

Mendy Young

From: Whack Jr., Sam [REDACTED]
Sent: Thursday, September 30, 2021 2:13 PM
To: Mendy Young
Subject: Richland/Lexington Five Superintendent Application
Attachments: Superintendent Letter of Interest Rich-Lex 5.pdf; Bethea Recommendation - SamWhack 4.15.2021.pdf; Dr. Anderson - Letter of Reference -Whack 4.15.2021.pdf; Richardson Recommendation - Dr. Sam Whack 4.14.2021.pdf; Vaughn Letter of Recommendation - Whack 4.15.2021 (1).pdf; Whack Resume (Superintendent) - Updated April 2021.pdf; Professional Certificate - Superintendent Endorsement Updated.pdf

Good afternoon,

Please accept the contents of this email as my formal application for Superintendent of School for School District Five of Richland/Lexington Counties. If you have any questions, please do not hesitate to contact me at your leisure.

Best regards,



Sam Whack, Jr., EdD.
Deputy Superintendent of Administration and Instruction
Jasper County School District
843-489-8892 X1401
[REDACTED]



#OneJasper...#JasperStrong



719 North Main Street • Marion, South Carolina 29571
Telephone: 843.423.1811 • Fax: 843.423.8328
www.marion.k12.sc.us

DR. KANDACE BETHEA
Superintendent

April 13, 2021

Dear Fellow Educator,

I am pleased to submit this letter of recommendation on behalf of Dr. Sam Whack. Dr. Whack has had an extensive career in public education. He has effectively served in the roles of classroom teacher, elementary and middle school administrator as well as a myriad of district level administrator positions.

During his tenure in Marion County, Dr. Whack served as a middle school principal where he worked diligently to transform Palmetto Middle School, from an academically struggling school to a school that begin to show growth in its' overall academic achievement. Under his leadership, he incorporated systems that provided a sense of structure to the teaching and learning process. He also established a climate of high expectations for staff and students.

As an educational leader, Dr. Whack has been very passionate about the work that he does for students. He has a track record of successfully implementing intervention and support systems specifically focused on the individual and collective needs of both staff and students. His sense of urgency in making sure that every student's needs are met, serves as a testament to his commitment to ensuring that all students receive a high-quality education, even in economically stressed communities.

Dr. Whack has served as an asset to many districts and has touched the lives of many students throughout our state. He always displays a high level of professionalism and has been a proven leader with the ability to enact positive change.

Dr. Whack's diverse background and experiences, along with his wealth of knowledge in the areas of school leadership and curriculum and instruction, make him a highly effective and transformational leader. These characteristics of a leader would truly be an asset for a progressive district.

If you need additional information regarding Dr. Whack please do not hesitate to contact me.

Best regards,

Kandace R. Bethea, Ph.D.
Superintendent



JASPER COUNTY SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

Post Office Box 848/10942 N. Jacob Smart Boulevard

Ridgeland, S.C. 29936

Office (843) 489-8892 ext. 1001

Fax (843) 717-1199

Dr. Rechel Anderson, Superintendent

April 15, 2021

To Whom it May Concern:

It is with great pleasure that I write this letter of support on the behalf of Dr. Sam Whack, Jr. as a Candidate for Superintendent in your district. Dr. Whack currently serves as the Deputy Superintendent of Administration and Instruction in Jasper County School District. Although; Dr. Whack is serving in a dual role, his leadership is proven successful. He has demonstrated a high level of effective leadership skills and he exudes a spirit of humility.

Dr. Whack has excellent written and verbal communication skills, is extremely organized, can work independently, and is able to effectively multi-task to ensure that all projects are completed in a timely manner. More importantly, he has the leadership capacity to grow the members of his department as well as himself. As a result, Dr. Whack serves as the Superintendent's Designee in my absence.

Because of his effectiveness, Dr. Whack serves as a role model to our building level principals. He not only does an exceptional job, he is always willing to offer his assistance and has an excellent rapport with the many constituents served by our schools and district.

Further, Dr. Whack is a transformational leader. Not only did he improve the instructional framework in our district, he organized the Center for Instructional Quality to ensure that teachers are growing professionally by providing meaningful professional development. It is with enthusiasm that I write this letter of support for Dr. Sam Whack, Jr. as Candidate for Superintendent.

Sincerely,

Dr. Rechel M. Anderson (signed electronically)

Dr. Rechel M. Anderson
Superintendent

South Carolina State Board of Education

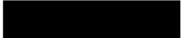
Educator Certificate

Sam W Whack



Certificate Number
186204

Social Security Number



Validity Period
07/01/2017 - 06/30/2022

Professional Certificate

Class
Doctorate

Experience
22

Areas of Certification

70 - Superintendent
01 - Elementary
71 - Elementary Principal
73 - Elementary Supervisor



Molly M. Spearman
State Superintendent of Education

Date Printed
07/01/2021

This is an unofficial copy printed from the Office of Educator Certification.

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To Whom It May Concern:

Dr. Whack's most recent position as Deputy Superintendent of Administration and Instruction in Jasper County, along with his service as principal at Savannah Grove Elementary School in Florence School District One is a testament to his dedication to excellence. I served as Interim Superintendent of Florence School District One for six months in 2014. Prior to that it was my pleasure to work over a three year period with Dr. Whack when I served as Superintendent in Lee County School District and saw him, transform Lower Lee Elementary School from a struggling school academically; to a school that received an "A" on the federal report card. As a professional, I have found Dr. Whack's character and integrity to be of the highest order. His manner and approach to complicated issues promotes trust and confidence. Dr. Whack always displays the greatest of self-control and is able to allow persons from all walks of life to feel comfortable in his presence.

Furthermore, as a school and district administrator, it is evident that he puts the needs of his students under his care first. He understands that to accomplish student success, there must be a strong partnership between the district and the parents we serve. He has the finely honed skill set that allows him to facilitate the crucial communication between all the stakeholders. His knowledge of the emerging educational research, I believe, is outstanding. He ensures his knowledge base continues to expand by attending numerous trainings including the "Success for All" training.

Just as significant, Dr. Whack has taken his profession seriously and visualizes himself as an agent in the larger role of shaping the minds of the future. He is highly respected by his staff and peers, and his ability to develop and delegate to staff while simultaneously holding them accountable indicates a powerful and effective leadership style.

I have found Dr. Whack to be a consummate professional, one who is respected by his colleagues. This respect is confirmed by his being selected to serve on a number of committees, including in his former districts. His willingness to “seek first to understand and then to be understood” has allowed him to build bridges in every situation with which he has been involved: bridges that will allow for improved student achievement.

Once more, let me strongly recommend Dr. Sam Whack for your consideration and assure you of his qualifications for the position.



Sincerely,

Dr. Cleo Richardson

Cleo Richardson, Ed.D

Superintendent - Retired

September 30, 2021

School District Five of Lexington
and Richland Counties
1020 Dutch Fork Road
Irmo, SC 29063

To Whom It May Concern:

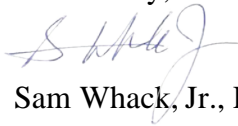
I am writing this letter in interest of the position of Superintendent of Schools. I believe my past and current successes as Deputy Superintendent of Administration and Instruction, along with my experience as Chief of Human Resources and Instructional Services, past successes as district director and coordinator, former elementary and middle school principal, and classroom teacher has adequately prepared me for this position. As Deputy Superintendent, I have had rich experiences in building and evolving our district instructionally and professionally. Serving as Federal Programs administrator and Chief of Human Resources allowed me to accumulate experience with district budgeting, along with recruitment and retention of key staff. As a former elementary and middle principal, curriculum leadership was the absolute strength of my principalship. Transforming my schools into a true learning community where teachers' needs were addressed individually in order to coach and mentor them to leading students to greater achievement was my primary focus as principal. In addition, I feel that my background of working positively with my colleagues and using a collaborative approach to leadership have allowed me to garner much success in building effective and efficient teams. I feel that I can bring this work ethic and attitude to any school district, including Richland/Lexington Five.

It is my belief that my 23 years as an educator, with the vast number of experiences I have been blessed with, will aid me a working to innovate, instruct, and inspire your students, staff, and stakeholders, and work to make this district among the premiere districts of our great state. I have been proud to have worked in small rural school districts, like my current employer, to bring innovative ideas like our iFly Drone certification for our high school students and leading our district to become an eLearning district during these challenging COVID-19 times. Working with our district team, I assisted our superintendent in leading the charge to write and execute our district's Pandemic Plan. Then, while serving mid-sized high performing districts like Florence School District One and Darlington County Schools, I gained valuable experience in the importance of quality, yet practical professional development and its impact on student learning. Additionally, working in a large urban, progressive district like Richland School District One introduced me to innovative ways to provide engaging and meaning opportunities for students, while planning and organizing district wide professional development for over 5000 employees. I know that these cadre of experiences will aid me in continuing the tremendous growth for the students of Richland/Lexington Five and provide innovative academic rich experiences that will prepare the students of this amazing county to be college and career ready citizens.

Moreover, I received exceptional professional development and training in leadership throughout my career by participating in many of our state leadership designed programs. I am a proud graduate of the SCDE Institute for District Administrators, the School Leadership Executive Institute, Cohort #15, Tapping Executive Educators Cohort #11 program for aspiring superintendents. Furthermore, this past February, I completed the Superintendent Certificate program through Lamar University, Beaumont, TX and have formally made application to the SCDE for Superintendent Certification to be added to my professional certificate. Also, I have received formal training as a trained assessor for the National Association for Secondary School Principal's (NASSP) Assessment Center while employed in Richland One, and have formally attended and completed the State Department's Assessment Center during my initial year in the principalship in 2002 as well.

In closing, I look forward to hearing from your district and would love the opportunity to interview for this position. If you have any questions pertaining to this application packet of information, which includes my application, current resume, references, and this letter, please feel free to contact me at work [REDACTED] [REDACTED] or my personal cell [REDACTED] between 8:00 AM – 11 PM.

Yours truly,

A handwritten signature in blue ink, appearing to read "S. Whack, Jr.", is positioned above the printed name.

Sam Whack, Jr., Ed.D.

Dr. Jenna Vaughn
Director of Accountability, Assessment, and Early-Learning
Jasper County School District

[REDACTED]
[REDACTED]
[REDACTED]

April 15, 2021

To Whom It May Concern:

It is my pleasure to provide a letter of recommendation for Dr. Sam Whack Jr. As Dr. Whack's colleague, I have worked closely with him over the past few years. Dr. Whack has provided not only support for our school staff, but also supports those who work with him at the district level. Our conversations have been and continue to be very stimulating due to his knowledge of effective teaching and learning.

In the field of education, everyone has an opinion or solution; however, those who are in leadership positions must comprehend everyone's point of view. Dr. Whack displays transformational leadership in the field of education, and this transformation is evident in his accomplishments as Deputy Superintendent.

One of the roles of a superintendent is to be the liaison for the Board of Education. Dr. Whack has presented and responded to the Board of Education frequently in his role as Deputy Superintendent and Chief of Human Resources and Secondary Programs. He was solely responsible for presenting recommendations for the hiring of new personnel, as well as those who must be terminated. He also discusses with principals and presents the renewal of personnel to the Board of Education monthly. Dr. Whack has been a liaison between the Board of Education and Department of Instructional Services providing instructional updates to community members and the Board of Education.

Dr. Whack has played an intricate role in the hiring of all district and school leaders. He has served on all interview teams and has assisted in developing job descriptions to organize the day-to-day structure of the organization. He is strategic with hiring and planning for leadership positions based on the understanding of the overall needs of the organization. For example: Dr. Whack strategically hired a district funded Social Worker and Mental Health Counselor to assist with district needs. Dr. Whack has also served as an evaluator for district and school leadership personnel. During this role, he has supported and motivated his leadership team to reach attainable, strategic, rigorous goals.

As Deputy Superintendent, Dr. Whack has managed a healthy district budget and Title Funding. Through accurate balancing of Instructional Services funding, the organization completed a successful financial audit. Dr. Whack used funding to provide educators with professional development by implementing a Center of Instructional Quality (CIQ) which provides on-site paid professional development that educators can attend. Educators and instructional leaders also received professional development for student engagement strategies using the Kagan Strategies techniques. This was planned and funded through the leadership and planning of the Office of Instructional Services led by Dr. Sam Whack.

Dr. Whack's instructional leadership led the organization to improve school report card ratings for all schools and improved the graduation rate for high school students. The organization was able to develop district-wide curriculum guides and common assessments through Dr. Whack's guidance and support. Based on Dr. Whack's research and recommendation of new instructional practices, the organization was named an e-learning district and was included in the partnership for SC-ETV virtual streaming.

Dr. Sam Whack is well equipped to grow positively any district with which he becomes associated. His strategic planning, instructional leadership experience, and transformational leadership style prepare him for any educational leadership role. Without a doubt, I believe Dr. Whack is an excellent addition to your organization and I highly recommend him without reservation.

If you have any additional questions, please feel free to call anytime [REDACTED].

Sincerely,

A handwritten signature in black ink, appearing to read "Jenna Vaughn". The signature is fluid and cursive, with the first name "Jenna" written in a larger, more prominent script than the last name "Vaughn".

Dr. Jenna Vaughn
Director of Accountability, Assessment, and Early-Learning

Sam Whack, Jr., Ed.D.

Cell) - Email address:

OBJECTIVE

To obtain a position as Superintendent to contribute my professional experiences for the purposes of increasing student knowledge through providing support, training, and rich experiences to future educator leaders.

EDUCATION

Superintendent Certificate

Lamar University, Beaumont, TX

June 2020 – February 2021; Completed program February 2021

Doctor of Education – Educational Leadership (Ed.D)

Cambridge College, Cambridge, Massachusetts

June 2008 – June 2008; Graduated June 8, 2008

Educational Specialist in School Administration

Cambridge College, Cambridge, Massachusetts

June 2000 – August 2001: Graduated February 2002

Masters of Education – Integrated Educational Studies

Cambridge College, Cambridge, Massachusetts

June 1999 – February 2000: Graduated February 2000

Bachelors of Science – Elementary Education

South Carolina State University

August 1990 – December 1996: Graduated December 1996

EXPERIENCE

Deputy Superintendent of Administration and Instruction – July 2020 - Present

Chief of Human Resources and Instructional Services - July 2019 – June 2020

Interim Chief of Human Resources and Secondary Program Specialist - July 2018 – June 2019

Jasper County School District

July 2018 – Present

Principal – Palmetto Middle School

Marion County School District

July 2016 – June 2017

Reason for leaving: Offered and accepted full-time position as Pastor of local church.

Matched my school administrator's salary and personal choice

Principal – Savannah Grove Elementary School

Florence School District 1

August 2013 – June 2016

Sam Whack, Jr., Ed.D.

(Cell) - Email address: [REDACTED]

Reason for leaving: Accepted position as Middle School Principal. Wanted to experience with full middle school. Had experience as elementary/middle school principal

Principal – Lower Lee Elementary School

Lee County School District

December 1, 2011 – July 2013

Reason for leaving: Accepted a principalship in hometown, increase in salary.

District Coordinator of Professional Development & School Improvement

Richland School District One

July 1, 2008 – November 30, 2011

Reason for leaving: Offered and accepted principalship closer to home.

Principal – Rosenwald Elementary / Middle School

Darlington County Schools, Society Hill, South Carolina

July 1, 2002 – June 30, 2008

Reason for leaving: Accepted district office position

Assistant Principal - Walker-Gamble Elementary School &

District Transportation Director

Clarendon School District Three, Turbeville, South Carolina

July 1, 2001 – June 30, 2002

Reason for leaving: Accepted 1st principalship

Administrative Assistant Fleming Intermediate School

Lee County School District, Lynchburg, South Carolina

January 2001 – June 2001

Elementary Teacher

Clarendon School District Two, Manning, South Carolina

December 1996 – December 2000

MEMBERSHIPS & TRAINING

- Member of the American Association for School Personnel Administrators (AASPA-2019-20)
- Member of Society for Human Resource Management (SHRM – 2019-20)
- 2019 Graduate of Institute for District Administrator Cohort #11 with SC Department of Education
- 2015 Graduate of Tapping Executive Educators (Aspiring Superintendent) Cohort #12 with the SC Department of Education
- Member of the Omicron Kappa Lambda Chapter of the Alpha Phi Alpha Fraternity, Inc.
- Member of South Carolina Association of School Administrators since 2002.

Sam Whack, Jr., Ed.D.

(Cell) - Email address:

- 2008 NASSP Trained as an Assessor for the Richland One Assessment Center for school administrators
- 2005-07 Vice President of the Darlington County Schools Administrator Association.
- 2004 -2006 Completed the Progressive Energy / SDE (South Carolina Department of Education) SLEI (School Leaders Executive Institute) Columbia, SC and Greensboro, NC – Cohort #15
- 2003 & 2004 National Title I Conferences were attended in Anaheim, CA and Dallas, TX
- 2003 Frameworks of Poverty, Ruby Payne Institute, Galveston, TX

AWARDS & ACHIEVEMENTS

- Nominated as 2019-20 SCASA Personnel Administrator of the Year
- Nominated as 2014-15 SCASA Elementary Principal of the Year
- 2012 Palmetto Gold Award Winning School (Lower Lee Elementary School)
- 2012 Lower Lee Elementary School earned an “A” on ESEA Waiver Report Card
- 2012 Report Card increased Absolute Rating and earned an Excellent improvement rating
- March 2011 - Led and met ADVANCED accreditation of Lower Lee Elementary School.
- School Met AYP in 2004 and 2006 (Rosenwald Elementary/Middle School).
- 2007 South Carolina Chapter of the National Public Relations (SCNRPA) Medallion Winner for the “The Rosenwald Elementary/Middle School’s Communication Plan,” only school in SC to win this award during that year.
- 2006 Palmetto Silver Award Winning School (Rosenwald Elementary/Middle School).
- 2005 SCNRPA Award of Merit Winner for “Whack’s Weekly Update” principal’s weekly newsletter.
- 2004 SCNRPA Award of Excellence Winner for “Whack’s Weekly Update” principal’s weekly newsletter.
- 2004 SCNRPA Award of Excellence Winner for “Rosenwald Elementary/Middle School Report to the People” annual report.
- 2004 SCNRPA Award of Excellence Winner for “Rosenwald Elementary/Middle School’s Parent/Student Handbook.”

PERSONAL INFORMATION

- Married to Cynthia (Elmore) Whack since February 1995.
- Three Daughters (Samantha – 26 yrs, Chelsea – 24 yrs, Zaria – 21 yrs)
- Founder & Senior Pastor, The Rebound Church, Florence, SC

REFERENCES

Dr. Rechel Anderson

Superintendent, Jasper County Schools

Dr. Kandace Bethea

Superintendent, Marion County School District

Dr. Cleo Richardson

Retired Superintendent of Schools, Lee County School District

Superintendent, Williamsburg County School District

Director of Early Learning and Accountability, Jasper County Schools