



MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

***Broward County Public Schools
Fort Lauderdale, Florida***

APPLICATION SUMMARY

FOR

Dr. Sito J Narcisse

Record of Professional Education:

Degrees and Institutions:

- * Kennesaw State University: Kennesaw, Georgia - French, Bachelor of Arts (05/2001)
- * Vanderbilt University: Nashville, Tennessee - Master of Education (07/2002)
- * University of Pittsburgh: Pittsburgh, Pennsylvania - Doctorate of Education (04/2007)

Record of Professional Experience:

- * Superintendent of Schools - East Baton Rouge Parish School System: East Baton Rouge Parish, Louisiana (01/2021 - 05/2023)
- * Chief of Secondary Schools - District of Columbia Public Schools, Washington DC: Washington DC, Washington DC (07/2019 - 01/2021)
- * Chief of Schools - Metro Nashville Public Schools: Washington DC, Washington DC (07/2016 - 06/2019)

Summary completed: May 2023

REFERENCE CHECK AND SUMMARY ON DR. SITO NARCISSE – CANDIDATE FOR SUPERINTENDENT OF SCHOOLS IN BROWARD COUNTY, FLORIDA

Dr. Sito Narcisse is an excellent candidate for the position of Superintendent of Schools in the Broward County School District as he meets or exceeds the criteria established by the Board of Education. As described on his current school district's website, Dr. Sito Narcisse serves as the Superintendent of Schools of the East Baton Rouge Parish School System.

Implementing some of the most innovative programs ever offered in the district's history, Dr. Narcisse prioritized providing a broad range of educational options for every student. His ambitious Pathways to Bright Futures program, Focus Choice Schools and early childhood education initiative have become hallmarks of his refined approach to the wide scope of learning in EBR Schools.

No stranger to overcoming many obstacles as the son of Haitian immigrants and having to learn English as a young student in New York, Dr. Narcisse graduated from Kennesaw State University with a degree in French. He earned a master's degree from Vanderbilt University in secondary education. His passion for education then led him to the University of Pittsburgh, where he earned a doctorate in educational administration and policy studies in leadership.

Prior to his current leadership position, Dr. Narcisse worked as the Chief of Secondary Schools of the District of Columbia Public Schools.

Serving as both a teacher and a principal, Dr. Narcisse opened a high school in the Pittsburgh Public Schools District and later led turnaround efforts in a Boston public high school.

Dr. Narcisse has also been a director of School Performance and acting Chief School Improvement Officer for Montgomery County Public

Schools in Maryland; an Associate Superintendent overseeing school improvement efforts for 74 schools in Prince George's County Public Schools in Maryland and was the second officer in charge as Chief of Schools for Metro Nashville Public Schools with 159 schools.

His responsibilities include the executive oversight of district operations, budget management, partnership coordination and cross-functional leadership collaboration targeting well-defined goals.

Following a review of social media and conversations with his references, there is nothing identified in his background that would be an issue for the Broward County Board of Education or McPherson and Jacobson, LLC should Dr. Narcisse be offered the position of Superintendent of Schools.

His references provided the following information regarding his candidacy:

- His greatest strength is that he gets things done and fixes what is urgently needed – he is not a status quo leader.
- When given a charge by the Board – he will get the task accomplished.
- He has a proven track record regarding strong gains in high school graduation rates.
- Has a great deal of experience in coaching other administrators – is a participant in the Center for Educational Leadership
- He works well with all different types of people.
- Fluent in French
- “He is a bright star”
- His administrative team has a great deal of respect for him.
- Humble, hungry and very smart
- He cares a lot about his family.
- “He is the real deal”

- “I love and respect how he is really caring about children, closing the achievement gap, closing opportunity gaps, and is a champion for children”
- He believes in the important of stakeholder group involvement in the decision-making process.
- He is organized and thorough.
- Has book smarts and people smarts
- He has a great personality.
- He is tenacious and know what needs to be done.
- He moves the needle in a positive direction regarding student achievement.
- He manages the change process very well and includes staff within the process.
- His superintendent/Board relationships are exceptional.
- He has implemented successful programs to address equity issues.

Sito Narcisse

Broward County Public Schools, Fort Lauderdale, FL - Superintendent (242)

6765 Corporate Blvd, Unit 5309
Baton Rouge, LA 70809
sitonarcisse@gmail.com

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Sito Narcisse, Ed.D
6765 Corporate Blvd, Unit 5309
Baton Rouge, LA 70809

Dear Broward County Board of Education:

I am writing this letter to express my interest in becoming the next Superintendent of the Broward County Public Schools.

Currently, I serve as the Superintendent of the East Baton Rouge Parish School System in Louisiana. Our district serves 41,000 students and the 2nd largest in the state. The majority of students whom are non-white and receive free and reduced meals. It is my responsibility to work with the board of education on policies, budget, and day-to-day operations of the districts 85 schools and to ensure that our students receive a quality education. Students serve as my 'North Star' and I always consider what is in their best interest when making decisions. I am particularly driven to ensure that students are safe and free from bullying and intimidation; have a consistently good education; and their parents/guardians are always treated with respect. I believe that a student's zip code should not determine their access to quality programs and outstanding teaching. My experiences have taught me that resources must be aligned to meet the needs of all students; with some students receiving additional resources because of their increased need level.

Over the past 18 years, I have worked in some of the largest, most complex school systems in America and have been mentored by some amazing Superintendents. I am the son of Haitian immigrants and speak French and Creole fluently and my wife is Latina and speaks fluent Spanish. Broward County's diversity and community make it a place we would love to call home. Because of its diverse melting pot, it also embraces the culture my wife and I have grew up in. It would be a dream opportunity to work in this community. In addition, many of my family members live in this community.

I have extensive experiences managing budgets, assessing central office structures, and ensuring the needs of ALL students are met. I am particularly good at working with people from all-walks of life and know how to build strong teams. My listening, oral, and written skills are one of my biggest assets and while I do not hesitate to hold others accountable, I will not tolerate students or adults being mistreated. I have lead work on various committees which included school staff, parents, students, and community members. My relationship with politicians and state personnel has always been balanced between maintaining and strengthening their support for education and, at times, their desire to insert themselves too strongly into the operations of the district.

In my efforts to improve the school system, I have focused on expansion of early childhood education, improving students' literacy levels including the creation of literacy blueprint, providing students with career exposure in the middle school, as well as, improving the number of students taking advance placement course, dual enrollment, and industry base certifications. I have also worked with the business community and the mayor's office in establishing internships for students to be paid at \$15 hour connected to business industries in the city of Baton Rouge.

In my current position, I work closely with community-based organizations, union leaders, politicians, families, and a myriad of other stakeholders. I have participated in various reform efforts and learned how to create capacity within an organization. As I reflect on my time as a central office administrator, I am very proud of my ability to work with and bring school board members together to serve as a cohesive team that focuses on student outcomes. I treat all board members with dignity and respect; even at times when we may disagree.

My attached resume highlights specific examples of how my various leadership experiences align with the qualities you are seeking in the person to lead your school district. Please know that I would never do anything to embarrass the district, myself, or my family. Together, we can build and make Broward County Public Schools as a national model of excellence. I would appreciate the opportunity to discuss my candidacy with you in person.

Sincerely,

Sito Narcisse, Ed.D

PERSONAL DATA

Personal Data

How did you hear about this position?	"Word of Mouth"	Title	Dr.
First Name	Sito	Middle Initial	J
Last Name	Narcisse	Suffix	
Email	sitonarcisse@gmail.com	Primary Phone	4125891812
Alternate Phone	4125891812		

PERSONAL INFORMATION

Present Address

Street	6765 Corporate Blvd, Unit 5309	City	Baton Rouge
State	Louisiana	Zip Code/Postal Code	70809

Permanent Address

(If different from Present Address)

Street	City
State	Zip Code/Postal Code

Work Authorization

Are you legally able to work in the U.S.?

Yes

EDUCATION

Undergraduate Institution #1

Type of School	College/University	Name of School	Other: Kennesaw State University
City	Kennesaw	State	Georgia
Attended From (mm/yyyy)		Attended To (mm/yyyy)	
Graduation Date (mm/yyyy)	05/2001	Degree	Bachelor of Arts
Subject	Other: French		

Undergraduate Institution #2

Type of School	Name of School
City	State
Attended From (mm/yyyy)	Attended To (mm/yyyy)
Graduation Date (mm/yyyy)	Degree
Subject	

Undergraduate Institution #3

Type of School	Name of School
City	State
Attended From (mm/yyyy)	Attended To (mm/yyyy)
Graduation Date (mm/yyyy)	Degree
Subject	

Graduate Institution #1

Name of School	Other: Vanderbilt University	City/State	Nashville, Tennessee
Graduation Date (mm/yyyy)	07/2002	Degree	Other: Master of Education

Graduate Institution #2

Name of School	Other: University of Pittsburgh	City/State	Pittsburgh, Pennsylvania
Graduation Date (mm/yyyy)	04/2007	Degree	Other: Doctorate of Education

Major/Course of Study

Undergraduate	Bachelors of Arts - French	Master's	Master of Education -Secondary Education
Specialist's		Doctorate	Doctorate in Education - Educational Leadership
Publications	Dissertation: "Local and Global-Capacity Building for a Sustainable School Community Partnership"	Activities/Honors	

EXPERIENCE

Current Employment

Employer Name	East Baton Rouge Parish School System	From (mm/yyyy)	01/2021
To (mm/yyyy)	05/2023	Assignment	Superintendent of Schools
Reason For Leaving	Currently Superintendent	Supervisor Name	East Baton Rouge Parish Board of Education -President Darius Lanus
Supervisor Phone Number	2253263558	Supervisor Email	DLanus@ebrschools.org
Employer City	East Baton Rouge Parish	Employer State	Louisiana
May we Contact this Employer	Yes		

Professional Experience #2

Employer Name	District of Columbia Public Schools, Washington DC	From (mm/yyyy)	07/2019
To (mm/yyyy)	01/2021	Assignment	Chief of Secondary Schools
Reason For Leaving	Promoted to Superintendent of the East Baton Rouge Parish School System	Supervisor Name	Chancellor Lewis Ferebee
Supervisor Phone Number	3364421978	Supervisor Email	lewis.ferebee@k12.dc.gov
Employer City	Washington DC	Employer State	Washington DC
May we Contact this Employer	Yes		

Professional Experience #3

Employer Name	Metro Nashville Public Schools	From (mm/yyyy)	07/2016
To (mm/yyyy)	06/2019	Assignment	Chief of Schools
Reason For Leaving	To become Chief of Secondary Schools in Washington DC	Supervisor Name	Dr: Shawn Joseph -Former Superintendent of Schools
Supervisor Phone Number	2406444S24	Supervisor Email	shawn@josephandassociatesllc.com
Employer City	Washington DC	Employer State	Washington DC
May we Contact this Employer	Yes		

Professional Experience #4

Employer Name	From (mm/yyyy)
To (mm/yyyy)	Assignment
Reason For Leaving	Supervisor Name
Supervisor Phone Number	Supervisor Email
Employer City	Employer State
May we Contact this Employer	

Experience Summary

Years of administrative experience **5**

ATTACHMENTS

Attachments

Resume	<u>Sito Narcisse Ed.D-CV Superintendent.pdf</u>
Transcript	<u>S.Narcisse All Transcripts-copy.pdf</u>
Other	<u>Broward County Public Schools Cover Letter.docx</u>

DISCLOSURES

Disclosures

Contract Status	Are you currently under contract?	Yes
If Yes, When does it expire?	Superintendent Certification	
Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?		
No		
Background Check		
I understand that if I am selected as a finalist for this position, I will need to complete a background check.		
Yes		
Birkman Personality Questionnaire		
I understand that if I am selected as a finalist for this position, I may be required to complete a Birkman International Questionnaire. The results of the questionnaire will be shared with the consultants and the school district.		
Yes		

BACKGROUND INFORMATION

Legal Information

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Have you ever been **No**
convicted of a
violation of law other
than a minor traffic
violation?

If yes, please explain

Have you been **No**
convicted of any
offense for physical
or sexual abuse of a
child?

If yes, please explain

Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from the employment of another school district?

No

If yes, please give the name of the district, the date and the reason for the resignation or termination

Background

Have you ever been **No**
placed on leave by
your employer for
any alleged
misconduct?

If yes, explain.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualification, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district, from any liability whatsoever for obtaining and providing that information, regardless of the results.

Yes

Indicate you have read and agree to these terms by placing both your INITIALS and DATE in the text box.

SN

FLORIDA SUNSHINE ACT

Florida Sunshine Act

I am aware that the Florida Sunshine Act will require that all applicant information is public and can be released to the media upon request.

Applicant hereby waives their right to confidentiality with regard to their work record or criminal record and consents to and authorizes the release of information from current or former employers and/or law enforcement personnel upon inquiry under this application.

Please sign and date. **Sito Narcisse 05-13-2023**

BROWARD COUNTY PUBLIC SCHOOLS, FLORIDA - CRITERIA

Broward County Public Schools, Florida - Criteria

Please describe your
strengths and

*abilities as they relate
to the listed criteria.*

The School Board of Broward County, Florida is seeking a highly qualified visionary Superintendent to lead the District. The Board is seeking a candidate with the following required characteristics:

- 1. Strong communication skills*
- 2. Successful experience overseeing and directing a multi-racial, multi-ethnic, and diverse socioeconomic population.*
- 3. A commitment to equity.*
- 4. An innovator and creative thinker.*
- 5. Build strong relationships with the Board and community.*

I am a strong communicator and use multiple approaches in engaging with the community for example, town halls, social media, engagement with various stakeholder groups both Internal and external. I also speak multiple languages both creole and French to communicate with francophone populations. I understand a little Spanish although I still need to work on that language. I am very community oriented and love to make sure all parts of the community understands and engages in the work.

Throughout my career, I have work with multi-racial, multi ethnic, and diverse socioeconomic communities. I have served in multiple districts with similar demographics to Broward public schools population. I worked tremendously to build relationships with multiple stakeholder groups both local community associations, governmental, and parents groups to help move the district forward as well as engage in ways to provide students with more access and opportunities.

As the Superintendent of the East Baton Rouge Parish School System, I have worked engage in many innovative and creative groups for example creating the Baton Rouge Innovation coalition in partnership with the mayor to focus on increasing technology in the district with access to community labs, workforce development, creating a teacher development center, and early childhood education. This is just one example of many innovative initiatives.

I look forward to discussing these ideas in person.

DISCLAIMERS AND AFFIRMATION

District Policy

McPherson & Jacobson, L.L.C. and the client we represent are an Equal Opportunity Employer. McPherson & Jacobson, L.L.C. ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, or disability. McPherson & Jacobson, L.L.C. has a policy of active recruitment of qualified minority applicants. Any individual needing assistance in making application for any opening should contact McPherson & Jacobson, L.L.C.

Application Confirmation Statement

I certify that the information provided herein is true and complete to the best of my knowledge. Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current and former employers and/or law enforcement personnel upon inquiry under this application.

I agree to the terms **Affirm**
above

Initials **SN**

Affirmation Date **05/13/2023**

QUALIFICATIONS

Experienced School Administrator with Doctorate of Education from the University of Pittsburgh. Instrumental in cultivating high-performance academic environments through expert management of human and financial resources. Reputation for enhancing curriculum by building strategic organizational partnerships. Adept at administering large-scale budgets, coordinating partnerships to support school systems, and guiding faculty leadership development. Strategic focus and data-driven decision maker. Exceptional leadership, communication, organizational, analytical, and problem-solving skills. Fluent in French and Creole.

EDUCATION

UNIVERSITY OF PITTSBURGH, Pittsburgh, PA

Doctor of Education in Educational Leadership, April 2007

Dissertation: "Local and Global Capacity Building for a Sustainable School Community Partnership: Implications for Policy and Practice."

UNIVERSITY OF PITTSBURGH BUSINESS SCHOOL, Pittsburgh, PA

MBA Essentials Executive Education Certificate, April 2008

HARVARD UNIVERSITY BUSINESS SCHOOL, Cambridge, MA

Executive Education, Public Education Leadership Project (PELP) Certificate, July 2011

VANDERBILT UNIVERSITY, PEABODY COLLEGE, Nashville, TN

Master of Education, July 2002

KENNESAW STATE UNIVERSITY, Kennesaw, GA

Bachelor of Arts in French, May 2001

PROFESSIONAL EXPERIENCE

EAST BATON ROUGE PARISH SCHOOL SYSTEM, Baton Rouge, LA January 2021 - Present
Superintendent

Leader of a richly diverse student population of over 41,200 students (73% Black, 11% white, 9% Hispanic, 3% Asian, 51% Economically Disadvantaged, 8% ELL, 10% Special Education) and an operating budget of \$700 million. East Baton Rouge Parish, the second largest school district in Louisiana and home of the state capitol, is committed to our strategic plan focused on four key areas: student achievement, customer service, employee development, and operational excellence.

- ◆ Expanded Early Childhood Education by 1000 seats from the ages 0 to 4 years old through an 8 million dollar investment, increasing availability of high-quality early education to families in need through innovative and diverse delivery models. Created microcenters in elementary schools, allowing a seamless path into 3 and 4 year old classes through partnerships with local daycare centers.
- ◆ Constructed an ecosystem of innovation and opportunities for families to have access to high-quality school choice options within the district: 40 magnet schools, 14 charter schools, and 3 focus choice

schools. Focus choice schools include a partnership school with the LSU Water Coastal and Environmental Coast School, a dedicated 6-12 Visual Performing Arts Conservatory, and a medical exploration school located at Park Elementary in partnership with Baton Rouge General Hospital.

- ◆ Significant improvement in 6 poor performing schools, of at least 14%.
- ◆ Established a public scorecard where families and community members can view student and school performance across the district (<https://scorecard.ebrschools.org/>).
- ◆ Established career pathways with the Baton Rouge Area Chamber and local and state businesses to pay students at \$15 an hour on career internship pathways during the school year.
- ◆ Created a workforce development dashboard of accountability, showing numbers of students in internships by fields (<https://scorecard.ebrschools.org/>).
- ◆ Increased the number of students taking advanced courses (Advance Placement, Dual Enrollment, Industry Base Certification) from approximately 20% to 80% (out of 10,000 students) over 2 years.
- ◆ Oversaw the distribution and responsible allocation of over \$140 million in ESSER allocations to ensure a safe and successful return to in-person learning by providing technology and other school materials for success, including a public dashboard for transparency and accountability (<https://scorecard.ebrschools.org/>).
- ◆ Established Baton Rouge Innovation Coalition with Mayor, post-secondary schools, community nonprofits to establish innovative technology solutions for broadband and technology solutions.
- ◆ Partner with both the Police Department and Sheriff's office to provide safe schools and a community policing model.
- ◆ Worked with the Mayor's Office on the Safe, Hope, and Healthy initiative to provide students with walking passages to ensure students can get home safely.
- ◆ Increased percentage of 9th graders on track to 4-year graduation from 68% to 87%.
- ◆ Proven relationships with legislators to impact policies in public education.
 - Made kindergarten mandatory in the state of Louisiana;
 - Acceptance of all dual enrollment credits to all colleges in the state of Louisiana.
- ◆ Incorporated social and emotional learning for all students in the school system through a districtwide SEL curriculum.
- ◆ Incorporated seven school-based clinics in EBR schools in partnership with Baton Rouge hospitals, giving students access to healthcare and support for social and emotional wellbeing.
- ◆ Established elementary school sports for all prek-5 schools, resulting in over 1,000 elementary students having equal access to sports.

DISTRICT OF COLUMBIA PUBLIC SCHOOLS, Washington, DC

July 2019- January 2021

Chief of Secondary Schools

Directly responsible for the daily operation of all middle schools and high schools including college career programs and graduation accountability. Oversaw the day-to-day operations of instruction, professional development, operations, and accountability.

- ◆ Improved the education outcomes for students in the area of student performance, community engagement, as well as created policies specific to providing equity for children in the most challenging communities of Washington DC.
- ◆ Led, organized, and implemented a system to deploy middle and high school staff to elementary schools to help the most vulnerable population of students return to school during the pandemic.
- ◆ Co-led in the creation of a lottery system to prioritize the most vulnerable children to safely return for in-person instruction during the COVID-19 Pandemic. Priority populations included: students experiencing homelessness, those in special education, and English Language Learners. Created student support centers to provide additional academic support for students.
- ◆ Increased scores on the ANET, a unified benchmark assessment measuring mastery of standards, in grades sixth through ninth grade in ELA by over 2%
- ◆ Increased passage rates on AP exams by 14%, from 41.2 to 55.6 percentage points. Increased career academy expansions
- ◆ Developed relationships with business partners for career academy expansions from five to ten programs, including firefighters and health care professionals.
- ◆ Redesigned schools in challenging neighborhoods to focus on a career pathway in collaboration with community partners, local partners, business partners, and families.
- ◆ Created a program which includes apprenticeship programs in collaboration with a junior college for students to become certified with career jobs after completion of the 12th grade.
- ◆ Created partnerships in the areas of College Career Programs with local universities to improve student certifications in various professions.
- ◆ Supported the implementation and development of the school which provides students with both a high school diploma and 2-year associate degree.

METRO NASHVILLE PUBLIC SCHOOLS, Nashville, TN

July 2016- June 2019

Chief of Schools

Directly responsible for the day-to-day operations of all 169 schools in the system with a population size of 88,000 students from Pre-K – 12th grade.

- ◆ Led students' academic growth in literacy, exceeding the state average resulting in a composite score 4 out of 5 on the state scale.
- ◆ Facilitated students' academic growth in numeracy, exceeded the state average resulting 5 out of 5 on the state scale.
- ◆ Created and implemented STEAM (Science, Technology, Engineering, Arts, and Mathematics) initiative as part of the Metro Nashville Public Schools middle school reform. This consisted of 24 middle schools and was done in partnership to provide students with more opportunities in the sciences.
- ◆ Increased the achievement performance of students in all sub groups (African American, Hispanic, Economically Disadvantaged, and Students with Disabilities.)
- ◆ Improved the school district's status from 'needs improvement' to 'satisfactory' based on the Tennessee state accountability.

- ◆ Decreased chronic absenteeism from 18.1 to 16.0 for students across the system.
- ◆ Led the partnership in establishing Early College High School with Nashville State Community College. Students received both high school and 2-year associate degrees.
- ◆ Developed relationships with local business partners as well as the Nashville Chamber of Commerce to support schools with helping students receive industry certifications to help support the Nashville job market. Increased the number of students receiving industry certification by 30% (over 500 students).
- ◆ Created partnerships with various foundations (CASEL Foundation, Wallace Foundation, Learning Forward, and Panasonic Foundation) to support schools in the area of literacy, principal development and leadership, school improvement initiatives, professional learning for teachers, social emotional learning.

PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS, Upper Marlboro, MD Oct. 2013- June 2016

Associate Superintendent

Directly responsible for 78 schools in one region which included a portfolio of High Schools, Middle Schools and Elementary Schools in academic and operational capacity.

- ◆ Increased the number of students taking advanced placement courses by reallocating dollars to provide students in grades 11 and 12 free access for courses. Improved the number of students scoring a 3 or above from 500 students to 1,123 students.
- ◆ Managed \$30 million in grants focusing specifically on additional supports in Special Education and English Language Learners.
- ◆ Worked on designing new high schools with specific focuses such as ELL and Newcomers design with the Carnegie Foundation and International Network.
- ◆ Collaborated with foundations such as Bill and Melinda Gates Foundation and Carnegie Foundations to help enhance school improvement.
- ◆ Worked with organizations such as the Panasonic Foundation to help improve school design and resources.
- ◆ Worked as a part of the senior level executive staff to drive strategic plan initiatives.
- ◆ Engaged with various politicians such as, county council, delegates, and state senators to help support the school system, including the Secretary of Education of the State of Maryland.

MONTGOMERY COUNTY PUBLIC SCHOOLS, Rockville, MD May 2013 – October 2013

Acting Chief School Improvement Officer

Worked with the school district Innovation schools and Intervention schools in the area of school improvement and elevation of best practices and support.

- ◆ Worked with Deputy Superintendent on the redesigning of the central office to better serve innovation and at-risk and ELL schools.
- ◆ Worked with the District Intervention work group to bridge the gap among innovation and intervention.

MONTGOMERY COUNTY PUBLIC SCHOOLS, Rockville, MD July 2012- May 2013
Director of School Performance/ Director of School Support and Improvement, Downcounty Consortium

Performance Director for the Montgomery County Public Schools. Supervised 30 schools within the Downcounty Consortium which is a region in the Montgomery County Public Schools.

- ◆ Managed and evaluated 35 school principals from all levels (Elementary, Middle, and High School) with Community Superintendent of the Blair, Einstein, Northwood, and Kennedy Clusters.
- ◆ Worked and supported principals specifically on how they interpreted, analyzed, and implemented strategies to improve specific data points as they would work with teachers in classrooms.

BOSTON PUBLIC SCHOOLS, Boston, MA July 2009- June 2012
Principal, English High School Grades 9-12

Lead 1 of 12 Turnaround Schools in the Boston Public Schools as designated by the Massachusetts Department of Education with a total budget of \$5million, increasing graduation rate by 6% and reducing dropout rate by 3.5%.

PITTSBURGH PUBLIC SCHOOLS, Pittsburgh, PA May 2008- June 2009
Founding Principal, Pittsburgh University Prep Milliones Grades 6-12

Led and opened a new 6-12 high school. The school had an administrative site-based budget which included \$1.2 million from the Small Learning Community Grant from the US Department of Education.

WOODLAND HILLS SCHOOL DISTRICT, Pittsburgh, PA 2007-2008
Assistant High School Principal

RAVENWOOD HIGH SCHOOL, Williamson County, TN 2002-2005
French, Teacher

ACADEMIC ENGAGEMENTS

Guest Lecturer

HARVARD UNIVERSITY, Cambridge, MA

February 2011

BOSTON COLLEGE, Boston, MA

July 2011, May 2010

UNIVERSITY OF PITTSBURGH, Pittsburgh, PA

September 2007

CERTIFICATIONS

- ◆ K-12 Superintendent & Assistant Superintendent Certification~ State of Maryland
- ◆ K-12 Superintendent, Assistant Superintendent, & Principal Certificationa~ State of Massachusetts
- ◆ K-12 Superintendent & Principal Certificationa~ State of Pennsylvania
- ◆ K-12 Superintendent & Principal Certification (Leadership License)a~ State of Tennessee
- ◆ 7-12 French Teacher Certificationa~ States of Georgia & Tennessee

AWARDS, HONORS & FELLOWSHIPS

- ◆ Graduation Speaker for the University of Pittsburgh School of Education (2017).
- ◆ University of Pittsburgh Legacy Laurent
- ◆ University Scholar Kennesaw State University
- ◆ Golden Key National Honor Society
- ◆ International Student Association Honor
- ◆ Recipient of Georgia Regents Study Abroad Scholarship-France
- ◆ David L. Clark Fellow-University Council of Educational Administration (UCEA)
- ◆ Richard Wallace Fellow-Southwestern Pennsylvania Superintendent's Forum
- ◆ William Yeager Fellow University of Pittsburgh
- ◆ International Honor Society in Education, Pi Lambda Theta
- ◆ Pi Delta Phi French National Honor Society
- ◆ Honored by the City of Boston for Outstanding Minority Leadership
- ◆ Received recognition from the State Senate of Massachusetts for work with Boston Public Schools

Sito Narcisse, Ed.D
6765 Corporate Blvd, Unit 5309
Baton Rouge, LA 70809

Dear Broward County Board of Education:

I am writing to this letter to express my interest in becoming the next Superintendent of the Broward County Public Schools.

Currently, I serve as the Superintendent of the East Baton Rouge Parish School System in Louisiana. Our district serves 41,000 students and the 2nd largest in the state. The majority of students whom are non-white and receive free and reduced meals. It is my responsibility to work with the board of education on policies, budget, and day-to-day operations of the districts 85 schools and to ensure that our students receive a quality education. Students serve as my 'North Star' and I always consider what is in their best interest when making decisions. I am particularly driven to ensure that students are safe and free from bullying and intimidation; have a consistently good education; and their parents/guardians are always treated with respect. I believe that a student's zip code should not determine their access to quality programs and outstanding teaching. My experiences have taught me that resources must be aligned to meet the needs of all students; with some students receiving additional resources because of their increased need level.

Over the past 18-years, I have worked in some of the largest, most complex school systems in America and have been mentored by some amazing Superintendents. I am the son of Haitian immigrants and speak French and Creole fluently and my wife is Latina and speaks fluent Spanish. Broward County's diversity and community make it a place we would love to call home. Because of its diverse melting pot, it also embraces the culture my wife and I have grew up in. It would be a dream opportunity to work in this community. In addition, many of my family members live in this community.

I have extensive experiences managing budgets, assessing central office structures, and ensuring the needs of ALL students are met. I am particularly good at working with people from all walks of life and know how to build strong teams. My listening, oral, and written skills are one of my biggest assets and while I do not hesitate to hold others accountable, I will not tolerate students or adults being mistreated. I have lead work on various committees which included school staff, parents, students, and community members. My relationship with politicians and state personnel has always been balanced between maintaining and strengthening their support for education and, at times, their desire to insert themselves too strongly into the operations of the district.

In my efforts to improve the school system, I have focused on expansion of early childhood education, improving students' literacy levels including the creation of literacy blueprint, providing students with career exposure in the middle school, as well as, improving the

number of students taking advance placement course, dual enrollment, and industry base certifications. I have also worked with the business community and the mayor's office in establishing internships for students to be paid at \$15 hour connected to business industries in the city of Baton Rouge.

In my current position, I work closely with community-based organizations, union leaders, politicians, families, and a myriad of other stakeholders. I have participated in various reform efforts and learned how to create capacity within an organization. As I reflect on my time as a central office administrator, I am very proud of my ability to work with and bring school board members together to serve as a cohesive team that focuses on student outcomes. I treat all board members with dignity and respect; even at times when we may disagree.

My attached resume highlights specific examples of how my various leadership experiences align with the qualities you are seeking in the person to lead your school district. Please know that I would never do anything to embarrass the district, myself, or my family. Together, we can build on the Broward County Public Schools as a national model of excellence. I would appreciate the opportunity to discuss my candidacy with you in person.

Sincerely,

Sito Narcisse, Ed.D



LAUSD
UNIFIED

Los Angeles Unified School District
Administrative Offices

333 S. Beaudry Avenue, 24th Floor
Los Angeles, California 90017
Phone (213) 241-7000

Alberto M. Carvalho
Superintendent

Members of the Board

Jackie Goldberg, President
Scott M. Schmerelson, Vice President
Dr. George J. McKenna III
Dr. Rocío Rivas
Nick Melvoin
Kelly Gonez
Tanya Ortiz Franklin

May 16, 2023

Dear Broward County Public Schools Board of Education:

It is an honor to recommend Dr. Sito Narcisse for the position of superintendent of Broward County Public Schools. I have witnessed his dedication to public education and his commitment to transformational excellence in urban education.

Being the former Superintendent of the Miami-Dade County Public Schools, which was significantly transformed under my leadership into a district of excellence, I understand what it takes to be a transformational leader in the state of Florida. Superintendent Narcisse possesses the quality to not only bring the same success to the families and children of Broward but also has the same commitment and relentless passion for children, families, and community success. I assure you that he possesses all the skills, abilities, and personal qualities needed to be successful in guiding any school district to new heights.

Dr. Narcisse 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. He is well-respected in the country for his innovation and creativity in improving student performance and creating access for all children. He has done well with governance, budgeting, advocacy, and reasonable pandemic-specific strategies.

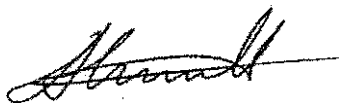
His experience in life mirrors many students and families in the Broward County community. His current work in East Baton Rouge Parish School System in Louisiana has been significant in helping to improve opportunities for children in early childhood education, workforce development, and literacy. He has a superior track record of program development as well as school system improvement. While I was in Miami, Dr. Narcisse brought many stakeholders from East Baton Rouge to replicate and innovate some of our programs which have helped improve many areas for student improvement.

Dr. Narcisse is well respected in the country and has worked in some of the most complex urban school districts in the nation with a similar context to Broward County. As his resume illustrates, he has worked to expand business-school partnerships; engaged in school redesign efforts, focused on collaborations with diverse communities and families, and he has supported and worked with partners to impact legislation for opportunity and access for students in East Baton Rouge Parish and the state of Louisiana. These efforts, I believe, have defined his success.

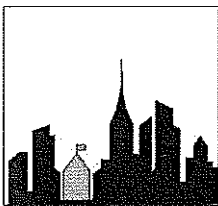
Moreover, Sito is comfortable working with stakeholders from all sectors of the community. He is as comfortable talking with parents as he is with city and federal officials. I think that people recognize his sincerity and his commitment to children and family success.

I recommend Dr. Sito Narcisse to lead your school district and offer my highest recommendation, without hesitation. I believe he will be an asset to your community and, more importantly, he will be someone who focuses on students and families first.

If you have any additional questions, please do not hesitate to contact me.

A handwritten signature in black ink, appearing to read 'Alberto Carvalho', with a long horizontal flourish extending to the right.

Alberto Carvalho
Superintendent of Los Angeles Unified School District



**Council of the
Great City Schools**

Albuquerque
Anchorage
Atlanta
Austin
Baltimore
Birmingham
Boston
Bridgeport
Broward County
Buffalo
Charleston
Charlotte-Mecklenburg
Chicago
Cincinnati
Clark County
Cleveland
Columbus
Dallas
Dayton
Denver
Des Moines
Detroit
East Baton Rouge
Fort Worth
Fresno
Greensboro
Houston
Indianapolis
Jackson
Jacksonville
Kansas City (MO)
Little Rock
Long Beach
Los Angeles
Louisville
Memphis
Miami-Dade County
Milwaukee
Minneapolis
Nashville
Newark
New Orleans
New York City
Norfolk
Oakland
Oklahoma City
Omaha
Orange County
Palm Beach
Philadelphia
Pittsburgh
Portland
Providence
Richmond
Rochester
Sacramento
San Diego
San Francisco
Santa Ana
Seattle
Shreveport
St. Louis
St. Paul
Tampa
Toledo
Washington, D.C.
Wichita

Council of the Great City Schools
1301 Pennsylvania Avenue, N.W. ♦ Suite 702 ♦ Washington, D.C. ♦ 20004
(202) 393-2427 ♦ (202) 393-2400 (fax)
<http://www.cgcs.org>

May 16, 2023

Superintendents Search Committee
Broward County Public Schools

Search Committee Members:

It is with great pleasure that I recommend Dr. Sito Narcisse for the Broward County Public Schools Superintendent position. Throughout his career, Dr. Narcisse has shown that he works diligently to ensure that all students learn and grow. While increasing student achievement is always a group effort, his leadership and ability to pull together stakeholders to deliver for children has yielded tremendous success in the district's where he has served. His innovative ideas, practical experience, strong understanding of educational research, and project management skills are also impressive.

I have had the pleasure of working with Dr. Narcisse since he served as an administrator in the District of Columbia Public Schools (DCPS) and closely during his tenure in the East Baton Rouge Parish School System (EBRPSS). His leadership in expanding the EBRPSS pre-Kindergarten programs, access to advanced high school courses, and other strategic initiatives has been instrumental in increasing student outcomes, student postsecondary success, and student performance on state and local assessments.

His leadership in the district has led to the development of city and community partnerships to address student safety, innovative technology solutions for students, and other district improvements. His advocacy on behalf of the district has resulted in securing millions of additional grant funding for projects to improve student achievement. In my experience working with school districts across the country, I believe his talent and commitment to excellence will benefit the Broward County Public Schools community and your students and staff.

Sincerely,

Raymond C. Hart
Executive Director

May 16, 2023

To: Whom It May Concern

RE: Dr. Sito Narcisse

Dear Sirs,

It is without reservation that I recommend Sito Narcisse as a candidate for superintendent. I became aware of Dr. Narcisse in 2020. I currently coach him in my role as the Superintendent in Residence for the Council of the Great Schools. He is an outstanding, hungry, humble, smart, and committed administrator with a wealth of knowledge and experience in public education. His greatest asset is being able to rally people to enhance student outcomes.

I have had the opportunity to see Dr. Narcisse in action multiple times in the East Baton Rouge Parish School District during the last year. I met with the business community to discuss and compare similar initiatives in Dallas ISD where I was superintendent of the initiatives Dr. Narcisse has launched in East Baton Rouge. I have met with all his administrative team on two occasions. He has the trust and admiration of both his staff and community. He is an amazing leader.

Having served as a superintendent for twenty-seven years and having worked with over 40 individuals who have become superintendents gives me a perspective to judge the talent Dr. Sit Narcisse possesses. He has significant experience in multiple urban districts and has had an outstanding tenure as Superintendent of the East Baton Rouge Parish School District. Please contact me if further clarification is necessary.

Respectfully,

Michael Hinojosa, Ed.D.
Former-Superintendent of Schools Dallas ISD
Superintendent in Residence Council of the Great City Schools