

St. Mary Parish School Board Superintendent Application Form

The St. Mary Parish School Board ("Board") thanks you for your interest in this position. By providing as much information as possible, you will allow us to assess your qualifications in a timely and efficient manner. Please allow us to provide you with important information. We ask that you read the application form and all attachments carefully and that you provide complete and accurate information. Your signature certifies that you have done so and that all information provided is true, complete, and correct.

Notice, Conditions and Directions:

1. Completed applications, with all attachments, should be mailed to Superintendent Search, St. Mary Parish School Board, P.O. Box 2, Centerville, Louisiana 70522. Applications must be received by March 30, 2026. Such post office box will be opened on March 31, 2026, and only those applications contained therein will be deemed delivered timely. **Applications which are delivered by any other means such as email or hand delivery will not be considered.**
2. In addition, you should include your resume and a copy of your Louisiana teaching credentials/certificate evidencing certification for the position. The Board desires to ensure that the people it considers for the position are capable of serving as superintendent immediately. **Accordingly, if you are not fully certified as superintendent in Louisiana, your application must be accompanied by written confirmation from the Louisiana Department of Education (LDOE) that you are eligible for immediate certification as a school superintendent upon employment by the St. Mary Parish School System.** It is your obligation to secure this confirmation, and you should not delay in requesting same from the LDOE. Your ability to serve as superintendent, if a curriculum officer is appointed, is insufficient. Information regarding the requirements for Louisiana certification may be obtained by contacting the LDOE at 1-877-453-2721. Again, if your certificate does not reflect immediate eligibility to serve as a Superintendent in Louisiana, you **MUST** provide a written confirmation from the LDOE that you are eligible for immediate certification upon employment. **Applications failing to meet this requirement will not be considered.**
3. Applicants are asked not to contact St. Mary Parish School Board members relative to the position. You may contact Evan M. Alvarez, Board Counsel, at (225) 923-3462 or email at ealvarez@hamsil.com with any questions regarding your application or the completion of same.
4. Please note that Louisiana law provides that all applications for superintendents are public records subject to release to the media, press, or to any person requesting a copy. **Accordingly, the fact that you have applied and the contents of your application may become public knowledge.**
5. Louisiana law requires the Board to request certain information relative to your current or prior employment, and you must authorize such persons or entities to release such information to the Board. Any offer of employment, vote to employ, or actual employment is conditioned upon the results of this review and the negotiation of a

contract. Any adverse information, conviction, or plea which impacts your eligibility or fitness for the position shall vitiate the Board's offer of employment, vote to employ, or contract. See attached forms and releases.

6. If hired, you must also submit fingerprints for a background check in accordance with La. R.S. 17:15 and La. R.S. 15:587.1. Such background check will reveal all criminal convictions and pleas, including those which may have been expunged. Any offer of employment, vote to employ, or contract is conditioned upon the results of this review. Any conviction or plea which impacts your eligibility or fitness for the position shall vitiate the Board's offer of employment, vote to employ, or contract. See attached forms and releases.
7. Applicants selected for interviews will be notified as to time and place of interviews. Any expenses incurred by applicants in connection with the application or for travel to/from interviews shall be borne by the applicant.
8. The St. Mary Parish School Board is an Equal Opportunity Employer and does not discriminate on the basis of age, race, sex, gender, national origin, religion, disability or membership in any other protected classification.
9. Your employment as superintendent is also contingent upon the successful negotiation of a contract. Employment is not final and binding upon the parties until a clear background check is obtained and a contract has been negotiated and signed by both parties.
10. For purposes of contacting you about your application, interview dates, needed information, etc., you consent and agree to accept emails as official notice.

PROFESSIONAL PREPARATION

	Institution & Location	Major/Minor	Degree	GPA (optional)
Undergraduate	Southern University at New Orleans	Elementary Education	BA Elementary Education	3.88
Graduate	Argosy University at Sarasota	Educational Leadership	Ed.D. Ed Leadership	3.88
	Argosy University at Sarasota	Educational Leadership	Ed.S. Ed Leadership	4.0
	Troy State University	Educational Leadership	MS in Ed Leadership	4.0

ADMINISTRATIVE EXPERIENCE

School System	City	State	Position	Dates From-To
Akron Public Schools (1)	Akron	OH	Superintendent of Schools	August 2023 - April 2025
East Baton Rouge Parish School System (2)	Baton Rouge	LA	Chief Academic Officer	2/1/21 - June 2023
Pine Bluff School District (3)	Pine Bluff	AR	Superintendent of Schools	10/2013 - 5/2016
Prince George's County Public School System (4)	Upper Marlboro	MD	Instructional Director	6/2008 - 9/2013

TEACHING EXPERIENCE

Name of School	City	State	Grade or Subject	Dates From-To
McNair Middle School (Fulton County PS)	College Park (Atlanta)	GA	8th grade ELA	8/2001 - 5/2002
Klertzman Intermediate / O'Donnell Middle School (Alief ISD)	Houston	TX	6th grade / 7th grade	8/1999 - 5/2001
Raceland Upper Elementary/ Raceland Jr. High	Thibodaux	LA	5th, 6th, 7th grades	12/1996 - 5/1999

Total Years Administrative Experience 18.5 Total Years Teaching Experience 5.5

Louisiana Teaching Certificate Type and Number OSS 626456 Out-of-State Superintendent; Elementary Grades 1 - 8

List Areas of Certification Superintendent and Teaching 1-8

Do you hold a teaching certificate from another state? Yes.

If so, please list State(s) and areas of certification. LA, TX, AL, OH, IL, MD, VA, NJ, PA, MO, MI, GA, (I am not

PROFESSIONAL PREPARATION

	Institution & Location	Major/Minor	Degree	GPA (optional)
Undergraduate				
Graduate				

ADMINISTRATIVE EXPERIENCE

School System	City	State	Position	Dates From-To
Prince George's County PS, MD (6)	Upper Marlboro	MD	Middle School Turnaround Principal	7/2008 - 10/2013
Meriwether County PS (7)	Greenville	GA	Elementary Principal	7/2005 - 6/2008
Henry County PS (8)	McDonough	GA	High School AP	7/2004 - 6/2005
Butts County PS (9)	Jackson	GA	High School AP	7/2002 - 6/2004

TEACHING EXPERIENCE

Name of School	City	State	Grade or Subject	Dates From-To

Total Years Administrative Experience _____ Total Years Teaching Experience _____

Louisiana Teaching Certificate Type and Number _____

List Areas of Certification _____

Do you hold a teaching certificate from another state? _____.

If so, please list State(s) and areas of certification. _____.

renewing MS, AR)_____.

Has your certificate ever been suspended, revoked, or subject to other adverse action? No_____. If so, please state the date, agency taking such action and reason for same: N/A_____.

Are you presently certified for the position of Superintendent of Schools by the Louisiana Department of Education? As of 2/2026, but I am in the process of renewing (I am waiting for my background check that was done about two weeks ago. As of the information provided by LDOE, they don't renew licenses (new to me). Once hired, they renew the license for the position you are being given for employment_____.

If not, do you currently possess the educational requirements, experience, and other qualifications necessary to obtain immediate certification at this time? Yes - I am in the process of renewal. La, unlike other states I have worked or hold/held licenses does not renew unless you are currently employed._____.

Have you attached written confirmation of eligibility for immediate certification from the LDOE? I have attached email exchanges. Once my background is approved, then I can request for a freeze on my license until I am employed in Louisiana. This is a new process_____. Please note that you must do so.

Have you ever been terminated by a school system or asked to resign? No_____. If so, please attach an explanation identifying the employer, basis for termination or resignation, and the date of same.

Have you ever had your contract non-renewed or been informed that your contract would not be renewed? No_____. If so, please identify the school district: _____.

Have you ever resigned in lieu of termination or non-renewal of your contract? No_____. If so, please identify the school district: _____.

Have you ever been convicted of a felony or other serious offense, even one which was expunged? No_____.

If so, please attach an explanation identifying the charge, jurisdiction, and court involved, date of conviction or plea, and factual basis of charge(s).

Have you ever engaged in or been accused of engaging in sexual misconduct with a minor/student or the abuse or neglect of a minor? No_____.

If so, please attach an explanation identifying the conduct or alleged conduct in question, including but not limited to the dates(s), your employer at the time, criminal charges, jurisdiction and court involved, date of conviction or plea, and factual basis of the charge(s) or allegations.

Have you ever been the subject of any investigation of alleged sexual misconduct involving a minor or student, abuse of a minor or student, or neglect of a minor or student? No_____.

If so, please attach an explanation identifying the conduct or alleged conduct in question, including but not limited to the dates(s), your employer at the time, the results of the investigation, criminal charges, jurisdiction, court involved, date of conviction or plea, and factual basis of the charge(s) or allegations.

Have you ever been the subject of any investigation of alleged test security violations, test cheating, or other situation in which the results of a test were voided or not accepted due to

irregularities? No

However, there was an investigation that was orchestrated by 3 board members, along with others, that had absolutely no merit and was orchestrated as a part of their scheme to do to me as was done to the previous superintendent. I was the 2nd superintendent in four years (see attorney's letter)_____.

If so, please attach an explanation identifying the school or school district in question, including but not limited to the dates(s), your employer at the time, the results of the investigation, factual basis of the charge(s) or allegations, and the results of the investigation.

State the earliest possible date you could begin work as a certified superintendent: May 2026_____.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS AND OFFICES AND DATES HELD:

Organization	Dates From - To
AASA	2015 - present
Council of Great City Schools	2021
NABSE	2015 - 2024

COMMUNITY ORGANIZATIONS AND SERVICES:

Organization	Dates From - To
NAACP (Lafourche Parish)	1996 - 1999; 2019 - Present
Former Rotary (Akron, OH)	2016-2018; 2023 - 2025
Former Kiwanis (Akron, OH)	2016-2018; 2023 - 2025
Former Chamber Board Member (Akron, OH)	2016-2018; 2023 - 2025

REFERENCES - List five (5) names, titles, work addresses, and telephone numbers of individuals familiar with your career that we may contact:

1. Ms. Diana Autry - Board Member Akron PS (former President and VP) Nurse - Children's Hospital - [REDACTED]
2. Bruce Alexander - Former VP Akron Board - Summitt County Juvenile Court - [REDACTED]
3. Councilman Eric Garrett - Akron City Council 166 S High Street - Akron, OH 44308 - [REDACTED]

4. [Dr. Kevin Maxwell - Retired superintendent and consultant](#) - [REDACTED]

5. [Dr. Maria Smith-Hosch - Retired Instructional Director in Prince George's County PS, MD](#) - [REDACTED]

Mr. Darion Johnson
Former Supervisor of Maintenance, Grounds, and Custodians
Akron Public Schools

[REDACTED]

Dr. Stuart Berger, Esq.
Burns – Van Fleet
CEO/Educational Consultant
416 Hawthorne Street
Houston, Texas 77006

[REDACTED]

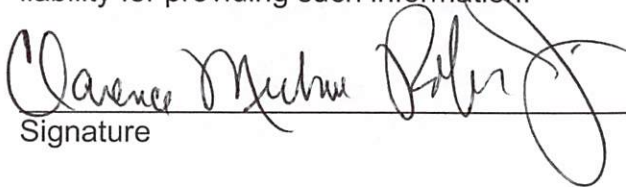
Please provide any other information which you think might be helpful.

I am the product of hard work, determination, having set obtainable goals for myself, and a supportive family, church, and community who encouraged me to be all that I could. Students must be able to read, write, and do mathematical computation as well as critically think and respond to and analyze high-level, rigorous text, understand vocabulary within text and content, be exposed to high-level, rigorous, and innovative opportunities that will increase graduation rates and prepare scholars for college and the workforce.

I am a transformational and collaborative change agent who is data-driven, progressive, and audacious in my leadership, willing to take risk for our scholars, that has prepared for this position. I want to ensure that the strategic plan is student-focused and that our finances support the plan. Being fiscally sound is key.

My experience in Akron, despite the actions of some to destroy my name, career, reputation, and character, was a blessing. I still interact with so many still in Akron. Regardless to their actions, I am still standing, equipped and prepared to lead St. Mary School District.

I have read, understand, and acknowledge the foregoing notice, conditions, and directions for completing this application. I certify that the information provided herein and in the attachments hereto is accurate, true, and complete to the best of my knowledge. I further certify that I have not been convicted of a felony or other serious offense and have not engaged in physical or sexual misconduct, neglect or abuse with or toward a student. I hereby waive my confidentiality with regard to my work record or criminal record and consent to and authorize the release of information from my current or former employers and/or law enforcement personnel upon inquiry in reference to this application. This authorization allows all prior employers to release any information which may have been sealed or the subject of a prior non-disclosure agreement. I release anyone responding to such inquiry from any liability for providing such information.



Signature

March 12, 2026

Date

AUTHORIZATION AND RELEASE
IMPORTANT: READ CAREFULLY BEFORE SIGNING

Louisiana Revised Statutes 17:3884 provides that a school board considering the employment application of a person who has been evaluated in another school system shall request such person's evaluation results as part of the application process and shall inform the applicant that his/her evaluation results will be requested. The applicant shall be given the opportunity to review any information received by the prospective employer as a result of such request and afforded the opportunity to provide any response or information the applicant deems appropriate. Please be advised, therefore, that the St. Mary Parish School Board will request evaluation results on you from each of the school districts you have listed in your application. You will be given an opportunity to review the evaluation results received and to provide a response or information if you would like to do so. Any written response or information you might provide will be retained with your application.

Louisiana Revised Statutes 17:15 also requires all applicants for employment to be fingerprinted in order to assist in background checks of those individuals. Should it be determined that any applicant (or employee) has been convicted of one or more of the criminal offenses set forth in Louisiana Revised Statutes 17:587.1(C), then that applicant (or employee) is generally precluded from further employment with the school system. The conviction of other offenses that call into question the applicant's fitness for the position may also preclude employment or continued employment.

Louisiana Revised Statutes 17:81.9 further requires a school board receiving an application to request that all current and prior school board employers of the applicant provide it with all information in their records relative to instances of sexual misconduct, if any, with students committed by the applicant. This law further provides that the applicant must release all such employers from liability arising from the release of such information to the prospective employer.

Louisiana Revised Statutes 44:1 et al. provides that public records are subject to production to persons requesting such information, including members of the press. Accordingly, I understand that the fact that I am seeking employment with the Board and my application may become public knowledge.

AUTHORIZATION AND RELEASE

I certify that the information which I have provided in the attached application is true, correct, and complete. I understand that furnishing false information or omitting material information on this application could disqualify me from consideration for employment or could lead to my discharge from employment. I have read and agree to the above provisions and hereby authorize the St. Mary Parish School Board to request, receive, review, and consider my prior evaluations and information relative to sexual misconduct or physical abuse, if any, with students from all of my current or previous school system employers. I further release the St. Mary Parish School Board, its employees, agents and insurers and all current and former employers, their agents, employees and insurers from any liability connected with such disclosures and do hereby specifically authorize such employer(s) to release to the St. Mary Parish School Board my complete personnel file, including such information and documentation as may be requested in connection with my application for employment with it, including any documentation which had been previously sealed or which formed the subject of a prior non-disclosure agreement.



APPLICANT

DATE: March 12, 2026_____

DR. C. MICHAEL ROBINSON, JR., Ed.D.

Superintendent of Schools | Transformational Educational Leader | Servant Leadership

March 12, 2025

Dear Members of the St. Mary Parish School Board:

It is with extreme enthusiasm and deep personal connection that I write to express my interest in serving as the next Superintendent of St. Mary Parish Schools. As a native of neighboring Lafourche Parish who began my educational career teaching in Lafourche Parish, the opportunity to serve the children and families of St. Mary Parish represents more than a professional opportunity—it is a calling and a chance to give back to the region that shaped who I am as an educator and leader.

Growing up in South Louisiana instilled the values that have guided my entire career: hard work, community, faith, and the belief that every child deserves an excellent education regardless of circumstance. These values drove me from the classroom to the principalship, from turnaround school leader to Chief Academic Officer, and ultimately to serving as Superintendent in two different districts across diverse communities. Throughout this journey, I have remained committed to one principle: making every system I serve better than I found it. This commitment, grounded in my Christian faith and belief in servant leadership, has produced measurable results for children across diverse communities—results achieved not by any one person, but by the dedicated teams I have had the privilege of leading.

A HEART FOR CHILDREN & SERVANT LEADERSHIP

Education is not just my profession—it is my calling. I refer to students as "scholars" because I believe every child has unlimited potential waiting to be unlocked by caring, committed adults who refuse to accept excuses for underperformance. My leadership philosophy is rooted in servant leadership: listening first, being visible and accessible, empowering others, taking responsibility, and leading with integrity. Effective leaders do not achieve results alone—they create conditions where great teams can do great work for children.

In the districts I have served, I have, but not limited to, launched Employee of the Year Celebrations, Scholar of the Year, created video series highlighting teacher and employee accomplishments (Feature Teacher, Feature Support Staff Member, and Feature Leader), implemented recognition programs for conducted door-to-door outreach to personally invite families back to our schools, and established advisory groups (business community, faith-based, parents, etc.) ensuring every stakeholder's voice was heard. These were not public relations strategies—they reflected our collective belief that education is a collaborative endeavor requiring all of us working together for children.

PROVEN TRACK RECORD OF ACADEMIC IMPROVEMENT

I, with the help of teams and parents/families, have consistently moved academic performance across diverse district contexts—large urban, mid-size, and small districts. I have worked in urban, suburban, urban/suburban, and rural districts of varying sizes from for 5000 to 130,000. These results were not achieved by any one leader; they were the product of teachers, administrators, staff, and community members who committed to a shared vision and executed it with excellence:

- **Akron Public Schools, OH (2023–2025):** Our team elevated the district from 2.5 (C) to 3.5 (B) stars on the Ohio Department of Education Report Card—the highest rating among Ohio's 8 large urban districts. Together we increased graduation rates (87.7%→88%), improved the Performance Index (61.17%→63.3%), increased attendance (85.7%→87.6%), decreased chronic absenteeism

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(47%→42%), cut expulsion rates by nearly 50%, and reversed enrollment decline (19,076→19,744 scholars).

- **East Baton Rouge Parish, LA (2021–2023):** 63.5% of our schools improved from the prior year; 32% performed above pre-COVID levels. Our instructional teams achieved gains of 3.5% in mathematics, 2% in ELA, and 3% in science across 41,000 scholars in 84 schools. We successfully launched the Pathways to Bright Futures initiative, enabling scholars to graduate with both high school diplomas and associate degrees.
- **Pine Bluff School District, AR (2016–2018):** Our collective effort produced a 5% reading score increase district-wide, raised our graduation rate to 92%, and removed the district from Arkansas's academic distress list within the first year.
- **Prince George's County Public Schools, MD (2013–2016):** All 13 schools in our portfolio improved Scholastic Reading Inventory data by a minimum of 7% annually. Our team completed a .1 million School Improvement Grant and secured an additional .1 million SIG III grant.
- **As School Principal:** Our school became the first middle school in the county to offer 8th grade biology with a 100% passing rate, earned state STEM recognition, and received the Distinguished Title I School award.

TRANSFORMATIONAL LEADERSHIP: BLUEPRINT FOR EXCELLENCE

Our signature strategic planning framework—Blueprint for Excellence—engaged diverse stakeholders to build coherence across curriculum, instruction, and assessment. In every district I have served, we built comprehensive frameworks that align entire systems, not just individual programs. Through this collaborative work, we created Louisiana's first Focus Choice Schools (receiving national recognition), launched dual-enrollment and Pre-K expansion initiatives, established clear governance structures, and developed comprehensive Multi-Tiered Systems of Support (MTSS) integrating academic, behavioral, and social-emotional supports. By implementing Harvard University's Data Wise School Improvement Process and Instructional Rounds, our teams built lasting instructional capacity from within.

FISCAL MANAGEMENT, OPERATIONS & COMMUNITY ENGAGEMENT

Our leadership teams have responsibly managed budgets from \$44million to \$600 million demonstrating strong fiscal capacity. In Akron, I managed a \$600 million budget encompassing the general fund (\$400M), federal funds (\$63M), health insurance (\$70M), child nutrition (\$16M), and capital projects (\$26M), overseeing three new school buildings and five-year fiscal forecasting. In East Baton Rouge, our team managed \$20 million in local funds alongside more than \$200 million in federal funds. Fiscal responsibility means aligning our shared resources with strategic priorities, maximizing impact, and maintaining full transparency with the communities we serve. I also note that during my tenure, we have 100% successful fiscal audits from the State of Ohio.

I have built strong community relationships through service on Chamber of Commerce Boards, educational foundation boards, Rotary, Kiwanis, 100 Black Men, Kappa Alpha Psi Fraternity, Inc., and Prince Hall Free and Accepted Masons. I worked with board members, staff, families, and the business community to pass a levy (tax), which had not been done in 12 years. This was done through collaborative engagement, partnered with businesses to provide scholar resources, and created community, parent, student, and business community advisory councils. I have served large populations of scholars of with great diversity, scholars in poverty, English Language Learners, and scholars with disabilities—implementing equity strategies including restorative practices and intervention processes that meaningfully reduce disproportionate referrals.

MY DEPARTURE FROM AKRON: CONTEXT AND GROWTH

To clarify, I served as the second superintendent within a four-year period. People of character who watched the Akron situation closely understand exactly what occurred. They watched the previous superintendent encounter many of the same things I did.

Transparency and integrity are non-negotiable values, and so I want to address the circumstances surrounding my departure from Akron Public Schools directly and with the clarity it deserves. I am applying for this position because I have nothing to hide or be ashamed of, and I am qualified and bring experience, knowledge, and extreme possibilities, working with a team, to take St. Mary Parish School District to another level.

The record of what our team achieved speaks for itself: Akron reached its highest state performance rating among Ohio's large urban districts, graduation rates rose, attendance improved, chronic absenteeism fell significantly, expulsions were nearly halved, and enrollment grew. Every one of those accomplishments belongs to the dedicated teachers, staff, and administrators who showed up for scholars every single day.

My resignation in April 2025 was the result of political and personal dynamics—not performance. During my nearly two years, the board composition changed three times. The final configuration included members whose opposition was unrelated to academic outcomes or district progress. A coordinated effort involving certain board members, their influence on certain members of the media and media outlets, and the teacher union president created conditions that made it impossible for our team to lead effectively on behalf of scholars. I sought legal counsel and exhausted available options before concluding that the political environment had become an insurmountable barrier to the work we were called to do. After leaving Akron, I was recognized in February 2026 by the Buchtel PTA and received a plaque for my dedication and hard work for scholars of Akron, especially Buchtel Community Learning Center (CLC) (they refer to them as CLCs and not use the word school). This speaks to the fact that my work was appreciated and warranted recognition.

As previously stated, I have nothing to hide or to be ashamed of. A part of the efforts of those who deliberately tried to professionally destroy and decimate me was for me to never work in leadership again. My faith is in God who can keep, sustain, and restore me. The negative press and narrative that followed were deliberate and intended to damage my professional reputation and prevent future professional opportunities. I don't profess to have been a perfect; however, I was a professional who cared deeply for the scholars, the community, and the charge I had before me. My intention was to seek longevity. Unfortunately, that did not happen. I just believe that God had and still has something better for me.

I will never compromise my values or integrity to hold a position, and I will never remain where deliberate barriers prevent our team from serving children.

What I carry forward are valuable lessons: the critical importance of establishing clear governance agreements with board members from the onset; proactive and broad coalition-building before political conditions shift. These lessons will make me a more effective superintendent and partner to this Board and community.

Today, I still maintain significant, meaningful, and diverse relationships with many people in Akron.

WHY ST. MARY PARISH SCHOOLS AND MY COMMITMENT

I am not applying for a superintendent position—I am answering a greater call. I previously applied for the position. I truly believe I have something to offer. My personal connection to South Louisiana, our proven work in East Baton Rouge Parish, my understanding of Louisiana's educational landscape, and my deep network of Louisiana relationships are assets I bring specifically to serve St. Mary Parish. I am not seeking a stepping-stone. I am seeking longevity where I can plant deep roots and dedicate years of sustained, transformational leadership to the scholars who deserve it.

Every child in St. Mary Parish—regardless of zip code, family income, race, or background—has unlimited, unlocked potential. With the right leadership, shared systems, strong supports, and dedicated educators working together, this district can become a model for Louisiana and beyond.

DR. C. MICHAEL ROBINSON, JR., Ed.D.

Superintendent of Schools | Transformational Educational Leader | Servant Leadership

If selected as Superintendent, I commit to:

- Listening first — dedicating meaningful time to understanding St. Mary Parish's strengths, challenges, and aspirations alongside our community before acting
- Collaborative leadership — building genuine, transparent partnerships with the Board through consistent, open communication
- Blueprint for Excellence — co-developing a clear strategic plan with measurable goals built by and for this community
- Academic excellence — implementing proven, research-grounded strategies tailored to St. Mary Parish's unique context
- Fiscal responsibility — stewarding every dollar with transparency, strategic alignment, and accountability to our community
- Equity for all scholars — ensuring every child receives excellent instruction, high expectations, and the support needed to succeed
- Developing staff and employees — investing deeply in teacher and leader growth as the engine of sustained improvement
- Community engagement — being visible, accessible, and genuinely present across the parish
- Integrity always — making decisions based on what is right for children, grounded in my faith and a servant's heart

CONCLUSION

I am a seasoned educational leader with a proven record of building high-performing teams that drive academic improvement, manage complex operations, develop people, and lead transformational change across large urban, mid-size, and small districts. More than credentials, I am a servant leader whose Christian faith and personal values drive an unwavering commitment to ensuring every scholar succeeds—not through individual effort, but through the power of a unified team aligned around a common vision.

I have dedicated my professional life to making every system we serve better than we found it, and the data from multiple districts demonstrates our teams have delivered on that commitment. The scholars of St. Mary Parish deserve a superintendent who will fight for them every day, lead with integrity under pressure, treat every employee with dignity, and engage the community with genuine heart. I am ready to bring my collective experience, passion, and proven track record to St. Mary Parish.

Thank you for considering my application. I look forward to discussing how our shared vision and experience align with St. Mary Parish's needs and aspirations.

Respectfully and with great anticipation,

Dr. C. Michael Robinson, Jr., Ed.D.

Candidate for Superintendent of Schools
St. Mary Parish School District

Seth P. Briskin, Esq.

May 21, 2025

RE: Dr. Michael Robinson's Resignation

To Whom it May Concern:

I have represented Dr. Robinson through an internal investigation and a statutory employment review process which began earlier this year. I regret that I have to write this letter because this situation was completely avoidable if certain individuals on the Akron Public School ("APS") Board had the backbone to stand up to the loud/biased minority.

In 2023, the APS Board thoroughly vetted and interviewed Dr. Robinson because the school district was failing, education metrics were in a free fall, the Teachers' Union ran the last Superintendent out of town and everyone seemed to agree that they needed a change agent who would steer the school district in a new direction. Dr. Robinson did just that. In less than two years into his tenure, he helped pass a levy, he increased the school district's graduation rates, the performance index and attendance rates while simultaneously reducing absenteeism and expulsion rates. Although Dr. Robinson tried to work collaboratively with the Teachers' Union and initially had a good relationship with union leadership, ultimately, when he would not capitulate on matters of significance in the months prior to negotiations, a tried and true playbook was brought out, it was executed masterfully by certain Board members and the press, and the dominos started to fall.

First, based on a few isolated internal complaints (some of which were subsequently recanted), the APS Board decided to initiate an investigation in April with an outside law firm, who has been used previously by the Board for this kind of work. Suddenly, several "anonymous" witnesses came out of the woodwork making allegations of outlandish, unverified and dated statements attributed to Dr. Robinson—many of which were being reported for the first time. I attended the interview with Dr. Robinson, and he credibly denied virtually every allegation, and if he did not completely refute the statement or conduct attributed to him, he provided the necessary context to explain the situation. During this meeting, I pointed out to the investigators that these allegations, taken separately or together, did not come anywhere close to workplace harassment under the law—they were basically complaints of being criticized or held accountable. Nonetheless, the investigators finished the "attorney-client privileged" report, submitted it to the Board, and it appeared in the media the very next day, leaked by three members of the Board who wanted to whip public opinion against Dr. Robinson. Unfortunately, to a certain degree, it worked.

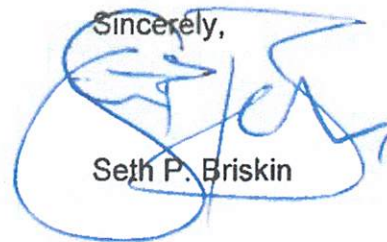
May 21, 2025
Page 2

At this point, I began having conversations with the Board's attorneys at Bricker Graydon, a well-respected firm. Pursuant to Ohio statute (ORC §3319), a superintendent may only be disciplined for "good and just cause" and I emphasized that a few, low-level anonymous complaints about Dr. Robinson's behavior simply did not meet that standard. Additionally, the statute clearly provides that Dr. Robinson had the right to due process and to face his accusers, so both individual Board members and the anonymous witnesses would have been deposed if this matter proceeded forward. In response, Bricker Graydon authored an "attorney-client privileged" report that discussed the impracticality of bringing Dr. Robinson back to work, considering the media backlash and the various options open to the Board, including a mutually-agreed resignation and severance payment in order to avoid lengthy, costly and embarrassing litigation. Not surprisingly, considering the APS Board's penchant for fighting dirty in the press, this strictly confidential memo was leaked that same day, touching off yet more public outrage at Dr. Robinson and the Board for mismanaging this entire fiasco.

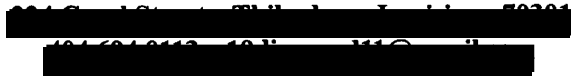
During this entire time, Dr. Robinson never once got into the mud with the Board or came out publicly to refute these contextually empty half-truths and exaggerated claims. Perhaps he should have. But that is not who he is—he stood for what was right and he never lost his integrity. By contrast, I have attached just a few articles confirming what a dysfunctional mess the APS Board has turned into since Dr. Robinson voluntarily resigned.

Needless to say, as I stated at the beginning, while I regret having to write this letter, I am glad that Dr. Robinson has transitioned successfully out of a very bad and toxic situation that was created by the APS Board and will be able to bring his talent, creativity and passion for student education to another school district or a completely different opportunity in the near future. I wholeheartedly recommend him for any such position and would be willing to discuss this further upon request.

Sincerely,

A handwritten signature in blue ink, appearing to read "Seth P. Briskin", is written over a circular blue stamp or seal. The signature is fluid and cursive.

Seth P. Briskin



Educational Leadership Expert | Transformational and Strategic Development Leader

PROFESSIONAL PROFILE

Visionary educational leader with 25+ years of progressive experience spanning classroom teaching, school administration, district leadership, and executive positions as Superintendent and Chief Academic Officer. Proven track record of driving measurable academic improvement, managing complex operations (budgets up to \$600M), building collaborative partnerships, and leading transformational change in diverse educational contexts—urban, suburban, rural, and urban-suburban districts of varying sizes and demographics.

Core Leadership Philosophy: Servant leader committed to ensuring every scholar receives excellent education regardless of background. Dedicated to making every system better than found, developing leadership capacity in others, and keeping children at the center of every decision.

AREAS OF EXPERTISE

Strategic Leadership & Planning

- Strategic Plan Development & Execution
- Organizational Restructuring & Change Management
- Coherence Framework Design
- Data-Driven Decision Making
- Continuous Improvement Systems

Academic Excellence

- Instructional Leadership & Curriculum Development
- Achievement Gap Reduction
- Multi-Tiered Systems of Support (MTSS)
- Professional Development Design & Implementation
- Assessment & Accountability Systems

Operational Management

- Budget Management (\$44M - \$600M)
- Capital Projects & Facilities Planning
- Technology Integration & Innovation
- Human Capital Management
- Federal Programs & Grants (Secured \$12M+)

Community & Stakeholder Engagement

- Board Relations & Governance

Dr. C. Michael Robinson, Jr., Ed.D.

- Union Relations & Collective Bargaining
- Community Partnership Development
- Parent & Family Engagement
- Crisis Communication & Media Relations

Equity & Inclusion

- Culturally Responsive Leadership
- Diversity, Equity, Inclusion (DEI) Initiatives
- Serving Diverse Learners (ELL, Special Education)
- Restorative Practices & Social-Emotional Learning
- Closing Opportunity Gaps

EDUCATION

Doctor of Education (Ed.D.) - Educational Leadership

Argosy University, Sarasota, Florida | June 2004

Education Specialist (Ed.S.) - Educational Leadership

Argosy University, Sarasota, Florida | September 2003

Master of Science (M.S.) - Educational Leadership

Troy State University, Atlanta, Georgia | July 2002

Bachelor of Arts (B.A.) - Elementary Education

Southern University at New Orleans, Louisiana | December 1996

President's List - 4.0 GPA (1994-1999)

PROFESSIONAL CERTIFICATIONS & CREDENTIALS

Valid Superintendent Licensure (12 States)

- Louisiana (Valid through 2/8/2026)
- Georgia (Valid through 6/30/2030)
- Ohio (Valid through 6/30/2029)
- Texas (Valid through 6/30/2027)
- Virginia (Valid through 6/30/2028)
- Missouri, New Jersey, Michigan, Illinois, Maryland, Mississippi, Pennsylvania

Specialized Certifications

- Life Coach Certification (2020)
- Arbinger Institute *Leadership and Self-Deception* Trainer (2016)

- AASA Principal Mentor (2013)

PROFESSIONAL EXPERIENCE

SUPERINTENDENT OF SCHOOLS

Akron Public Schools, Akron, Ohio | August 2023 – April 2025

Led district of 19,744 scholars across 42 schools (Pre-K–12) with approximately 4,334 employees. Managed \$600 million budget including general fund (\$400M), federal funds (\$63M), health insurance (\$70M), child nutrition (\$16M), and capital projects (\$26M) with oversight of three new school constructions.

Key Achievements:

- **Highest Academic Performance:** Led district from 2.5 to 3.5 stars on Ohio Department of Education Report Card—highest among Ohio's 8 large urban districts
- **Academic Gains:** Increased graduation rates from 87.7% to 88%; improved Performance Index from 61.17% to 63.3%
- **Attendance & Climate:** Increased attendance from 85.7% to 87.6%; decreased chronic absenteeism from 47% to 42%; decreased expulsion rates by nearly 50%
- **Enrollment Growth:** Reversed years of decline, increasing enrollment from 19,076 to 19,744 scholars through strategic recruitment including door-to-door outreach
- **Levy Success:** Led successful levy passage through collaborative community engagement
- **Strategic Planning:** Produced Blueprint for Excellence strategic plan with stakeholder input
- **Organizational Restructuring:** Reorganized district into divisions with clear governance structures across finance, operations, technology, and academics
- **Innovation:** Expanded full-day Pre-K; created Division of Talent and Organizational Development; developed district-wide MTSS model; initiated Scholar of the Year Program, Employee of the Year Celebration, and State of the System Address; transformed the board room using scholars, via College and Career Academies, to build the new desk and do the work
- **Communication:** Expanded communications division; produced Feature Teacher/Staff/Leader video series highlighting accomplishments

Operational Leadership:

- Oversaw Master Facilities Master Use Plan integrating technology and finance
- Engaged in five-year fiscal forecasting (Ohio DOE requirement)
- Managed Labor Relations, Human Capital, and legal teams with weekly briefings
- Served on Chamber of Commerce Board and Summit Education Initiative Board

CHIEF ACADEMIC OFFICER

East Baton Rouge Parish School System, Baton Rouge, Louisiana | February 2021 – July 2023

Dr. C. Michael Robinson, Jr., Ed.D.

Oversaw academics for 41,000 scholars across 84 schools. Managed approximately \$20 million direct budget within \$693.5 million system budget, plus federal funds exceeding \$200 million (Title I: \$21M; ESSER II: \$64M; ESSER III: \$115M).

Key Achievements:

- **System-Wide Academic Gains:** 63.5% of schools (47 sites) improved from previous year; 32% (24 sites) performed better than pre-COVID 2019 levels
- **Content Area Gains:** Overall 3.5% gain in mathematics; 2% gain in ELA; 3% gain in science; 1.5% reading score improvement in collaboration with literacy department
- **Innovation & Recognition:** Led creation of Louisiana's first two Focus Choice Schools (coastal restoration and medical fields), receiving national recognition from JASON Learning and AASA
- **Strategic Frameworks:** Created and produced EBR Coherence Framework with accompanying video; championed Course Sequencing Document, Master Scheduling Guidance Document, and Grading Guidance Document
- **Professional Development:** Oversaw development of Teacher Effectiveness Framework and district-wide Professional Development Framework
- **Pathways to Success:** Implemented curriculum for Pathways to Bright Futures initiative partnering with Baton Rouge Community College, Southern University, and LSU, enabling scholars to graduate with high school diplomas and associate degrees
- **Community Engagement:** Collaborated with Fine Arts to establish first Winter Wonderland event engaging community and stakeholders
- **MTSS Implementation:** Collaborated with Student Support division on comprehensive MTSS model to reduce discipline and increase attendance and academics

Operational Oversight:

- Exceptional Education (ESS), Office of Teacher Effectiveness, ESL, Teaching and Learning, Fine Arts
- Curriculum Development, Textbook Resources, Technology Training
- Gifted and Talented, Magnet and Innovation programs
- Federal Programs and all federal budgets including ESSER
- JASON Learning conference implementation with LSU
- EBR Program Evaluation with Louisiana State University

SUPERINTENDENT OF SCHOOLS

Pine Bluff School District, Pine Bluff, Arkansas | June 2016 – June 2018

Led district of 9 schools serving approximately 3,800 diverse scholars with approximately 700 employees. Managed system budget of \$44.9 million including Title I, Title II, and Special Education.

Key Achievements:

- **Academic Turnaround:** Achieved 5% reading score increase district-wide over two years; overall 3% increase in reading after first year

Dr. C. Michael Robinson, Jr., Ed.D.

- **Removed from Distress List:** Working with board, removed district from Arkansas academic distress list within first year
- **Graduation Success:** 92% graduation rate for Class of 2018
- **Fiscal Stability:** Maintained consistent budget management for two cycles without decline, avoiding fiscal distress and potential state takeover
- **Innovation:** Created STEAM and Entrepreneur elementary school providing school choice; established Early Learning Center (K-1) addressing early literacy where only 13% of 3rd graders read on grade level
- **Literacy Initiatives:** Developed district literacy plan including successful implementation of Freedom Schools, Project Lead the Way (PLTW), and AVID, resulting in 1-4 grade level increases for 120 Freedom Schools students
- **Capacity Building:** Implemented Data Wise School Improvement Process, Instructional Rounds, and Collaborative Planning
- **Positive Culture:** Implemented Restorative Practices and PBIS to address discipline; established community, student, parent, and teacher advisory groups rebuilding district culture
- **Technology Integration:** Hired Technology and Innovation Teacher resulting in 30% increase in teachers actively using technology in lessons

Community Leadership:

- Engaged with Chamber of Commerce establishing Workforce Development Task Force
- Participated in Forward Pine Bluff committee with business leaders and school districts

INSTRUCTIONAL DIRECTOR (Assistant Superintendent Equivalent)

Prince George's County Public Schools, Upper Marlboro, Maryland | October 2013 – May 2016

Original position: Director of Priority and Turnaround Schools

Supervised 13 of 208 schools (K-8 and high school) serving 10,000+ diverse scholars. Approved school budgets totaling \$41 million plus \$2 million Title I funds within \$1.79 billion system budget. Supervised 390 classroom teachers, 19 assistant principals, 16 counselors, 11 Instructional Lead Teachers, 8 reading specialists, and 275 other staff.

Key Achievements:

- **Consistent Academic Gains:** All 13 schools improved Scholastic Reading Inventory (SRI) data by minimum of 7% annually
- **Grant Success:** Supervised completion of \$6.1 million School Improvement Grant (SIG) II; led writing and secured \$3.1 million SIG III grant
- **School Improvement Implementation:** Implemented Data Reviews, Data Wise School Improvement Process, and Instructional Rounds improving overall school performance and instructional culture
- **Program Implementation:** Oversaw STEM and AVID implementation in 2 Turnaround Middle Schools increasing academic rigor
- **Leadership Development:** Mentored and coached principals using Strength Finders (Gallup), Bruce Wellman and Laura Lipton methodologies, and Paul Bambrick-Santoyo approaches

- **Union Collaboration:** Successfully collaborated with unions ensuring implementation of negotiated agreements
- **Innovation Oversight:** Supervised National School Administration Management System (SAMS) innovation pilot

TURNAROUND MIDDLE SCHOOL PRINCIPAL

Prince George's County Public Schools, Upper Marlboro, Maryland | July 2008 – October 2013

Led culturally and linguistically diverse school where 13+ languages were spoken. Managed operating budget aligned with strategic plan and 1003g Grant objectives.

Key Achievements:

- **Academic Excellence:** Achieved 4% overall increase on Maryland State Assessment in math, reading, and science
- **Innovative Programming:** First middle school in Prince George's County to offer 8th grade biology with 100% passing rate on Maryland High School Assessment
- **Grant Success:** Received \$3.1 million SIG II grant under my leadership
- **State Recognition:** Received state recognition for STEM program and systemic recognition for AVID program
- **Consistent Improvement:** Improved SRI data by minimum of 7% each year
- **Professional Development:** Created, designed, and implemented authentic professional development improving classroom management and instructional capacity
- **Positive Culture:** Increased achievement through school-wide PBIS incentives
- **Curriculum Development:** Focused on curriculum writing facilitated by Grant Wiggins
- **Supervision Systems:** Evaluated teachers using Charlotte Danielson's Framework for Teaching (FFT)

ELEMENTARY SCHOOL PRINCIPAL

Meriwether County Schools, Greenville, Georgia | July 2005 – June 2008

Led elementary school implementing America's Choice (AC) initiative. Managed school operating budget and supervised all teacher evaluations.

Key Achievements:

- **Academic Achievement:** Achieved Annual Yearly Progress (AYP) for 2 consecutive years implementing Charlotte Danielson's FFT, Institute for Learning (IFL), and Learning Focused Strategies (LFS)
- **Distinguished Recognition:** School awarded Distinguished Title I School (2008-2009) based on improvement work during tenure
- **Innovation:** Implemented same-gender classes (grades 3-5) increasing overall achievement

Dr. C. Michael Robinson, Jr., Ed.D.

- **Intervention Systems:** Created and implemented Alternative Scholar Intervention Process (ASIP) reducing special education and 504 Plan referrals
 - **Community Partnership:** Partnered with PTSO, community, and stakeholders securing funding for school's first playground equipment
-

HIGH SCHOOL ASSISTANT PRINCIPAL

Henry County Public Schools, McDonough, Georgia | July 2004 – June 2005
Butts County Public Schools, Jackson, Georgia | July 2002 – June 2004

Key Achievements:

- Created and implemented first Freshman Academy reducing discipline, improving attendance, and increasing graduation rates
 - Supervised and led writing of Pay-for-Performance Plan (financial incentive for teachers based on scholar performance)
 - Implemented mentoring program for 9th grade boys
 - Created accountability systems for Student Support Team (SST), attendance, and discipline
 - Transformed Career, Technical, and Agricultural Education (CTAE) and Special Education Departments
 - Initiated and implemented Parent University and organized PTSO increasing participation
 - Implemented Data Reviews for ninth grade teachers
-

CLASSROOM TEACHER

Lafourche Parish School Board, Thibodaux, Louisiana | November 1996 – May 1999
Alief Independent School District, Houston, Texas | August 1999 – May 2001
Fulton County Public Schools, Atlanta, Georgia | August 2001 – May 2002

Elementary/Jr. High School Teacher, Intermediate/Middle School Teacher, Middle School English Teacher

CONSULTING and ADJUNCT EXPERIENCE

SENIOR EXECUTIVE / CONSULTANT (Unpaid)

Burns-Van Fleet, Houston, Texas | March 2018 – January 2021; July 2025 – Present

- Leadership coaching, training, and support
- Performance audit preparation
- Transition report development

SENIOR ASSOCIATE (Unpaid)

BRP Associates, Jonesboro, Georgia | November 2018 – March 2020

- Leadership development training for principals
- Feedback and coaching for principals
- Support around culture, climate, instructional leadership, and school management

ADJUNCT INSTRUCTOR

University of Phoenix | 2004 – 2005 (Fall and Spring semesters)

- Taught master's level courses online preparing future school leaders:
 - The Assistant Principalship
 - Preparation courses for the Principalship
 - Action Research

University of Arkansas at Pine Bluff (UAPB) | Fall 2017

- Taught master's level statistics and action research course for leaders pursuing school leadership certification

PROFESSIONAL DEVELOPMENT & TRAINING

Leadership Development:

- John C. Maxwell Leadership Training (2019, ongoing)
- District Administration Leadership Institute (DALI) (2018)
- University of Southern California Rossier School of Education Urban Superintendent Academy (2017)
- New Superintendent's Academy, State of Arkansas (2016)
- NABSE Aspiring Superintendent's Institute, Chicago (2015)
- National Superintendent's Academy – Philadelphia Cohort (2012)
- Leadership Academy for Turnaround School Leaders, Harvard University (2012)

Instructional & School Improvement:

- Data Wise - Harvard University (2014, 2017)
- Instructional Rounds - Harvard University (2012)
- Strength Finders Training (2015)
- NAESP Principal Mentor Training, Virginia (2015)
- Leadership Coaching Training by Bruce Wellman and Laura Lipton (2015)
- Charlotte Danielson Framework for Teacher Evaluation Training (2008)
- PGCP's New Principal's Academy (2008)
- Maryland Principal Academy (2010)

Dr. C. Michael Robinson, Jr., Ed.D.

- Georgia Leadership Institute for School Leaders (GLISI) (2007)
- West Georgia RESA Principal/Leadership Academy (2007)

Specialized Training:

- Arbinger Training *Leadership and Self-Deception* (2014)
- NSIP (School Admin. Management System - SAMS) Training (2013)

PUBLICATIONS and PRESENTATIONS

Publications:

- *The Noose – Educating, Nurturing, and Mentoring the Endangered Species: The Black Male* (work in progress)
- *Educating the Endangered Species – The Black Male* (May 2007)

Conference Presentations:

- American Association of School Administrators (AASA) - Nashville (2022)
- American Association of School Administrators (AASA) - Co-presenter (2016)
- Central Office Training - Colorado (2017)
- National Association of State Boards of Education (NASBE) (2016)
- Connecticut Department of Education (Spring 2008)
- Nuts and Bolts Middle School Conference (Summer 2007)
- NCEBC (Spring 2007)

PROFESSIONAL AFFILIATIONS

Professional Organizations:

- American Association of School Administrators (AASA)
- National Association of Black School Educators (NABSE)
- Phi Delta Kappa – Baton Rouge Chapter
- Council of Great City Schools (former member)

Community and Civic Engagement:

- Moses Baptist Church – Thibodaux, Louisiana
- NAACP – Thibodaux, Louisiana
- St. Joseph Lodge #15 Free & Accepted Mason (F & AM) – Thibodaux, Louisiana
- Kappa Alpha Psi Fraternity – Houma-Thibodaux Alumni Chapter
- Phi Delta Kappa – Southern University Chapter – Baton Rouge, Louisiana
- Chamber of Commerce Board Member (Akron; Pine Bluff - former) – former

Dr. C. Michael Robinson, Jr., Ed.D.

- Summit Education Initiative (SEI) Board Member – Akron, Ohio - former
- Rotary Club – Akron, Ohio (former)
- Kiwanis Club – Akron, Ohio (former)
- 100 Black Men – Akron, Ohio (current)
- Go Forward Pine Bluff Education Committee (former)
- Strategic Operations Committee, Baton Rouge Area Chamber (former)
- Teacher Leader Group, Louisiana State University (former)

HONORS and AWARDS

- **Outstanding Educator Award** – Community Empowerment Council Emergency Shelter, Pine Bluff, Arkansas (2017)
- **Leadership Meriwether Award** (2006)
- **President's List** for 4.0 GPA – Southern University at New Orleans (1994-1999)
- **Distinguished Title I School Award** – School under leadership (2008-2009)
- **State Recognition** for STEM Program – School under leadership
- **National Recognition** from JASON Learning and AASA for Focus Choice Schools

SIGNATURE ACCOMPLISHMENTS

Academic Performance

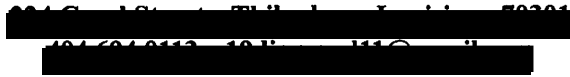
- Led two districts to significant academic improvement with measurable gains in graduation rates, attendance, test scores, and state accountability ratings
- Consistently achieved improvement across all supervised schools and districts
- Specialized expertise in turnaround leadership and continuous improvement

Fiscal Management

- Successfully managed budgets ranging from \$44 million to \$600 million
- Secured over \$12 million in competitive grants (SIG II, SIG III)
- Maintained fiscal stability while avoiding distress and potential state takeover
- Oversaw capital projects including new school construction

Strategic Planning & Systems Development

- Created comprehensive strategic plans (Blueprint for Excellence) across multiple districts
- Developed coherence frameworks aligning all aspects of district operations
- Reorganized complex systems for improved effectiveness and efficiency
- Implemented evidence-based improvement processes (Data Wise, Instructional Rounds)



Innovation & Program Development

- Created Louisiana's first Focus Choice Schools receiving national recognition
- Implemented successful dual-enrollment pathways partnerships with colleges
- Developed innovative school models (STEAM schools, Early Learning Centers, Freshman Academies)
- Expanded Pre-K and created specialty programs meeting community needs

Community & Stakeholder Engagement

- Passed school levies through collaborative community engagement
- Built strong partnerships with chambers of commerce, businesses, and community organizations
- Created advisory groups ensuring stakeholder voice in decision-making
- Conducted door-to-door recruitment demonstrating personal commitment

Equity & Inclusion

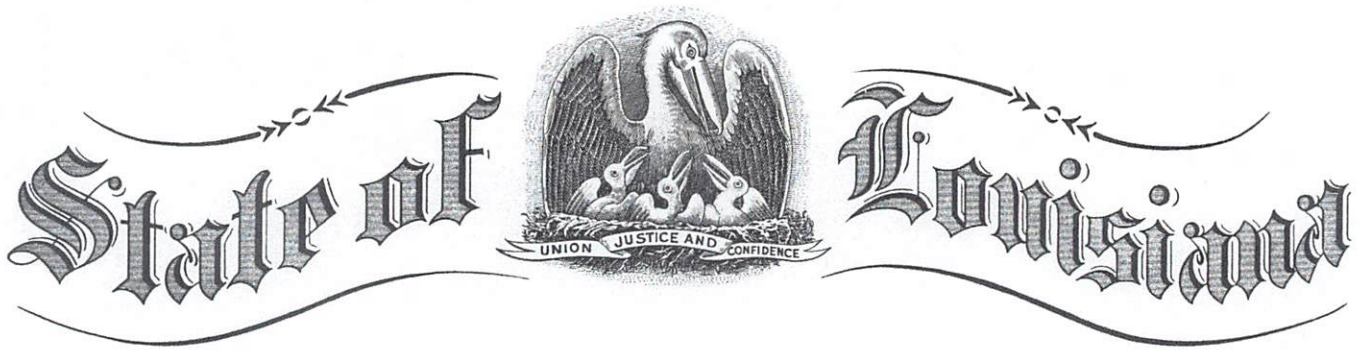
- Led diverse districts serving large populations of scholars of color, English Language Learners, and scholars with disabilities
- Implemented restorative practices and MTSS reducing disproportionate discipline
- Created intervention systems reducing special education over-referrals
- Ensured all scholars accessed rigorous programming regardless of background

TECHNICAL COMPETENCIES

- Budget Development & Management (up to \$600M)
- Data Analysis & Visualization
- Strategic Planning & Execution
- Performance Management Systems
- Grant Writing & Management
- Change Management
- Technology Integration
- Capital Projects Management
- Policy Development & Implementation
- Crisis Management & Communications

REFERENCES

Available upon request



STATE DEPARTMENT OF EDUCATION

Certificate Type
OUT-OF-STATE SUPERINTENDENT

NUMBER
OSS 626456

VALID
2/8/2021 - 2/8/2026

Certificate Issued To:

CLARENCE MICHAEL ROBINSON

By the Louisiana Department of Education, based upon the following:

COMPLETED ALTERNATIVE TEACHER EDUCATION PROGRAM, SOUTHERN UNIVERSITY IN NEW ORLEANS, 1999

B.A., SOUTHERN UNIVERSITY IN NEW ORLEANS, 1996

M.S., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2002

ED.S., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2003

ED.D., OUT-OF-STATE COLLEGE OR UNIVERSITY, 2004

ELIGIBILITY: The holder of this certificate is eligible for the following area(s) and/or terms:

ELEMENTARY GRADES 1-8, 10/6/1999

VALID FOR 5 YEARS, 2/8/2021

East Baton Rouge

For renewal of this certificate, individuals must successfully meet the standards of effectiveness pursuant to LA R.S. 17:3886 or per local personnel evaluations pursuant to Bulletin 746 for at least three years during the certificate validity period.

SCHOOL SUPERINTENDENT, 2/8/2021

Sandy Holloway

Dr. Preston Cade Brumley

Dr. C. Michael Robinson, Jr.

████████████████████

████████████████████ 70004

March 26, 2026

Board of Education & Board Attorney

St. Mary Parish School District

Dear Members of the Board of Education and Board Attorney:

I am writing to inform you that I am currently in the process of renewing my Louisiana superintendent's license and wish to provide a status update as it relates to my candidacy for the position of Superintendent of Schools with St. Mary Parish School District. I have completed the required steps to date, including payment of all applicable fees, submission of the necessary documentation, and have been actively working in coordination with the Louisiana Department of Education. I am presently awaiting the completion of my background check, which is the remaining step in the renewal process.

It is my expectation that within the next 30 to 45 days, if not sooner, my license will be renewed under a freeze status. This designation allows me to apply for the superintendent position; however, the full issuance of the license is contingent upon my being gainfully employed as a superintendent within a Louisiana school district. I want to assure the Board that this is a standard process, and I remain fully committed and confident in my ability to assume the responsibilities of this role. I appreciate your consideration and understanding, and I look forward to the opportunity to serve the students, staff, and community of St. Mary Parish.

Respectfully submitted,



Dr. C. Michael Robinson, Jr.

Candidate for Superintendent of Schools

St. Mary Parish School District

Dr. C. Michael Robinson, Jr., Ed.D.

Additional Professional References

Mrs. Sarah Wilson
Parent – Akron Public Schools

Yvonne Culver
(Retired) Director of School Counseling and Student Wellness
Akron Public Schools

Ms. Pamela Taylor
Former Parent/Current Grandparent – Community Activist
Akron, Ohio

Mrs. Cynthia D. Blake-Stokes
Grandmother of Akron Public Schools Students – Community Activist

Mr. Ralph Paulk
Akron Public Schools Communications Department
Retired Media
President of Tiretown Golf Charities

Mrs. Sheila Smith
Former Board Member – Community Activist
Akron Public Schools

Mrs. Janice Davis
Councilwoman - Akron City Counsel Ward 4

Dr. Cassandra F. Spearman
Former Employee/ Colleague
Meriwether County Schools, GA

Dr. Sylvia Lewis
Former Employee/ Colleague
Pine Bluff School District, AR

Letter of Recommendation for Dr. Michael Robinson

November 11, 2025

To Whom It May Concern:

I am writing to enthusiastically recommend Dr. Michael Robinson for the position of Superintendent of Schools or as a College Professor/Instructor. I am a parent of a senior at Akron's STEM High School, and I have had the opportunity to see Dr. Robinson's passionate and dedicated leadership firsthand. His unwavering commitment to the students and his transparent communication have left a significant impact on our community.

Dr. Robinson is a visionary leader who has always prioritized the needs of the children and the future of their education. He played a crucial role in the development and implementation of the Blueprint for Excellence – the Strategic Plan that clearly articulated a vision for success and transparency. Even in challenging times that were created for him, and there were many, such as when our school faced a relocation due to fiscal constraints, Dr. Robinson demonstrated his ability to communicate consistently and effectively and listened to stakeholders, ensuring that the STEM High School remained intact for the benefit of our scholars. That was his desire.

His leadership style is collaborative, innovative, and rooted in strategic planning. He harnessed technology to maintain open lines of communication with families through APS Matters videos and newsletters, and he engaged with the community by visiting local churches and participating in various community events. This approach not only resulted in the successful passing of our Levy but also fostered a strong connection between the district and the community it served.

Dr. Robinson's integrity and commitment to accountability were evident even when faced with opposition from certain board members and the Teacher Union President. Despite the challenging and politically charged environment created by these individuals, Dr. Robinson remained steadfast in his mission to do what was right for the scholars, parents, and the district. No matter how hard it became or how exhaustive it was for him, he remained faithful. His leadership was a beacon of hope and direction during tumultuous times.

Having gotten to know Dr. Robinson both professionally and personally, I am confident in his ability to lead with integrity and vision. He is a man of great faith. His passion for education and his dedication to the community make him an ideal candidate for any role he pursues. I wholeheartedly recommend Dr. Robinson, without any hesitation or reservation, for the position of Superintendent of Schools or as a university professor or instructor. He is truly a leader's leader and a teacher's teacher, and his experiences will enrich any institution fortunate enough to have him.

Thank you for considering this recommendation. Please feel free to contact me at [REDACTED] or [REDACTED] should you require any further information.

Sincerely,



Mrs. Sarah Wilson

Parent - Akron Public Schools

Letter of Recommendation for Dr. Michael Robinson

Mrs. Cynthia D. Blake-Stokes

Community Advocate & Parent of Akron Public Schools Graduates
Akron, Ohio

To Whom It May Concern:

It is with great conviction and enthusiasm that I write this letter of recommendation for Dr. Michael Robinson as he pursues superintendent and college teaching positions. He is a teacher at heart. As a grandmother, parent of Akron Public Schools graduates, and long-time community advocate, I have witnessed firsthand Dr. Robinson's exceptional leadership, unwavering commitment to students, and transformative impact on our district and community.

Dr. Robinson possesses the rare combination of strategic vision, instructional expertise, and collaborative leadership that distinguishes truly exceptional educational leaders. During his tenure, he managed a complex budget of approximately \$600 million across multiple funds, led a diverse district serving 19,744 students representing numerous cultural backgrounds, and oversaw approximately 4,334 employees. His fiscal stewardship and operational management were exemplary.

Strategic Vision and Collaborative Leadership

Dr. Robinson was the driving force behind our district's Blueprint for Excellence - the Strategic Plan, which was very thorough and comprehensive that provided clear direction and renewed purpose for our schools. His collaborative approach brought together teachers, administrators, parents, and community members to create a shared vision for student success. He was instrumental in passing a critical levy that secured essential resources for our students—a testament to his ability to build consensus and communicate effectively with all stakeholders.

Instructional Leadership and Innovation

Under Dr. Robinson's leadership, academic performance improved significantly, with 25 of 53 schools achieving at or above state standards. He expanded Pre-K to offer full-day programming, initiated the Scholar of the Year Program, and created professional development opportunities that elevated teaching quality across the district. His focus on instructional excellence was unwavering, and he held himself and all employees accountable to the highest standards.

Community Engagement and Authentic Leadership

Dr. Robinson was truly woven into the fabric of our community. His involvement with 100 Black Men of Akron, fellowship with Kappa Alpha Psi Fraternity, Inc., and genuine engagement wherever needed demonstrated his authentic commitment to service. He didn't just lead from an office—he was present, accessible, and genuinely invested in building relationships with families and community organizations.

Integrity under Pressure

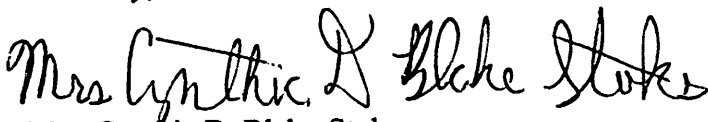
What I admire most about Dr. Robinson is his unwavering integrity and courage. He led with impeccable professionalism and directness, making decisions based on what was best for students—not what was politically expedient. He refused to be intimidated or controlled by those who opposed his leadership style or agenda. Unfortunately, he faced significant opposition from certain board members and union leadership who created a disrespectful and chaotic environment that ultimately made it impossible for him to continue his important work. Board members would leak confidential information to local media outlets that was used to weaponized against Dr. Robinson he always maintained a high level of professionalism. This is a community that puts politics over kids. This toxic political dynamic has plagued our district through multiple superintendence's, and Dr. Robinson deserves recognition for maintaining his principles and professionalism throughout.

Recommendation

Dr. Robinson is exceptionally qualified and prepared to lead any school district or serve as a college professor preparing future educators. He brings strategic thinking, fiscal acumen, instructional expertise, strong communication skills, and genuine passion for students and communities. Any institution would be fortunate to have his leadership, vision, and dedication.

I recommend Dr. Michael Robinson without reservation and am confident he will continue to make outstanding contributions to education and to the students and communities he serves. I am also available for further discussion at [REDACTED] if you see a need to do so.

Sincerely,



Mrs. Cynthia D. Blake-Stokes
Community Advocate & Parent
Akron Public Schools

[REDACTED]

[REDACTED]

[REDACTED]

November 9, 2025

Re: Dr. C. Michael Robinson

To Whom It May Concern:

Please accept this letter of reference for Dr. C. Michael Robinson. In my role as Director of School Counseling and Student Wellness at Akron Public Schools, I had the pleasure of working closely with Dr. Robinson on many initiatives. What shone through on every occasion was his commitment to the betterment of our students and families. Despite difficulties with a school budget deficit due to the loss of ESSER funding and an unaffordable raise approved prior to his tenure, Dr. Robinson remained focused and determined to leave Akron Public Schools better than when he arrived.

Two initiatives that stand out are the establishment of a Strategic Plan and a districtwide multi-tiered system of support (MTSS). Under Dr. Robinson's leadership, the senior staff worked alongside teachers, community businesses and families to establish the 4 Cornerstones under which all decisions and funding would be based. The cornerstones of Culture of Safety and Belonging, Academic Achievement, Operational Excellence, and Family and Community Partnership continue to drive all major decisions. In addition, MTSS has become the data driven structure that determines "how we do school." Tiered supports ensure that students and staff receive what is needed to grow and achieve the best results possible. This model led to the district moving from 2 to 3 stars on the state report card—a rating that says Akron Public Schools now meets state expectations and boasts the highest graduation rate of all 8 urban districts in the state.

While Dr. Robinson has moved on, his impact can still be felt, and the district will continue to grow on the foundation established during his leadership tenure. For this reason, I am confident in recommending him for his next position. Whether it be in a K-12 or collegiate setting, I am sure that his desire to help students succeed will create avenues of success.

If you need additional information regarding Dr. Robinson's impact on Akron Public Schools, please feel free to reach out to me at [REDACTED].

Sincerely,

Yvonne G. Culver, Director
School Counseling & Student Wellness
Akron Public Schools

Unjust Circumstances

I must address the circumstances of Dr. Robinson's departure because they in no way reflect his capabilities as an educational leader. During his nearly two years as superintendent, the board composition changed three times. The final board, along with the teacher union president, created an extraordinarily hostile work environment driven by personal and political agendas rather than the best interests of our children.

Dr. Robinson faced constant obstruction, public attacks in the media, and systematic undermining of his authority—not because of poor performance, but because he would not be controlled or deterred from making decisions in the best interest of students. The same pattern of board and union interference had driven out the previous superintendent just almost a year before he was hired. Despite the chaos, hostile work environment set for him, and personal attacks, Dr. Robinson maintained his professionalism, held to his principles, and continued moving our district forward. Yes, it was personal – nothing to do with his ability to lead.

Strong Recommendation

What happened to Dr. Robinson was wrong and unjust, but he has a strong faith in God. I still encourage him every day to keep the faith and not give up because God is able and someone will give him a chance to lead again. He deserved better treatment, and more importantly, our children deserved the opportunity to benefit from his continued leadership. Any district or university would be fortunate to have someone with his heart, experience, dedication, and proven ability to improve educational outcomes.

Dr. Robinson is a teacher's teacher and a leader's leader. He deserves the opportunity to lead a school district where he will be supported in doing his job, or to shape future educators at the university level. I give him my highest recommendation without reservation.

Please feel free to contact me by phone (330-573-1151) or email (pamela.taylor@akronschools.org) if you need more information.

Sincerely,

Pamela Taylor Community Advocate and Former Akron Public Schools Parent Akron, Ohio

A handwritten signature in black ink that reads "Pamela Taylor". The signature is written in a cursive, flowing style.

Letter of Recommendation for Dr. C. Michael Robinson

To Whom It May Concern:

I am pleased to write this letter of recommendation for Dr. C. Michael Robinson. Throughout my professional association with Dr. Robinson, I have been consistently impressed by his exceptional expertise, dedication to his field, and unwavering commitment to the highest standards of academic excellence.

Dr. Robinson demonstrates profound knowledge and skill in every aspect of his role as superintendent of Akron (Ohio) Public Schools. Most importantly, his willingness to communicate and collaborate with a sometimes-unpredictable school board was truly remarkable.

Dr. Robinson's ability to analyze complex problems, develop innovative solutions, and communicate effectively with colleagues sets him apart as a leader in his discipline. He approaches every challenge with a thoughtful, evidence-based perspective, and his contributions have had a significant and positive impact on Akron Public Schools and the broader professional community.

Additionally, Dr. Robinson is a compassionate and ethical leader. He consistently puts the needs of others first, fostering an environment of trust, respect, and collaboration. His mentorship of students and junior colleagues is particularly noteworthy; he inspires others to excel, sharing his knowledge generously and encouraging professional growth.

Dr. Robinson's achievements, both as a teacher and administrator, are impressive. His leadership in multidisciplinary projects underscores his ability to work effectively across boundaries and deliver outstanding results.

I am confident that Dr. C. Michael Robinson will be an invaluable asset to any institution or organization fortunate enough to benefit from his talents and immeasurable intellect and commitment to education. I recommend him without reservation and am certain he will continue to make significant contributions, particularly on behalf of young people for whom he motivates to learn.

Please feel free to contact me should you require any further information.

Sincerely,

Ralph N. Paulk
President
Tiretown Golf Charities
Akron Public Schools, Communications Department

[REDACTED]
[REDACTED]

November 10, 2025

Shelia Smith

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████████████████████

To Whom It May Concern:

It gives me great pleasure to write this letter of recommendation on behalf of Dr. Michael Robinson. I met Dr. Robinson in his position as the superintendent of Akron Public Schools in 2023.

I have been a resident of Akron, Ohio for over 39 years and was elected to the Akron School Board in 2005 fulfilling a four-year commitment to this community and remain as an advocate for equitable education for all children. I met with Dr. Robinson to share some historical perspectives of the district as a community member and a former board member.

I am aware of the many of Dr. Robinson's accomplishments which I believe are beneficial for the district:

- Providing a transition report that captured the strengths and weaknesses of APS, which would help to focus and guide his work. In all my years of involvement in Akron Public Schools, I have had relationships with previous superintendents and school boards in this community, I have never encountered a bold, comprehensive report on this district as the 2024 Akron Public Schools Transition Report.
- The Blueprint for Excellence – The Strategic Plan; A plan that the district would focus on to support its "instructional core" and its approach to equity which are a culture of safety and belonging; academic achievement; operational excellence; and partnerships, family and community engagement.
- Expanding Pre-k to offer a full-day Pre-k option for parents; and increase the literacy opportunities for students approaching 2nd grade. This option supports Akron children as Ohio's Third Grade Reading Guarantee is a law that Ohio schools must follow starting in kindergarten.
- Initiating the work of Data Wise School Improvement Process, an improvement initiative from Harvard University, and Professional Development opportunities for staff. He worked with executive leadership, school administrators, and teachers to increase the district's 2024-25 State Report Card performance from 2.5 to 3.5 stars of a 5-star scale. Akron now has the highest increase within the state's "Big 8 urban districts (largest school districts).

Based on my experience and historical perspective, the Akron Public School System is very difficult to lead because of the long-standing resistance to change including a strong teacher's union. In my opinion, Dr. Robinson, based on his accomplishments here in Akron, has the fortitude to be an effective leader in any educational institution.

Shelia Smith

Former Akron Public School
Board Member – 2005-2009

Don't Let Akron Lose a Leader Without a Fair Chance

By Jan Davis Akron Ward 4 Councilwoman

As a public official serving the people of Ward 4, I do not typically weigh in on the decisions of other governing bodies. I believe in respecting boundaries and letting each board do its work. But what is happening with Superintendent Dr. Michael Robinson compels me to speak out — not as a politician, but as someone who deeply loves this city and wants to see its public institutions thrive.

The potential termination of Dr. Robinson by the Akron School Board is deeply troubling. This isn't just about a contract or a leadership transition — it's about the culture we're building in our public schools. Dr. Robinson's evaluations, by the Board's own account, praised his performance and dedication. He was recognized for being deeply engaged, responsive, and committed to our children's success. At the same time, he was encouraged to improve in areas like relationship-building and communication — areas every leader can grow in.

But here's the question that demands an answer: What steps did the Board take to help him grow? Was he offered emotional intelligence training? Leadership development resources? Mentorship or coaching? As far as I can tell, he was given feedback — but no roadmap.

Let's not forget — less than two years ago, this same Board parted ways with another superintendent, citing insubordination and ineffectiveness. That's two leaders, in a short span of time, both pushed out under clouds of dissatisfaction without a clear investment in their growth or success. At some point, we have to ask whether the problem lies not just in the leaders we hire, but in the systems that fail to support them.

As our city — and our world — continues to transform, we need bold, even disruptive, leaders at the helm. People who are unafraid to challenge the status quo, rethink broken systems, and make decisions that aren't always easy or popular. That kind of leadership comes with growing pains, but also with the potential for real, lasting progress.

Yes, if any of the accusations made against Dr. Robinson are true, he should absolutely be held accountable — no one is above responsibility. But I also believe, had the Board provided clear expectations, resources, and support from the start, we likely wouldn't be in this position today. Leadership isn't just about evaluation; it's about development. **If we noticed in many of the articles that have been written, the perspective could be argued that the articles were not, perhaps, balanced. We never have heard his story.**

In every corner of city government, we know that performance feedback without support is hollow. We owe it to our leaders — especially those doing hard work in public service — to provide the tools for improvement. The Akron School Board had an opportunity to invest in Dr. Robinson's growth. Instead, it appears they're moving straight toward dismissal,

without exhausting the avenues that could have made him not just a good leader, but a great one.

That's not just unfair. It's short-sighted.

I want to remind the public of some of his accomplishments, but not limited to:

- He provided us with a Transition Report that captured many of the same issues that the previous superintendent, Christine Fowler-Mack, inherited and had to address.
- Under his leadership academic performance occurred with graduation rates going from 87% to 88%
- He provided us with a Strategic Plan, which we did not have prior to his arrival
- Although he could not actively engage due to state provisions, a levy was passed
- He provided multiple ways and opportunities for the public, the community, families, and students to provide feedback ... I wonder how many of us took advantage of those opportunities

Dr. Robinson was not just a Superintendent, but he was an active member of our community and was often seen at community meetings and functions. The same playbook that Christine Fowler-Mack dealt with repeated itself during Dr. Robinson's tenure. There was and still is a common denominator. Until that is addressed, no superintendent will be successful in Akron Public Schools. So goes Akron Public Schools, so goes the city of Akron.

What message are we sending to future superintendents? That even with strong evaluations, you're expendable? That we expect perfection, not progress?

I'm speaking up because I believe Akron can do better. We can be a city that values accountability and compassion. That expects high standards and provides real support. That doesn't discard leaders but develops them.

I urge the Akron School Board to reconsider this path. Provide Dr. Robinson the opportunity and tools to grow. Let his story be one of progress, not premature departure. Akron's children are watching — let's show them what leadership, fairness, and hope really look like.

LETTER OF RECOMMENDATION FOR DR. MICHAEL ROBINSON

To Whom It May Concern:

My name is Ms. Pamela Taylor, and I am a grandmother, former parent of Akron Public Schools graduates, and a dedicated community advocate who has spent years raising funds to ensure children in our community have the resources they need to get a good and quality education and opportunities beyond high school. I am a strong supporter of the PTA, especially when you have school leaders and a superintendent, like Dr. Robinson was, who supports PTAs. I write this letter with great pride and personal knowledge to recommend Dr. Michael Robinson for the position of Superintendent of Schools. My son is a prime example of the good education a child can receive from Akron Public Schools.

I had the privilege of observing Dr. Robinson's leadership during his time as Superintendent of Akron Public Schools, and I can state without any hesitation that he is prepared to lead any school district or institution of higher education. His commitment to children, instructional excellence, and community engagement was evident in everything he did. He was a hard-working superintendent who did the work for our children. His heart was in the work he did.

Exceptional Leadership and Accomplishments

Dr. Robinson is a strong instructional leader who brought collaborative and transformational leadership to our district with a clear focus on strategic planning and effective communication. Under his leadership, Akron Public Schools achieved remarkable progress—improving from 2.5 stars to 3.5 stars, essentially moving our district from a "C" to a "B" rating. This significant academic improvement speaks volumes about his ability to drive positive change. Unfortunately, he will never get the credit due to him.

He was instrumental in helping to pass our school levy, which had not been done in 12 years, and was the driving force behind our Blueprint for Excellence – the Strategic Plan that provided clear direction for improvement. Dr. Robinson established strong systems and structures that brought much-needed organization to our district operations. His Superintendent's Book Club demonstrated his commitment to literacy, and his ability to secure partnerships—such as with Acme Fresh Market, which provided gift cards and certificates to our students—showed his skill in leveraging community resources for children's benefit.

Integrity and Accountability

Dr. Robinson held himself to the highest standards of accountability and expected the same from all stakeholders—employees, school leaders, parents, and community members alike. He was direct, knowledgeable, and refused to compromise his integrity or his commitment to doing what was best for our children. He was actively engaged in the Akron community and truly cared about the families he served.

Dr. C. Michael Robinson, Jr., Ed.D.

[Redacted contact information]

Professional References

Ms. Diana Autry

Former Board President and Current Board Member
Akron Public Schools

[Redacted contact information]

Bruce Alexander

Former Vice-President -Akron PS Board of Education
Summit County Juvenile Court
Probation Case Manager

[Redacted contact information]

Councilman Eric Garrett

Councilman-at-Large
Akron City Council

[Redacted contact information]

Dr. Kevin Maxwell

Former CEO (Superintendent)

[Redacted contact information]

Dr. Joanne Matthews

Retired Superintendent (Lafourche Parish)
Southern Network Leader – Louisiana
(Superintendent)

[Redacted contact information]

Mr. Darion Johnson

Former Supervisor of Maintenance, Grounds, and Custodians
Akron Public Schools

[Redacted contact information]

Dr. C. Michael Robinson, Jr., Ed.D.

[Redacted]
[Redacted]

Dr. Stacey Hodoh

Director of Communications and Public Relations
Akron Public School

[Redacted]
[Redacted]

Dr. Maria Smith

Retired – Instructional Director
Prince George’s County Public
Schools

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Dawn Collins, Esq.

Former Vice President of Board
East Baton Rouge Parish Schools

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Lakishia Hill

Former Vice President of Board
Pine Bluff Board of Education

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Dr. Lamar Goree

Superintendent of Schools
Duncanville ISD

[Redacted]
[Redacted]
[Redacted]
[Redacted]

Dr. Stuart Berger, Esq.

Burns – Van Fleet
CEO/Educational Consultant

[Redacted]
[Redacted]
[Redacted]
[Redacted]

May 9, 2025

To Whom It May Concern:

I appreciate the opportunity to recommend and speak to the work ethic and character of Dr. Michael Robinson, Jr. I am a board member for Akron City Schools. I served as vice president and president of the board during Dr. Robinson's tenure. The board voted unanimously to hire him as the superintendent in August of 2023. He did not bring a team and expressed a commitment to developing Akron's own leadership. I can attest to his efforts towards relationship building, particularly with our church community. He had a standing meeting with all union leaders. I heard much feedback that he was the "most visible superintendent" they've seen. This began the foundations of the many advisory groups that formed under his tenure. The board charged him to focus on completing a strategic plan, which he went on to do, in strong collaboration with his new team, in a record 4 months. With no strategic plan in years, this was the leadership we needed to move our district forward. Dr. Robinson also recommended and was approved to solicit a transition report, which I strongly encourage you to review, on the Akron Public Schools website. It provides a full picture of the district prior to Dr. Robinson's arrival.

Despite one of the most challenging and tumultuous environments I have ever experienced in my lifetime, many things were accomplished during Dr. Robinson's administration. For decades, Akron families expressed a need for full day pre-k. Dr. Robinson made that a reality, by expanding learning time for our youngest citizens, in his first full year. He made tough, but necessary redistricting decisions that protected our enrollment and saved tens of millions, by utilizing our own property and separating from a costly lease agreement. An operating levy and bond measure was passed, in November of 2024, supporting a new high school. His book of the month club promoted literacy by honoring top readers. The most recent district report card demonstrated growth in the performance index, early literacy and the highest graduation rate of the big 8 districts in Ohio. He initiated the work of Data Wise School Improvement Process and Professional Development opportunities for staff. Dr. Robinson produced a series of videos that promoted our schools and highlighted various staff and their accomplishments, boosting the morale of our district. While there is always much work to do in public education, Akron schools are certainly trending in the right academic direction. Dr. Robinson's leadership and contributions towards these gains are acknowledged and appreciated. His credentials speak for themselves. His character is more than a headline. He is experienced and battle-tested. He will be a value added to any organization who is considering him. Please note: There exists one evaluation of record, completed in 2024 and satisfactory. Feel free to reach out via call/text [REDACTED]

Best Regards,

Diana Autry, RN BSN – Akron City Schools Board Member

Letter of Recommendation for Dr. Michael Robinson

To Whom It May Concern:

It is with great honor and enthusiasm that I write this letter of recommendation for Dr. Michael Robinson as he pursues superintendent and college teaching positions. As Vice-President of the Akron Public Schools Board of Education, I have had the privilege of working closely with Dr. Robinson during his tenure as Superintendent, and I can unequivocally state that he is an exemplary educational leader whose talents and dedication deserve the highest recognition.

Dr. Robinson demonstrated extraordinary transformational and collaborative leadership throughout his service to our district. He managed a complex budget of approximately \$600 million across multiple funds while overseeing the educational needs of 19,744 students in one of Ohio's "Big 8" largest school districts, with approximately 4,334 employees. His fiscal acumen, combined with his unwavering commitment to excellence, enabled him to lead significant initiatives that have positioned our district for continued success.

Strategic Vision and Planning

Dr. Robinson was the architect and driving force behind our Blueprint for Excellence, the district's comprehensive strategic plan. This visionary document not only charted our course forward but also united stakeholders across the entire community. His strategic thinking extended to the successful passage of our levy, where he worked tirelessly with all stakeholders to secure the resources necessary for our students' success. His ability to build consensus and communicate a compelling vision for education was instrumental in achieving this critical milestone.

Instructional Leadership and Innovation

Dr. Robinson's commitment to instructional excellence is evidenced by his expansion of Pre-K to offer full-day options, dramatically increasing literacy opportunities for students. He reorganized the district into divisions and developed comprehensive systems and structures across finance, operations, and technology. His revision of the Student Rights and Responsibilities Handbook and implementation of the Multi-tiered System of Supports (MTSS) demonstrates his dedication to creating coherent, student-centered approaches to education. He initiated groundbreaking programs such as the Scholar of the Year Program and the Employee of the Year Celebration, recognizing excellence and fostering a culture of achievement.

Communication and Community Relations

One of Dr. Robinson's most remarkable strengths is his ability to communicate effectively with diverse stakeholders. He established consistent, transparent communication channels with scholars, parents, families, the business community, and the community at-large. He served on the Chamber of Commerce Board and the SEI Board (Summitt Education Initiative), building bridges that strengthened our district's connection to the broader community. His production of APS Minders videos, Feature Teacher and Feature Support Staff videos, and his "Yes" campaign demonstrated innovative approaches to celebrating our district's work and maintaining stakeholder engagement.

Equity, Inclusion, and Relationship Building

Dr. Robinson led a remarkably diverse student population (9,357 White students; 4,887 American Indian; 1,826 Asian; 1,663 Hispanic; 2,088 Multi-racial students) with a genuine commitment to equity and inclusion. He expanded opportunities for students approaching 2nd grade and developed systems to ensure all students had access to excellent educational experiences. His work with the \$70 million health insurance fund and other critical resources reflected his understanding that equity requires both vision and practical resource management.

I personally took Dr. Robinson to different churches to connect with business, community, and faith-based leaders each week. It was my desire for him to be successful, as he was the second superintendent in less than four years. He entered a very difficult situation.

Resilience and Dedication

I must speak candidly about the environment in which Dr. Robinson led our district. He faced significant adversity and challenges, including a board culture that was not always supportive or collaborative. Despite these considerable obstacles and the personal toll such opposition can take, Dr. Robinson remained steadfast in his dedication to our scholars, our staff, and our community. His integrity, professionalism, and unwavering focus on what was best for students never faltered. He continued to build relationships with those board members who were willing to work collaboratively, and he never allowed the difficulties he faced to diminish the quality of his leadership or his commitment to excellence.

Despite the many challenges Dr. Robinson faced, he still, but not limited to:

- Worked with executive leadership, school administrators, and teachers to increase the districts performance from 2.5 to 3.5 stars, which Akron had the highest increase within the state's "Big 8 (largest school districts)";
- Produced a Blueprint for Excellence – The Strategic Plan;
- Passed a levy, which was the effort of employees and our wonderful community who said "Yes" to supporting APS;
- Expanded Pre-k to offer a full-day Pre-k option for parents to increase our literacy opportunities for students approaching 2nd grade;
- Provided a transition report that captured the positives and work-ons for APS, which would help to focus and guide my work;

- Reorganized the district into divisions and developed several systems and structures for more effective governance and operations within the APS system in all areas of the system (finance, operations, technology, etc.);
- Revised the Students Rights and Responsibilities Handbook that supports MTSS (Multi-tiered System of Supports)
- Provided an outlined a K – 12 Parent Handbook for parents to identify the standards their child should be mastering;
- Produced APS Matters and other videos to highlight the great work that was being done in APS by our scholars and staff;
- Initiated the work of Data Wise School Improvement Process and Professional Development opportunities for staff;
- Created several advisory groups to hear the voice of those who supported APS from our scholars to parents to the business community;
- Collaborated with the leaders of the Divisions of Academics, Schools, Accountability, and Leadership, and Student Services and Supports resulting in graduation rates increasing from 87.7% in 2022 - 2023, prior to my arrival, to 88% in 2023 – 2024. The Performance Index moved from 61.17% to 63.3%.
- Increased attendance rates from 85.7% in 2023 – 2024, prior to my tenure, to 87.6% in 2024 - 2025; Decreased absenteeism from my entry from 47% to 42%; Decreased expulsion rates by almost 50% from 2023 to 2024; and
- Collaborated with the Division of Student Services to increase enrollment over this past year from 19,076 to 19,744 from a drop in 2023 from 19,346.

This resilience speaks volumes about Dr. Robinson's character and his deep commitment to educational leadership. Many leaders would have been derailed by such challenges; Dr. Robinson used them as opportunities to demonstrate grace under severe pressure and to model the highest standards of professional conduct.

Conclusion

Dr. Michael Robinson is a transformational leader who brings strategic vision, fiscal expertise, instructional excellence, and exceptional communication skills to every endeavor. He is a relationship builder who understands that education is a collaborative enterprise requiring the engagement of all stakeholders. His innovation, dedication to equity, and commitment to developing both staff and students make him an ideal candidate for any superintendent or college teaching position.

I give Dr. Robinson my highest recommendation without reservation. Any district or institution would be fortunate to have a leader of his caliber, integrity, and vision. He has my profound respect and gratitude for his service to Akron Public Schools, and I am confident he will continue to make exceptional contributions to education.

Please feel free to contact me should you require any additional information.

Sincerely,

Bruce Alexander

Bruce Alexander
Vice-President
Akron Public Schools Board of Education
Akron, Ohio

Contact Information:

[REDACTED]

[REDACTED]

[REDACTED]



Eric D. Garrett Sr.
Councilman-at-Large
April 22, 2025

To Whom It May Concern,

It is with great conviction and full confidence that I write this letter of recommendation for Superintendent C. Michael Robinson. In his time leading the Akron Public School system, Superintendent Robinson has demonstrated the kind of focused, principled leadership that our children, educators, and broader community deserve.

From the moment he stepped into this role, Superintendent Robinson made it clear that his top priority would be our students. He has worked tirelessly to ensure that resources are directed to where they matter most—in classrooms, in support of teachers, and toward the advancement of equitable education. He has championed efforts to stabilize staffing, strengthen student services, and protect vital funding in a time of great political and financial pressure.

Because of this unwavering focus, Superintendent Robinson has not had an easy path. He has faced adversity not due to poor leadership, but because he refused to play politics with our children's futures. His resistance to misguided financial agendas—most notably his refusal to hand over \$23 million in public funds without proper oversight—has made him a target for those more interested in power than progress. Despite the intense pressure, Superintendent Robinson has remained grounded in integrity, committed to transparency, and laser-focused on student success.

Leadership in public education is never easy, but it becomes even more difficult when doing the right thing puts you at odds with a system that often resists accountability. Superintendent Robinson has walked that road with courage. He deserves our support, not just because he has shown the strength to lead under fire, but because he has never lost sight of why he leads—our children.

It is my honor to stand behind him and recommend him without reservation. Our students are better because of his leadership, and our city is stronger when we lift up leaders like him who serve with heart, conviction, and clarity of purpose.

Respectfully Submitted,

Eric D. Garrett, Sr
Councilman-at-Large,
Akron City Council





Eric D. Garrett Sr.
Councilman-at-Large

September 12th, 2024

Statement from Councilman At Large Eric Garrett Sr.

As a representative of the people of Akron, I fully support Superintendent C. Michael Robinson and his unwavering commitment to Akron Public Schools. It is deeply concerning that his credibility and professional integrity have been attacked, particularly in light of the recent lawsuit filed by the Akron Education Association.

Superintendent Robinson's tenure has already brought significant advancements to our district, from full-day pre-kindergarten programs to innovative reading initiatives and a renewed focus on celebrating the hard work of educators and staff. His dedication to improving the education of nearly 20,000 children should be celebrated, but these distractions are intended to derail the positive momentum he has created.

I am proudly supporting the upcoming school levy because of Dr. Robinson's strong leadership and vision for the future of Akron Public Schools. His proven track record of implementing positive changes for our children, educators, and the community, proves why we must invest in our district's continued growth. This levy is vital for ensuring that the programs and initiatives he has implemented will continue to flourish, benefiting generations of Akron students.

Additionally, I want to recognize the tireless work of our current school board members, who have remained steadfast in their commitment to improving our schools and advocating for the resources necessary to ensure student success. Through their dedication and collaboration with Superintendent Robinson, I fully support the upcoming levy, which will provide essential funding to maintain and expand the important work being done in our district.

We must not lose sight of the real issue: the future of Akron's children and the need for all stakeholders, including the Akron Education Association, to benefit our students. Discrediting a proven leader who has the best interests of our students at heart only serves to divide our community at a time when unity is essential.

I encourage educators, staff, parents, and community leaders to focus on collaboration and progress. Let us not allow distractions to divert us from our shared goal of improving the educational landscape in Akron. Superintendent Robinson has shown himself to be a capable, visionary leader. I have the upmost confidence that his work, along with the support of our dedicated school board, will continue to benefit Akron Public Schools in the years to come.

Let us stay committed to advancing our school system for the sake of the children we serve. **TEAM CHILDREN** must always be at the forefront of our decisions and actions.

Sincerely,



Eric D. Garrett Sr.
Councilman-at-Large



Kevin M Maxwell, Ph.D.

[REDACTED]
[REDACTED]
[REDACTED]

September 10, 2019

To Whom It May Concern:

It is an honor to recommend Dr. Michael Robinson for a position within your organization. Dr. Robinson is a former member of my Senior Executive Team. Under my leadership in Prince George's County Public Schools, Dr. Robinson served as an Instructional Director. In his role as Instructional Director, he supervised 13 schools consisting of 10,000 plus diverse students; 390 Classroom Teachers; 19 Assistant Principals; 16 Counselors; 11 Instructional Lead Teachers; 8 Reading Specialists; and 275 other staff members. Dr. Robinson represents all that is excellent about public education. You can read his resume to see the vast amount of experience he possesses. I assure you he possesses all of the skills, abilities, and personal qualities needed to be successful in guiding any school district as Superintendent.

He is committed, hard-working, and caring. His work in numerous positions has proven that he can accomplish great things, and more importantly, he can facilitate the great achievement of others. He is truly an example of all that is right with public education.

Dr. Robinson is organized and consistent in the performance of his duties. He is highly effective in his oral and written communications. He is a highly skilled and very successful student advocate, and a well-respected executive leader. He has a superior track record of program development, school and system improvement, and reform positively impacting the lives and performance of individual students of all age ranges. He is a decent, thoughtful, and caring person.

Dr. Robinson possesses the resources, quality leadership strengths, and abilities that make him a highly effective leader. His leadership ability coupled with his eagerness to share his wealth of knowledge makes him an ideal candidate for a position within your organization. I offer my highest recommendation without reservation.

Sincerely,



Kevin M. Maxwell, Ph.D.
Chief Executive Officer, Retired



April 22, 2025

To Whom It May Concern,

It is with profound respect and steadfast conviction that I offer this letter of reference for Dr. Michael Robinson, the Superintendent of Akron Public Schools. Throughout his tenure, Dr. Robinson has exhibited exceptional leadership, unwavering dedication, and a remarkable resilience in the face of unprecedented challenges.

From his very first day, Dr. Robinson stepped into an environment fraught with complexity and political tension. He was immediately subjected to the relentless scrutiny of a toxic local media landscape, navigated the obstructive agendas of rogue board members, and faced unfair and often politically motivated targeting from local unions. Despite this constant barrage of negativity and opposition; Dr. Robinson remained steadfastly focused on the well-being and educational advancement of the students and the dedicated professionals who teach them.

It became unequivocally clear that Dr. Robinson was operating within a hostile work environment, a situation sadly reminiscent of the experiences faced by his predecessor. Yet, through it all, his commitment to the core mission of the Akron Public Schools never wavered. He prioritized the needs of students and teachers above the political fray, working tirelessly to ensure a stable and supportive educational environment.

Dr. Robinson's leadership has been characterized by a deep commitment to transparency and a principled refusal to compromise the integrity of the school district for political expediency. His unwavering stance on crucial issues, always prioritizing the best interests of the students, undoubtedly contributed to the intense opposition he faced.

Despite the immense pressures and personal toll exacted by this challenging environment, Dr. Robinson has not only persevered but has also achieved significant milestones for the Akron Public Schools. His accomplishments include the successful launch of the first-ever State of the System address, a pivotal moment in fostering greater transparency and community understanding. Furthermore, his leadership was instrumental in the passage of the first school levy in twelve years, a crucial victory that secured vital resources for the district's future. Under his guidance, Akron Public Schools attained the highest graduation rate among the ten largest urban districts in the state of Ohio, a testament to his focus on student success. Dr. Robinson also skillfully steered the district towards a healthy budget, complete with robust cash reserves, which earned the highest rating in the state of Ohio – a “clean” audit opinion indicating accurate and fully compliant financial statements according to GAAP. Recognizing the importance of



collaboration, he launched a number of milestone initiatives designed to strengthen partnerships and engagement with students, families, staff, and community partners.

It is without any reservation that I offer my strongest possible recommendation for Dr. Michael Robinson. His dedication, resilience, and unwavering commitment to the students and teachers of Akron Public Schools, coupled with his impressive record of accomplishments, are truly commendable. He has served with integrity and purpose under extraordinarily difficult circumstances, and his contributions deserve recognition and profound respect. Any institution would be fortunate to benefit from his exceptional leadership.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Stacey D. Hodgh".

Dr. Stacey D. Hodgh
(Interim) Executive Director of Technology
Director of Strategic Communications & Media

Dr. Maria L. Smith-Hosch

204 527 2869

August 1, 2025

To whom it may concern:

I take pride in recommending Dr. Michael Robinson as a candidate for a position with your educational organization. Dr. Robinson was an Instructional Director within Prince George's County Public Schools (PGCPS), the 17th largest school district in the United States. Dr. Robinson was employed in that school district for seven years and during his tenure he was been promoted from the position of principal to Instructional Director. I have known him since he has been employed with our school district. He has a proven track record for improving school culture and climate as well as increasing student academic performance. He has made a positive impact within our school district and is viewed by many as a positive force when it comes to implementing best practices. He did an excellent job as principal and is currently doing a great job as Instructional Director. As one of his supervisors, I was impressed by his ability to establish a positive rapport with all stakeholders and the level of accountability he exhibited every day towards achieving the goals of our school district.

Dr. Robinson has experience as a Pre-k – 12 school-based administrator in urban, suburban, and rural public schools. He also has the Superintendent endorsement for the State of Maryland, NABSE, AASA, and completed SUPES Academy in December 2012. He ascertained his goal to become a superintendent of schools in 2015 and during his tenure in Akron Public Schools in 2023. Dr. Robinson was an asset to our Prince George's County Public Schools and will always, at any cost, do what is right for students and the school community that he serves. Dr. Robinson has excellent written and verbal communication skills, a people person, he is extremely organized, has excellent technology skills, can work independently, address parent concerns in the best interest of the learner and is able to effectively multi-task to ensure that all projects are completed in a timely manner. His innovation mantra inspire others to excel as he builds the capacity of others. Dr. Robinson has been able to handle highly sensitive and confidential situations with expertise. He remains calm and effective to make decisions that are necessary to resolve conflicts and provides constructive as well as prescriptive feedback in a timely manner. He knows how to make decisions and can support those decisions based upon data and evidence. His tenacity and efficacy is demonstrated in his philosophical belief that every scholar can learn and will become successful productive citizens.

As an executive leader in our PGCPS, Dr. Robinson continually demonstrated a profound sense of providing support and assistance to all stakeholders. In the schooling process, *Scholars Come first*. He is a leader who never stops learning and giving. His leadership skills are indicative of what is necessary for schools of the 21st Century. Therefore, it is my belief that Dr. Robinson would be an asset to any school organization, and I strongly recommend him for any endeavor he chooses to pursue. If I can be of further assistance, please contact me at [REDACTED].

Respectfully

Maria L. Smith

Maria Smith, Ed.D