	Have you ever been evaluated using ADEPT (SC's Teacher Evaluation Model)	Yes		
	Most recent contract held:	Annual 1 Contract		
3.	Have you ever been involuntarily terminated, not had your contract renewed, or have you ever resigned from any employment in lieu of being terminated from employment?			
	No	If yes, explain:		
4.	Have you ever been convicted by federal, state, or other law enforcement authorities or pleaded nolo contendere (no contest) for violation of any federal law, state law, county or municipal law, regulation, or ordinance, including fraudulent checks? (Do not include any offense or minor traffic violations for which a fine of \$30 or less was imposed.)			
	No	If yes, explain:		
5.	Have you failed to meet standard on any evaluation instrument during your most recent evaluation?			
	No	If yes, explain:		
6.	Did you participate in the S.C. Teacher Cadet Program?	No		
7.	Are you a Teaching Fellows Graduate?	No		

## OPTIONAL APPLICANT INFORMATION

<b>Date of Birth:</b>	6/12/1979
<b>Gender:</b>	M
<b>Ethnic Origin:</b>	Black/Non-Hispanic
<b>Desired Position:</b>	Secondary Administration
<b>U.S. Citizen:</b>	Yes

## SECTION VIII

## REFERENCES

The following references are those submitted ONLINE.

Additional references may be included in the scanned images at the bottom of this page.  
**IMPORTANT: APPLICANTS SHOULD SUPPLY REFERENCES THAT HAVE DIRECT KNOWLEDGE OF THEIR WORK. IMMEDIATE SUPERVISOR OR THE MOST CURRENT SUPERVISOR IS REQUESTED. FAILURE TO PROVIDE REFERENCES OF THIS SCOPE MAY DELAY THE APPLICATION.**

Applicant has retained his/her right to review references.

	Name and Position	Complete Address	Telephone Number (including area code)
<a href="#">View Reference</a>	Cannon, Opal Catherine Social Studies Chairperson Eau Claire High	[REDACTED]	[REDACTED]
<a href="#">View Reference</a>	Kennedy, Lionel T Head Football Coach	[REDACTED]	[REDACTED]
<a href="#">View Reference</a>	Boggs, Maria Assistant Principal	[REDACTED]	[REDACTED]

**SCANNED IMAGES:**

(References submitted ONLINE are included above in Section VIII.)

Application	0 Pages	Certificate	0 Pages
Other	0 Pages	Reference	0 Pages
Resume	0 Pages	Testimony	0 Pages
Transcript		0 Pages	

**PROFILE NUMBER:** [REDACTED]  
**FULL NAME:** Ross, AkilEdward  
**APPLICANT E-MAIL:** [REDACTED]  
**PHONE:** [REDACTED]  
**DATE APPLICATION LAST MODIFIED:** 1/9/2005  
 Mozilla/4.0 (compatible; MSIE 6.0; Windows NT 5.1)

This application is finalized and available for viewing.

Applicant has selected the following Region(s): Lexington School District #1, Richland School District #2, Lexington School District #5.

Applicant has excluded Richland School District #1 district from viewing this application.

### SECTION I PERSONAL INFORMATION

<b>Lastname</b>	<b>Firstname</b>	<b>Middlename</b>	<b>Maiden Name</b>
Ross	Akil	Edward	
<b>Social Security Number</b>	<b>Name at Birth</b>	<b>Any former names used</b>	
[REDACTED]	Akil E. Ross	1.	2.
<b>Present Address:</b> [REDACTED]			
<b>City:</b> [REDACTED]	<b>State:</b>	<b>Zip Code:</b> [REDACTED]	
<b>Permanent Address (If not same as above):</b>			
<b>City:</b>	<b>State:</b>	<b>Zip Code:</b>	
<b>Present Telephone:</b> [REDACTED]		<b>Permanent Telephone:</b>	

### SECTION II POSITION DESIRED

Preferred Assignment (specify grade levels and subjects):

<b>First Choice</b> High Administration	<b>Special Education Preferred Area(s):</b>
<b>Second Choice</b> High Social Studies	<b>Vocational Preferred Area(s):</b>
<b>Third Choice</b>	<b>Other:</b>
<p>If you also wish to be considered for a coaching assignment, list sports in order of preference. Attach an athletic resume that includes your experiences and records in preferred sports.          Football - Men</p>	
<p>What student activities are you willing to sponsor? Junior Civitans</p>	
<p>What proficiencies do you have in computer technology?</p>	

## SECTION III

## CERTIFICATION INFORMATION

Check Cert Status

Do you presently hold a valid S.C. credential?	Yes	
Type of credential: Professional	1	Other: Please Specify:
Credential Number:	214052	Expiration Date: 06/30/05
Are you applying to be certified through the S.C. Critical Needs Program?	No	If yes, do you have a letter of eligibility? No
Indicate areas you are certified or anticipate receiving S.C. certification in:		
(a.) Administration	(b.) Social Studies	
(c.) Gifted and Talented endorsement	(d.)	
Do you presently hold a valid credential from another state?	No	
If yes, indicate state:	and areas of certification:	
(a.)	(b.)	
(c.)	(d.)	
Have you ever been granted a Permit in South Carolina?	No	If yes, what areas?
The National Teacher Examination (NTE)/PRAXIS Series Test are required for all applicants including those from state with reciprocity agreements.		
Have you taken the NTE (required through 06/30/99)?	No	If yes, when?
Professional Knowledge score:		Area score:
Have you taken the Praxis (required 07/01/99)?	No	If not, when do you plan to take it? 03/05/05
Principles of Learning tests scores:		
Praxis II Subject Assessment 1 scores:		
Praxis II Subject Assessment 2 scores:		
Praxis II Subject Assessment 3 scores:		
Praxis II Subject Assessment 4 scores:		
S.C. Trade Exam?	No	If no, when do you plan to take it?
If you have never been issued a S.C. license, please attach a copy of your NTE/PRAXIS scores. NTE/PRAXIS scores may be requested from:		
NTE/The PRAXIS Series; ETS, P.O. Box 6051, Princeton, NJ 08541-6051		

**NOTE: PLEASE SUBMIT A COPY OF YOUR TEACHING CREDENTIAL, YOUR NTE/PRAXIS II REPORT, AND YOUR SOCIAL SECURITY CARD.**

**SECTION IV** **EDUCATIONAL AND PROFESSIONAL TRAINING**

Dates		Name and Location of College or University (Graduate or undergraduate)	Degree Received	Major	Minor
From	To				
08/1998	05/2002	Duke University Durham, NC	BA	Political Science	History

**SECTION V** **STUDENT TEACHING**  
(If completed within the last three years)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Supervising Teachers	Name, Addresses, and Telephone Numbers of Schools
From	To			
No student teaching recorded.				

**SECTION VI** **EMPLOYMENT RECORD**  
(Teaching experience only)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Schools	Reason for Leaving
From	To			
08/2002	01/2005	9th-12th	Eau Claire High School 4800 Monticello Road Columbia, SC - 29203 803-735-7600	New certification

National Board of Professional Teaching Standards Certified: No

Total Years of Teaching Experience: 4

Total Years of Teaching Experience in S.C.: 3

If you have vocational experience, how many years in the trade area do you have?

## SECTION VII

**EMPLOYMENT RECORD**  
(Other than teaching and including part-time)

Dates		Position	Name and Address of Employer	Reason for Leaving
From	To			
No other employment recorded.				

See bottom of page for references (Section VIII).

## SECTION IX

**PERSONAL AND PROFESSIONAL  
INFORMATION**

1.	Are you currently under contract?	Yes	Expiration Date:	04/2005
	Where?	Richland School District One		
	When are you available?	Summer 2005		
2.	Have you ever been evaluated using ADEPT (SC's Teacher Evaluation Model)	Yes		
	Most recent contract held:	Annual 1 Contract		
3.	Have you ever been involuntarily terminated, not had your contract renewed, or have you ever resigned from any employment in lieu of being terminated from employment?			
	No	If yes, explain:		
4.	Have you ever been convicted by federal, state, or other law enforcement authorities or pleaded nolo contendere (no contest) for violation of any federal law, state law, county or municipal law, regulation, or ordinance, including fraudulent checks? (Do not include any offense or minor traffic violations for which a fine of \$30 or less was imposed.)			
	No	If yes, explain:		
5.	Have you failed to meet standard on any evaluation instrument during your most recent evaluation?			
	No	If yes, explain:		
6.	Did you participate in the S.C. Teacher Cadet Program?	No		
7.	Are you a Teaching Fellows Graduate?	No		

## OPTIONAL APPLICANT INFORMATION

<b>Date of Birth:</b>	[REDACTED]
<b>Gender:</b>	M
<b>Ethnic Origin:</b>	Black/Non-Hispanic
<b>Desired Position:</b>	Secondary Administration
<b>U.S. Citizen:</b>	Yes

## SECTION VIII

## REFERENCES

The following references are those submitted ONLINE.

Additional references may be included in the scanned images at the bottom of this page.

**IMPORTANT: APPLICANTS SHOULD SUPPLY REFERENCES THAT HAVE DIRECT KNOWLEDGE OF THEIR WORK. IMMEDIATE SUPERVISOR OR THE MOST CURRENT SUPERVISOR IS REQUESTED. FAILURE TO PROVIDE REFERENCES OF THIS SCOPE MAY DELAY THE APPLICATION.**

**Applicant has retained his/her right to review references.**

	Name and Position	Complete Address	Telephone Number (including area code)
No references recorded.			

**SCANNED IMAGES:**

(References submitted ONLINE are included above in Section VIII.)

Application	0 Pages	Certificate	0 Pages
Other	0 Pages	Reference	0 Pages
Resume	0 Pages	Test Scores	0 Pages
Transcript		0 Pages	

Division of Teacher Quality

Teacher Certification

my schools.com

SEARCH

HOME CERTIFICATION EDUCATION TITLE III AGENT RECOGNITION

YOU ARE HERE ▶ [SCTeachers.org](http://SCTeachers.org) ▶ [Certification](#) ▶ Certification Status

## Educator Certification Database Inquiry

The following information represents the most recent electronic additions to your file. Please review the information carefully. If you have any questions, please refer to the [Certification System Reference Guide](#) which explains each area defined for your online record.

**Akil E Ross** CID(s) - 214052  
**Academic Program:** Initial Certificate  
**Academic Class:** Bachelors  
**Years of Experience:** 2.0

[Search New](#)

Academic Areas		
Area	Begin	End
Social Studies	12/05/2002	06/30/2005

Passed Exams
Description
Social Studies: Content

Renewal Credits		
Date	Source	Credit
No Data available for the validity period.		

Documents Received	
Description	Received
Correspondence	02/25/2003
FBI Report	02/18/2003
Official Transcript - NC - North Carolina	02/18/2003
Correspondence	02/12/2003
Official Transcript - NC - North Carolina	02/12/2003
Fee Payment	12/05/2002
Fingerprint Card	12/05/2002
Application	12/05/2002
Certificates - out of state	12/05/2002

Career & Technology Areas		
Area	Begin	End
No Data available.		

Actions Pending/Processed		
Date Created	Description	Status
03/11/2003	Correspondence	03/11/2003
02/27/2003	Correspondence	03/11/2003
02/20/2003	FBI/SLED Rept	02/24/2003
12/06/2002	First-time	02/24/2003

Correspondence Sent	
Title	Date
Initial Certificate Letter	02/24/2003
Request for Additional Application Materials	12/16/2002

**This information is current. If you have any questions, please review the Certification Status Reference Guide before contacting this office. This reference guide explains what type of information is displayed. We are transitioning our office to the new technology. If you feel there are serious inaccuracies, please contact a certification specialist at [Teacher Certification](#).**

Email [Webmaster](#) regarding any technical difficulties.

[Certification](#) | [Education](#) | [Title II](#) | [ADEPT](#) | [Recognition](#) | [Troops to Teachers](#) | [Teacher Advancement](#)  
[Contact Us](#) | [About Us](#) | [Search](#) | [Links](#)

**PROFILE NUMBER:** [REDACTED]  
**FULL NAME:** Ross, AkilEdward  
**APPLICANT E-MAIL:** [REDACTED]  
**PHONE:** [REDACTED]  
**DATE APPLICATION LAST MODIFIED:** 1/26/2005  
Mozilla/4.0 (compatible; MSIE 6.0; Windows NT 5.1; (56AB1FAE-C957-4752-903D-79E79DA64508))

This application is finalized and available for viewing.

Applicant has selected the following Region(s): Lexington School District #1, Richland School District #1, Richland School District #2, Lexington School District #5.

**SECTION I PERSONAL INFORMATION**

<b>Lastname</b>	<b>Firstname</b>	<b>Middlename</b>	<b>Malden Name</b>
Ross	Akil	Edward	
<b>Social Security Number</b>	<b>Name at Birth</b>	<b>Any former names used</b>	
[REDACTED]	Akil E. Ross	1.	2.
<b>Present Address:</b>			
[REDACTED]			
<b>City:</b>	<b>State:</b>	<b>Zip Code:</b>	
[REDACTED]	[REDACTED]	[REDACTED]	
<b>Permanent Address (If not same as above):</b>			
[REDACTED]			
<b>City:</b>	<b>State:</b>	<b>Zip Code:</b>	
[REDACTED]	[REDACTED]	[REDACTED]	
<b>Present Telephone:</b>		<b>Permanent Telephone:</b>	
[REDACTED]		[REDACTED]	

**SECTION II POSITION DESIRED**

Preferred Assignment (specify grade levels and subjects):

<b>First Choice</b> High Administration	<b>Special Education Preferred Area(s):</b>
<b>Second Choice</b> High Social Studies	<b>Vocational Preferred Area(s):</b>
<b>Third Choice</b>	<b>Other:</b>
<p>If you also wish to be considered for a coaching assignment, list sports in order of preference. Attach an athletic resume that includes your experiences and records in preferred sports.</p> <p>Football - Men</p>	
<p>What student activities are you willing to sponsor? Junior Civitans</p>	
<p>What proficiencies do you have in computer technology?</p>	

## SECTION III CERTIFICATION INFORMATION

Check Cert Status

Do you presently hold a valid S.C. credential?	Yes		
Type of credential: Professional	1	Other: Please Specify:	
Credential Number:	214052	Expiration Date:	06/30/05
Are you applying to be certified through the S.C. Critical Needs Program?	No	If yes, do you have a letter of eligibility?	No
Indicate areas you are certified or anticipate receiving S.C. certification in:			
(a.) Administration			(b.) Social Studies
(c.) Gifted and Talented endorsement			(d.)
Do you presently hold a valid credential from another state?	No		
If yes, indicate state:	and areas of certification:		
(a.)			(b.)
(c.)			(d.)
Have you ever been granted a Permit in South Carolina?	No	If yes, what areas?	
The National Teacher Examination (NTE)/PRAXIS Series Test are required for all applicants including those from state with reciprocity agreements.			
Have you taken the NTE (required through 06/30/99)?	No	If yes, when?	
Professional Knowledge score:		Area score:	
Have you taken the Praxis (required 07/01/99)?	No	If not, when do you plan to take it?	03/05/05
Principles of Learning tests scores:			
Praxis II Subject Assessment 1 scores:			
Praxis II Subject Assessment 2 scores:			
Praxis II Subject Assessment 3 scores:			
Praxis II Subject Assessment 4 scores:			
S.C. Trade Exam?	No	If no, when do you	

<b>plan to take it?</b>
If you have never been issued a S.C. license, please attach a copy of your NTE/PRAXIS scores. NTE/PRAXIS scores may be requested from:
<b>NTE/The PRAXIS Series; ETS, P.O. Box 6051, Princeton, NJ 08541-6051</b>

**NOTE: PLEASE SUBMIT A COPY OF YOUR TEACHING CREDENTIAL, YOUR NTE/PRAxis II REPORT, AND YOUR SOCIAL SECURITY CARD.**

**SECTION IV EDUCATIONAL AND PROFESSIONAL TRAINING**

Dates		Name and Location of College or University (Graduate or undergraduate)	Degree Received	Major	Minor
From	To				
08/1998	05/2002	Duke University Durham, NC	BA	Political Science	History

**SECTION V STUDENT TEACHING**  
(If completed within the last three years)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Supervising Teachers	Name, Addresses, and Telephone Numbers of Schools
From	To			
No student teaching recorded.				

**SECTION VI EMPLOYMENT RECORD**  
(Teaching experience only)

Dates		Grades or Subjects	Name, Addresses, and Telephone Numbers of Schools	Reason for Leaving
From	To			
08/2002	01/2005	9th-12th	Eau Claire High School 4800 Monticello Road Columbia, SC - 29203 803-735-7600	New certification

National Board of Professional Teaching Standards Certified: No

Total Years of Teaching Experience: 4

Total Years of Teaching Experience in S.C.: 3

If you have vocational experience, how many years in the trade area do you have?

**SECTION VII EMPLOYMENT RECORD**  
(Other than teaching and including part-time)

Dates		Position	Name and Address of Employer	Reason for Leaving
From	To			
No other employment recorded.				

See bottom of page for references (Section VIII).

**SECTION IX PERSONAL AND PROFESSIONAL INFORMATION**

1.	Are you currently under contract?	Yes	Expiration Date:	04/2005
	Where?	Richland School District One		
	When are you available?	Summer 2005		
2.	Have you ever been evaluated using ADEPT (SC's Teacher Evaluation Model)	Yes		
	Most recent contract held:	Annual 1 Contract		
3.	Have you ever been involuntarily terminated, not had your contract renewed, or have you ever resigned from any employment in lieu of being terminated from employment?			
	No If yes, explain:			
4.	Have you ever been convicted by federal, state, or other law enforcement authorities or pleaded nolo contendere (no contest) for violation of any federal law, state law, county or municipal law, regulation, or ordinance, including fraudulent checks? (Do not include any offense or minor traffic violations for which a fine of \$30 or less was imposed.)			
	No If yes, explain:			
5.	Have you failed to meet standard on any evaluation instrument during your most recent evaluation?			
	No If yes, explain:			
6.	Did you participate in the S.C. Teacher Cadet Program?	No		
7.	Are you a Teaching Fellows Graduate?	No		

**OPTIONAL APPLICANT  
INFORMATION**

<b>Date of Birth:</b>	[REDACTED]
<b>Gender:</b>	M
<b>Ethnic Origin:</b>	Black/Non-Hispanic
<b>Desired Position:</b>	Secondary Administration
<b>U.S. Citizen:</b>	Yes

**SECTION VIII**

**REFERENCES**

The following references are those submitted ONLINE.  
Additional references may be included in the scanned images at the bottom of this page.

**IMPORTANT: APPLICANTS SHOULD SUPPLY REFERENCES THAT HAVE DIRECT KNOWLEDGE OF THEIR WORK. IMMEDIATE SUPERVISOR OR THE MOST CURRENT SUPERVISOR IS REQUESTED. FAILURE TO PROVIDE REFERENCES OF THIS SCOPE MAY DELAY THE APPLICATION.**

**Applicant has retained his/her right to review references.**

	Name and Position	Complete Address	Telephone Number (including area code)
<a href="#">View Reference</a>	Kennedy, Lionel T Head Football Coach	[REDACTED] [REDACTED]	[REDACTED]

**SCANNED IMAGES:**

(References submitted ONLINE are included above in Section VIII.)

Application	0 Pages	Certificates	0 Pages
Other	0 Pages	Reference	0 Pages
Resume	0 Pages	Testimonials	0 Pages
Transcript			0 Pages



**Notice of Receipt**

My signature below indicates that I have watched *Bloodborne Pathogens for School Employees: The Straight Facts video* for the 2010-2011 school year. I was given the opportunity by one of the District V nurses to ask questions following the video.

Aki E. Ross

Please Print Name

Aki E. Ross

Signature

August 12, 2010

Date

Chapin High School

Assigned School

REQUEST FOR PERSONNEL ACTION

JUN 27 2005 6/15/05

CHECK APPROPRIATE BOX BELOW

Name: AKIL ROSS Tel. No.: [REDACTED] School: CHS  
 Address: [REDACTED] Race: B Social Security #: [REDACTED]  
 Certificate No.: 214052 Date of Birth: [REDACTED]

Insurance:  Add  Delete  Change  No Change

Effective Date: 7/1/05 Assignment Before Change or Termination

Hours per week:	Total FTE:	Category:	Position:	FTE:	Budget No.:
	<u>1.0</u>	<u>AA</u>			
Time From:	To:	Salary Class:	Position:	FTE:	Budget No.:
(includes min for lunch)		<u>34</u>			
Standard No. Days:	Position Step:	Position:	Position:	FTE:	Budget No.:
<u>240</u>	<u>2</u>				
Actual No. Days:	Yrs Exp:	Position:	Position:	FTE:	Budget No.:
	<u>5</u>				
Contract Level:	Position:	Position:	Position:	FTE:	Budget No.:
Leave Days: Personal	Sick	Vacation	Position:	FTE:	Budget No.:

New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt	New Position or Supplement/Position or Supplement Change	%	Sche	Step	Annual Amt
Add <input checked="" type="checkbox"/> Delete <input type="checkbox"/> Position: <u>ASST. PRINCIPAL FTE: 1.0</u> Budget Number: <u>100-333-111-0000-29</u> Person Replaced: <u>VACANT (John Hendin)</u>					Add <input type="checkbox"/> Delete <input type="checkbox"/> Position: _____ FTE: _____ Budget Number: _____ Person Replaced: _____				
Add <input type="checkbox"/> Delete <input type="checkbox"/> Position: _____ FTE: _____ Budget Number: _____ Person Replaced: _____					Add <input type="checkbox"/> Delete <input type="checkbox"/> Position: _____ FTE: _____ Budget Number: _____ Person Replaced: _____				
Add <input type="checkbox"/> Delete <input type="checkbox"/> Position: _____ FTE: _____ Budget Number: _____ Person Replaced: _____					Add <input type="checkbox"/> Delete <input type="checkbox"/> Position: _____ FTE: _____ Budget Number: _____ Person Replaced: _____				

Comments: Transfere from Richmond 1

Termination - Attach Letter of Resignation

Last Day Worked: \_\_\_\_\_

Effective Date of Resignation: \_\_\_\_\_

No. of leave days used to extend term date: \_\_\_\_\_

Transferring to another state agency: (Y/N) \_\_\_\_\_

Forwarding Address: \_\_\_\_\_

Employee: \_\_\_\_\_

Principal/Supervisor: [Signature]

Human Resources Officer: [Signature]

Financial Services Officer: [Signature]

Date: 6/23/05

Date: 6/29/05

Date: 7/5/05

Revised: 8/03

Copies: White - Human Resources; Green - Payroll; Yellow - Benefits; Pink - Sander; Gold - Employee (If more information is required, please attach another page)

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND COUNTIES  
EMPLOYEE PERFORMANCE MANAGEMENT SYSTEM  
PERFORMANCE EVALUATION FOR DISTRICT EMPLOYEES**

NAME: Akil Ross

JOB TITLE: Assistant Principal

DEPARTMENT: Administrative

DATE ASSIGNED TO PRESENT POSITION: 7/1/2005

DISTRICT EMPLOYMENT DATE: 7/1/2005

PERFORMANCE PERIOD: FROM - 2006 TO - 2007

A planning discussion for the above performance period was held with the employee by the supervisor on 8-22-06. (To be completed by the 30<sup>th</sup> day of the new school year, or by the 30<sup>th</sup> work day of the new employee).

Signature:  Date: \_\_\_\_\_  
Evaluator

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Reviewer (As Applicable)

Signature:  Date: 8/25/06  
Employee

**OVERALL EVALUATION**

- \*Substantially Exceeds Performance Requirements (S):** Work that is characterized by exemplary accomplishments throughout the rating period; performance that is considerably and consistently above the success criteria of the job.
- \*Exceeds Performance Requirements (E):** Work that is above the success criteria for the job throughout the rating period.
- Meets Performance Requirements (M):** Work that meets the success criteria for the job throughout the rating period.
- \*Improvement Needed in the Performance Requirements (I):** Work that barely or marginally meets success criteria (borderline).
- \*Below Performance Requirements (B):** Substandard work performance below the job requirements.

\* - Written justification required.

Signature:  Date: 6-4-07  
Evaluator

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Reviewer (As Applicable)

Signature:  Date: 6-4-07  
Employee

The employee's signature above indicates the evaluation has been reviewed with him/her. It does not indicate agreement.

**NOTE:** A copy of the completed evaluation, with all signatures must be submitted to the Division of Human Resource Services, District Office.

**II. GENERAL PERFORMANCE CHARACTERISTICS**

General Performance Characteristic - Functional Qualities	S	E	M	I	B	Comments and/or Recommended Improvement
1. Relationships with others	X					Develops great relationship with peers, students and parents
2. Dependability	X					Very dependable. Works long hours to ensure job completion.
3. Job Knowledge		X				Continues to work hard and to gain valuable experience.
4. Attendance	X					Excellent attendance
5. Punctuality	X					Always arrives on time (early)
6. Confidentiality		X				Understands importance of punctuality
7. Function:		X				Excellent

**COMMENTS:**

**III SELECTED MANAGEMENT CHARACTERISTICS**

<b>Management Functions</b>		<b>E</b>	<b>S</b>	<b>M</b>	<b>I</b>	<b>B</b>	<b>Comments and/or Recommended Improvement</b>
<b>A.</b>	Supervisor of Subordinates		X				Strength
<b>B.</b>	Planning and Organizing		X				Excellent organizational skills
<b>C.</b>	Decision Making		X				Great
<b>D.</b>	Motivating and Developing Subordinates	X					Very positive and motivates others
<b>E.</b>	Delegation of Duties		X				Excellent
<b>F.</b>	Promoting Equal Employment Opportunity Principles ** All management/supervisory employees are required to be rated on this characteristic.	X					
<b>G.</b>	Function:	X					

*All Goals met!*

*M. Stallerfeld*

Akil E. Ross  
Assistant Principal  
Chapin High School

Goals for the 2006 – 2007 School Year

1. Develop and implement a reading program, Success Acquired In Learning, (S.A.I.L) for at-risk students.

Completion Date: April '07

Comments: This program will target students whose reading levels (Lexiles) are below their age group and grade level. Students would be given age and ability appropriate materials to read. With the assistance of the Media Center personnel, these students will be assessed on their understanding of the book through "book talks". It is my belief, that as students find success in reading grade level material, they will also find success in school.

2. Electronically catalog the Chapin High textbook inventory using the Destiny bar-coding System.

Completion Date: September '06

Comments: Each textbook in the CHS inventory will be cataloged in the Destiny system with a barcode number and have a corresponding barcode attached to the book. Student textbooks will be checked out to their individual accounts which will take the responsibility of keeping textbook records from the classroom teacher.

3. Develop and implement a career planning workshop with Midlands Technical College and Chapin High students.

Completion Date: April '07

Comments: This workshop will assess individual student interests through the SC Occupational Information Systems (SCOIS) survey and create a personalized career path tailored to each student. A tour of the Midlands Technical College Airport Campus, will allow students to see classrooms in action, observe laboratories and meet MTC students to gain first hand accounts of personal experiences that secondary education entails. Genuine exposure and a personal experience with Midlands Technical College will encourage students to obtain their goals.

**SCHOOL DISTRICT FIVE OF LEXINGTON AND RICHLAND COUNTIES  
EMPLOYEE PERFORMANCE MANAGEMENT SYSTEM  
PERFORMANCE EVALUATION FOR DISTRICT EMPLOYEES**

NAME: Akil Ross

JOB TITLE: Assistant Principal

DEPARTMENT: Administrative

DATE ASSIGNED TO PRESENT POSITION: 7/1/2005

DISTRICT EMPLOYMENT DATE: 7/1/2005

PERFORMANCE PERIOD: FROM - 2005 TO - 2006

A planning discussion for the above performance period was held with the employee by the supervisor on \_\_\_\_\_ (To be completed by the 30<sup>th</sup> day of the new school year, or by the 30<sup>th</sup> work day of the new employee).

Signature:  Date: \_\_\_\_\_  
Evaluator

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Reviewer (As Applicable)

Signature:  Date: \_\_\_\_\_  
Employee

**OVERALL EVALUATION**

- \*Substantially Exceeds Performance Requirements (S): Work that is characterized by exemplary accomplishments throughout the rating period; performance that is considerably and consistently above the success criteria of the job.
  - \*Exceeds Performance Requirements (E): Work that is above the success criteria for the job throughout the rating period.
  - Meets Performance Requirements (M): Work that meets the success criteria for the job throughout the rating period.
  - \*Improvement Needed in the Performance Requirements (I): Work that barely or marginally meets success criteria (borderline).
  - \*Below Performance Requirements (B): Substandard work performance below the job requirements.
- \* - Written justification required.

Signature:  Date: \_\_\_\_\_  
Evaluator

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Reviewer (As Applicable)

Signature:  Date: \_\_\_\_\_  
Employee

The employee's signature above indicates the evaluation has been reviewed with him/her. It does not indicate agreement.

**NOTE: A copy of the completed evaluation, with all signatures must be submitted to the Division of Human Resource Services, District Office.**

II. GENERAL PERFORMANCE CHARACTERISTICS

General Performance Characteristic - Functional Qualities	S	E	M	I	B	Comments and/or Recommended Improvement
1. Relationships with others	✓					Connect with students and staff
2. Dependability	✓					Very dependable
3. Job Knowledge		✓				new to position but does excellent job
4. Attendance	✓					Always on the job even if ill
5. Punctuality	✓					Excellent
6. Confidentiality		✓				Very good IEP/IEP team member
7. Function: <i>Self management</i>		✓				needs no supervision to self starter

COMMENTS:

III. SELECTED MANAGEMENT CHARACTERISTICS

Management Functions	E	S	M	I	B	Comments and/or Recommended Improvement
A. Supervisor of Subordinates	✓					Takes suggestions very seriously
B. Planning and Organizing		✓				Excellent planning
C. Decision Making		✓				Very good judgment
D. Motivating and Developing Subordinates		✓				Very positive when dealing with subordinates
E. Delegation of Duties		✓				when needed
F. Promoting Equal Employment Opportunity Principles ** All management/supervisory employees are required to be rated on this characteristic.		✓				Treats all employees and students fairly
G. Function: Planning and organizing	✓					Organizes student activities

I. ESSENTIAL FUNCTIONS - Assistant Principal/Discipline

Page 2

Function	S	E	M	I	B	Comments and/or Recommended Improvement
10. Serves on the school's discipline committee; maintains high standards of student conduct and enforces discipline as necessary, complying with due process and rights of students; recommends students for suspension or expulsion and attends and presents evidence at related hearings; works with school resource officers to investigate potential law violations and file charges against student offenders; provides family court referrals and intervention recommendations.		✓				Great job with student discipline
11. Trains teachers in assertive discipline techniques, proper attendance enforcement procedures, handling problem classroom situations, etc.; responds to emergency classroom situations as necessary.		✓				Responds to classroom needs
12. Monitors student attendance; files truancy charges as required.			✓			
13. Serves on the District's discipline committee; reviews and recommends changes in the District's discipline code as appropriate.		✓	✓			Great job!
14. Responds to staff, parent and student concerns on a variety of issues, including but not limited to disruptions, fights, alcohol / drug / weapon possession, etc.	✓					Excellent job!
15. May supervise and monitor students during detention, bus loading / unloading, early morning activities, cafeteria hours and/or other operational functions as assigned.		✓	✓			Excellent job!
16. May assist in coordinating and/or provide leadership of various academic, extracurricular and/or parent/community support programs as assigned.		✓				Very Good!
17. Coordinates and/or assists with the development and implementation of school activities, programs, assemblies, fund raisers and other functions; attends and assists in supervising students during school-sponsored events, including night activities.	✓					Strength
18. Receives and responds to inquiries, concerns and complaints						

from teachers, other staff, students and parents; maintains effective relationships with students and parents; works to resolve administrative, instructional and behavioral problems.

✓				works well with all parties to resolve conflicts
<b>I. ESSENTIAL FUNCTIONS - Assistant Principal/Discipline</b>				
Page 3				
19.	Keeps the Principal informed of events and activities of an unusual nature as well as routine matters related to the Principal's accountability.	✓		Keeps a very good calendar
20.	Participates in efforts to build or enhance community support of school programs and projects; attends and participates in community meetings as appropriate.	✓	NA	Excellent strength
21.	Attends staff and other District meetings as necessary.	✓	NA	attends all meetings
22.	Keeps abreast of developments and innovations in the profession and ensures that staff members remain current as well.		✓	
23.	Compiles data for and prepares various records and reports as are required by law, Board policies and administrative directives, which may include budget documents, purchase orders, performance evaluations, statistical reports, grant reports, incident reports, program status reports, and other records, reports, memos, correspondence, etc.		✓	
24.	Operates a vehicle and a variety of equipment such as a computer, printer, typewriter, fax machine, copier, calculator, telephone, public address system, audio-visual equipment, security equipment, two-way radio, etc.; uses clerical, copier, computer supplies.	✓	NA	Understands operation of all equipment
25.	Interacts and communicates with various groups and individuals such as the Principal, Superintendent, professional peers, instructional staff, subordinates, other District administrators and staff, Board members, various committees, various government and community agencies, students, parents, volunteers, vendors / sales representatives, law enforcement officers, attorneys, and the general public.	✓	NA	Great job. Student of month
26.	Attends training, conferences, workshops, etc., as appropriate to enhance job knowledge and skills.	✓	NA	Attends when possible



# THE PRAXIS SERIES™

Telephone: |

## EXAMINEE SCORE REPORT

### BACKGROUND INFORMATION

Examinee's Name: **ROSS, AKIL E**  
 Candidate ID Number: **02705577** Social Security Number: [REDACTED]: M Date of Birth: [REDACTED]

### EDUCATIONAL INFORMATION

College Where Relevant Training Was Received: **DUKE UNIVERSITY**  
 Undergraduate Major: **POLITICAL SCIENCE**  
 Graduate Major: **EDUCATIONAL ADMINISTRATION**  
 Educational Level: **EARNED MASTER'S DEGREE**  
 GPA: **3.5 - 4.0**

### SCORE RECIPIENT(S) REQUESTED

Code #	Recipient Name
R5818	UNIV SOUTH CAROLINA COLUMBIA
R8108	SC STATE DEPT OF EDUCATION

AKIL E ROSS  
 630 LEWIS STREET  
 COLUMBIA SC 29203

CURRENT TEST DATE: 01/07/2006		Your Score	Possible Score Range	Average Performance Range**	Score Recipient Code(s) from Current Administration			
Test Code	Test Name				R5818	R8108		
0524	PRINCIPLES LEARNING & TEACHING 7-12	170	100 - 200	167 - 180	Y	Y		

Refer to enclosed interpretive leaflet for additional information.

### HIGHEST SCORE AS OF 02/02/2006

Test Date	Test Code	Test Name	Your Highest Score	Possible Score Range	Score Recipient Code(s)			
					R5818	R8108		
06/15/2002	0081	SOCIAL STUDIES: CONTENT KNOWLEDGE	159	100 - 200	Y	Y		
03/05/2005	0410	ED LEADERSHIP ADMIN AND SUPERVISION	670	250 - 990	Y	Y		
01/07/2006	0524	PRINCIPLES LEARNING & TEACHING 7-12	170	100 - 200	Y	Y		

Scores will be available for reporting for ten years.

### MESSAGE CODES

Y SCORE REPORTED TO RECIPIENT LISTED.

\*\* The range of scores earned by the middle 50% of a group of examinees of appropriate educational level (see Interpretive leaflet for details) taking this test during the most recent three academic years. N/C means that this range was not computed because the test was taken by fewer than 30 examinees within the most recent three academic years.







# THE PRAXIS SERIES™

Telephone: .....

## EXAMINEE SCORE REPORT

BACKGROUND INFORMATION			
Examinee's Name:	ROSS, AKIL E	Sex:	M
Candidate ID Number:	02705577	Social Security Number:	[REDACTED]
Date of Birth:	[REDACTED]		

EDUCATIONAL INFORMATION	
College Where Relevant Training Was Received:	DUKE UNIVERSITY
Undergraduate Major:	POLITICAL SCIENCE
Graduate Major:	EDUCATIONAL ADMINISTRATION
Educational Level:	EARNED MASTER'S DEGREE
GPA:	3.5 - 4.0

SCORE RECIPIENT(S) REQUESTED	
Code #	Recipient Name
R5818	UNIV SOUTH CAROLINA COLUMBIA
R8108	SC STATE DEPT OF EDUCATION

AKIL E ROSS  
630 LEHIS STREET  
COLUMBIA SC 29203

CURRENT TEST DATE: 01/07/2006		Your Score	Possible Score Range	Average Performance Range**	Score Recipient Code(s) from Current Administration				
Test Code	Test Name				R5818	R8108			
0524	PRINCIPLES LEARNING & TEACHING 7-12	170	100 - 200	167 - 180	Y	Y			

Refer to enclosed interpretive leaflet for additional information.

HIGHEST SCORE AS OF 02/02/2006									
Test Date	Test Code	Test Name	Your Highest Score	Possible Score Range	Score Recipient Code(s)				
					R5818	R8108			
06/15/2002	0081	SOCIAL STUDIES: CONTENT KNOWLEDGE	159	100 - 200	Y	Y			
03/05/2005	0410	ED LEADERSHIP ADMIN AND SUPERVISION	670	250 - 990	Y	Y			
01/07/2006	0524	PRINCIPLES LEARNING & TEACHING 7-12	170	100 - 200	Y	Y			

Scores will be available for reporting for ten years.

**MESSAGE CODES**  
Y SCORE REPORTED TO RECIPIENT LISTED.

\*\* The range of scores earned by the middle 50% of a group of examinees of appropriate educational level (see interpretive leaflet for details) taking this test during the most recent three academic years. N/C means that this range was not computed because the test was taken by fewer than 30 examinees within the most recent three academic years.



# AKIL EDWARD ROSS

Telephone: 8 [REDACTED]  
E-mail: [REDACTED]

---

## EDUCATION

**University of South Carolina**  
Master of Education Candidate  
Major: Educational Administration

Columbia, South Carolina  
August 2005

**Rockefeller Brother Fund Fellowship Recipient**  
Scholarship for graduate studies in the field of education

New York, New York  
August 2003

**Duke University**  
Bachelor of Arts  
Major: Political Science / Minor: History  
Certificate in Secondary Education

Durham, North Carolina  
May 2002

## EDUCATIONAL EXPERIENCE

**Eau Claire High School, Social Studies Teacher**

August 2002-Present

- Plan a program of study aligned to the South Carolina Standard Course of study in the areas of U.S. Government, Honors Economics, U.S. History, World History, African American History, Economics and Law Education
- Establish clear objectives for all lessons, units and projects that meet the abilities of the students
- Employ a variety of instructional techniques, technology and media consistent with the needs of the students

## SECONDARY DUTIES

**Assistant Football Coach and Special Teams Coordinator**

- Assist Head Football coach with organization of practice and field strategies
- Assign, supervise and correct player responsibilities for 48 students athletes
- Attend annual conferences to learn and implement innovative offensive techniques

**Faculty Peer Leader for Eau Claire High School's Arts Integration Program**

- Serve as a reference for Arts Integration teaching strategies for Eau Claire teachers
- Conduct Staff Development Activities with the school faculty
- Assist Arts Resource Coordinator with implementation of arts curriculum

**Senior Advisor for Eau Claire Junior Civitans Chapter**

- Schedule and conduct Civitan meetings of 25 members
- Develop and manage community service programs
- Produce the Annual "Mr. Eau Claire Contest" to showcase the positive images male students

**Northern Durham High, Student Teacher**

January 2002-May 2002

- Designed lesson plans and activities for United States History Course
- Administered lessons plan and activities to 11<sup>th</sup> and 12<sup>th</sup> grade students
- Assessed student's ability to achieve goals outlined in the North Carolina Standard Course of Study

## PROFESSIONAL DEVELOPMENT

- 2004 Advanced Placement Summer Institute  
University of North Carolina -Charlotte  
AP US Government
- 2003 Advanced Academic Program  
The Citadel  
Teacher Endorsement in Gifted & Talented Education

# AKIL EDWARD ROSS

## EDUCATION

**University of South Carolina**  
Master of Education Candidate  
Major: Educational Administration

Columbia, South Carolina  
August 2005

**Rockefeller Brother Fund Fellowship Recipient**  
Scholarship for graduate studies in the field of education

New York, New York  
August 2003

**Duke University**  
Bachelor of Arts  
Major: Political Science / Minor: History  
Certificate in Secondary Education

Durham, North Carolina  
May 2002

## EDUCATIONAL EXPERIENCE

**Eau Claire High School, Social Studies Teacher**

**August 2002-Present**

- Plan a program of study aligned to the South Carolina Standard Course of Study in the areas of U.S. Government, Honors Economics, U.S. History, World History, African American History, Economics, and Law Education
- Establish clear objectives for all lessons, units, and projects that meet the abilities of the students
- Employ a variety of instructional techniques, technology and media consistent with the needs of the students

## SECONDARY DUTIES

**Chairperson, Registration Committee**

- Develop Eau Claire 2005-2006 Registration Guide
- Provide administrative oversight; delegate content duties to six committee members
- Manage procurement process; vendor selection, purchase order fulfillment, and delivery
- Coordinate with Guidance Department; enter 800 student course requests into ClassXP database

**Senior Advisor, Junior Civitans Chapter**

- Schedule and conduct Civitan meetings of 25 members
- Develop and manage community service programs
- Produce the Annual "Mr. Eau Claire Contest" to showcase the positive images of male students
- Manage \$3,000 budget from two service accounts and document accounting transactions

**Faculty Peer Leader, Arts Integration Program**

- Serve as a reference for Arts Integration teaching strategies for Eau Claire teachers
- Conduct Staff Development Activities with the school faculty
- Assist Arts Resource Coordinator with implementation of arts curriculum

**Assistant Football Coach and Special Teams Coordinator**

- Assist Head Football coach with organization of practice and field strategies
- Assign, supervise and correct player responsibilities for 48 students athletes
- Attend annual conferences to learn and implement innovative offensive techniques

## PROFESSIONAL DEVELOPMENT

- 2004 Advanced Placement Summer Institute  
University of North Carolina –Charlotte  
Advanced Placement US Government
- 2003 Advanced Academic Program  
The Citadel  
Teacher Endorsement in Gifted & Talented Education

## **Educational Leadership**

Student learning must be the core value for all educators. As a result, educational leaders are charged with the continual improvement of the learning environment. An instructional leader can create a climate of success for students by encouraging teachers, staff personnel, parents and community members to be active stakeholders in the lives of children.

### **Samples of Leadership**

#### **2005 – 2006 Eau Claire HS Registration Guide**

- Administrative Oversight
- Curriculum Planning
- Teacher/Staff Collaboration
- Student Improvement

#### **Arts Integration Peer Leader**

- Instructional Leadership
- Assessment of Instruction to provide quality feedback
- Planning and Implementing Staff Development for Arts Integration

#### **2005 Mr. Eau Claire- The Gentlemen's Showcase**

- Activity Planning
- Counseling and Mentoring
- Promoting Community and Parental Involvement
- Management of Funding
- Creative approach to strengthen the positive images of male students

- Akil E. Ross

**AKIL EDWARD ROSS**

Phone: [REDACTED]

Email [REDACTED]

December 17, 2009

Dr. Angela Bain  
Chief of Human Resources  
School District Five of Lexington & Richland Counties  
1020 Dutch Fork Road  
Irmo, SC 29063

Dear Dr. Bain:

Please accept this letter of interest and the enclosed resume as my application for the position of principal at Irmo High School. As an assistant principal at Chapin High School, I have exhibited leadership in the areas of student achievement, teacher development and school climate. My experience as an educator is unique because I have served as a faculty member in two very different public school settings; a high-poverty, low performing high school and a National Blue Ribbon high school. The lessons learned from these two schools about success and failure in gives me confidence in my ability to lead Irmo High School.

As a leader, I intend to facilitate the synergy of mission, practice and results thus establishing a culture of continuous improvement. My passion for inspiring achievement is evident in my implementation the of the Success Acquired In Learning (SAIL) program, the Intramural program and the Gentlemen's Society. Each of these initiatives inspires student achievement, increases extracurricular involvement and promotes positive self-image in order to prepare students for postsecondary endeavors. I also believe that the strength of a school's academic program depends on the ability of teachers to meet the needs of their students. I intend to focus staff development efforts toward meeting the individual needs of twenty-first century learners.

Irmo High has a tradition of excellence and I would appreciate the opportunity to discuss my educational philosophy, qualifications and plans to enhance its performance. If granted an interview, I humbly request copies of Irmo High's Southern Association of Colleges and Schools (SACS) plan, High Schools That Work (HSTW) plan, master schedule, School Improvement Counsel (SIC) meeting minutes and scores from End-of-Course exams and Measures of Academic Progress (MAP) testing. I look forward to your response.

Sincerely,



Akil E. Ross  
Assistant Principal  
Chapin High School

Enc. resume

**Social Studies Teacher****August 2002 – June 2005**

Eau Claire High School, Columbia, SC

Planned a program of study aligned to the South Carolina Standard Course of Study in the areas of U.S. Government, Honors Economics, U.S. History, World History and Law Education. Established clear objectives for all lessons and projects to meet the abilities the students. Employed a variety of instructional techniques, technology and media consistent with the needs of the students.

**• CURRICULUM. Improved academic programs and course instruction.**

- Conducted staff development for faculty on Arts Integration as a Faculty Peer Leader and assisted with development of Arts Curriculum.
- Chaired the Registration Committee; provided administrative oversight to guidance personnel and assigned duties; efforts culminated in the development of the Eau Claire 2005-2006 Registration Guide.

**• ACTIVITIES. Created opportunities to increase student involvement.**

- Produced and directed the “Mr. Eau Claire Contest” to showcase the positive images of male students.
- Served as Senior Advisor for the Junior Civitan Chapter utilizing a \$3,000 budget to develop and manage community service programs.
- Assisted Head Football Coach with the organization of practice and the development of player techniques and field strategies in the capacity of assistant coach and special teams coordinator.

**PROFESSIONAL DEVELOPMENT:**

- High Schools That Work (HSTW) Conference, 2006, 2007, 2008
- SC Association of School Administrators (SCASA) Conference, 2005, 2006, 2007
- District Five Administrators Development Academy, 2005
- Assisting Developing and Evaluating Professional Teaching (ADEPT), 2005
- Advanced Placement Summer Institute; University of North Carolina – Charlotte; Advanced Placement US Government, 2004
- Advanced Academic Program; The Citadel; Teacher Endorsement in Gifted & Talented Education, 2003

**EDUCATION:**

Ed.D. Curriculum Studies, UNIVERSITY OF SOUTH CAROLINA, spring 2012  
candidate

Ed.S. Educational Specialist, SOUTH CAROLINA STATE UNIVERSITY, 2009

M.Ed. Secondary Educational Administration, UNIVERSITY OF SOUTH CAROLINA,  
2005

B.A. Political Science, DUKE UNIVERSITY, 2002

# DR. AKIL E. ROSS SR.

## Education

University of South Carolina  
Ed.D. Curriculum Studies, 2012

South Carolina State University  
Ed.S. Educational Specialist, 2009

University of South Carolina  
M.Ed. Second. Educ. Admin, 2005

Duke University  
B.A. Political Science, 2002

## Certifications

- SC Professional Certificate.
- Class: Doctorate.
- Years of Experience: 15
- Academic Areas:  
Social Studies,  
Secondary Principal, and  
Secondary Supervisor

## Objective

To maximize the academic potential of all students in Lexington Richland School District Five as the Director of Secondary Education.

## Contact Info

---

## Professional Experience

### PRINCIPAL

Chapin High School, Chapin, SC  
July 2010 - Present

Establishes and maintains a healthy school culture and climate to maximize student growth and teacher effectiveness; set goals for continuous improvement for students and faculty; establish partnerships with community stakeholders, carry out district initiatives; supervise faculty and staff.

### ASSISTANT PRINCIPAL

Chapin High School, Chapin, SC  
July 2005 - June 2010

Maintain a safe and healthy learning environment conducive for student achievement and involvement;

enforce student attendance and discipline according to district policies; maintain facilities and grounds; provide managerial oversight of custodial staff; assist in supervision of teachers and staff development; manage textbook operating budget, procurements, inventory and distribution.

### SOCIAL STUDIES TEACHER

Eau Claire High School, Columbia, SC  
August 2002 - June 2005

Planned a program of study aligned to the South Carolina Standard Course of Study in the areas of U.S. Government, Honors Economics, U.S. History, World History and Law Education. Established clear objectives for all lessons and projects to meet the abilities the students. Employed a variety of instructional techniques, technology and media consistent with the needs of the students.

---

## Membership & Professional Growth

- At-Large Member, Executive Committee of the South Carolina High School League
- Palmetto's Finest Selection Committee Member
- Faculty Member of the Center for Executive Education Leadership (CEEL)
- Chair, District 7770 Rotary Youth Leadership Awards (RYLA)
- State Department Tapping Executive Educators

## Honors & Awards

- Superintendent's Award- Exemplary Leadership (June 2011)
- SCASA State Principal of the Year, 2017
- The State 20 Under 40, Class of 2017
- Midlands 50 Most Influential, Business Monthly Columbia 2017
- NASSP National Principal of the Year 2018

# DR. AKIL E. ROSS SR.

## Education

University of South Carolina  
Ed.D. Curriculum Studies, 2012

South Carolina State University  
Ed.S. Educational Specialist, 2009

University of South Carolina  
M.Ed. Second. Educ. Admin, 2005

Duke University  
B.A. Polical Science, 2002

## Certifications

- SC Professional Certificate.
- Class: Doctorate.
- Years of Experience: 15
- Academic Areas:  
Social Studies,  
Secondary Principal, and  
Secondary Supervisor

## Objective

To maximize the academic potential of all students in Lexington Richland School District Five as the Chief Instructional Officer.

## Contact Info

[REDACTED]  
[REDACTED]

## Professional Experience

### PRINCIPAL

Chapin High School, Chapin, SC  
July 2010 - Present

Establishes and maintains a healthy school culture and climate to maximize student growth and teacher effectiveness; set goals for continuous improvement for students and faculty; establish partnerships with community stakeholders, carry out district initiatives; supervise faculty and staff.

### ASSISTANT PRINCIPAL

Chapin High School, Chapin, SC  
July 2005 - June 2010

Maintain a safe and healthy learning environment conducive for student achievement and involvement;

enforce student attendance and discipline according to district policies; maintain facilities and grounds; provide managerial oversight of custodial staff; assist in supervision of teachers and staff development; manage textbook operating budget, procurements, inventory and distribution.

### SOCIAL STUDIES TEACHER

Eau Claire High School, Columbia, SC  
August 2002 - June 2005

Planned a program of study aligned to the South Carolina Standard Course of Study in the areas of U.S. Government, Honors Economics, U.S. History, World History and Law Education. Established clear objectives for all lessons and projects to meet the abilities the students. Employed a variety of instructional techniques, technology and media consistent with the needs of the students.

## Membership & Professional Growth

- At-Large Member, Executive Committee of the South Carolina High School League
- Palmetto's Finest Selection Committee Member
- Faculty Member of the Center for Executive Education Leadership (CEEL)
- Chair, District 7770 Rotary Youth Leadership Awards (RYLA)
- State Department Tapping Executive Educators

## Honors & Awards

- Superintendent's Award- Exemplary Leadership (June 2011)
- SCASA State Principal of the Year, 2017
- The State 20 Under 40, Class of 2017
- Midlands 50 Most Influential, Business Monthly Columbia 2017
- NASSP National Principal of the Year 2018