Michael William Noe

Macon County Public Schools

Franklin, NC

Mickey.noe@macon.k12.nc.us

(828) 557-5499

RE: Superintendent Vacancy

Members of the Superintendent Search Committee,

I am writing to express my enthusiastic interest in the Superintendent position within the Monroe County school district. With 30 years of educational experience, I feel I would be an exceptional fit for your county. I am confident that I possess the skills and vision to effectively lead your district. Over the past 26 years I have been blessed with amazing opportunities as an assistant principal, elementary, middle, high and alternative learning principal, as well as chief academic officer, federal programs director. I also have experience in CTE, EC director and EL director. I feel I have a unique skillset that would be extremely valuable to your district.

As I read these amazing cover letters and resumes, I realize how difficult and important this decision will be for Monroe County Schools. As a lifelong educator, I feel my passion and love for education has prepared me for this opportunity. A successful school system makes learning the number one priority and values input from administrators, teachers, students and the community. My philosophy is to foster that growth by empowering all stakeholders to develop and implement a vision that is transparent and drives the districts framework. In order to move forward, you must have a clear and transparent vision with by-in from all stakeholders involved. Once your vision is established you create an atmosphere where thoughts and ideas are coveted and respected. As a visionary leader, I want to see classrooms with collaborative learning, I want to see critical thinking skills utilized during discussions, I want AP and honors students to be challenged utilizing critical thinking skills and problem solving solutions, I want exceptional learning students to have the same opportunities as reg ed students, I want all students to be exposed to CTE classes so when they graduate, they can utilize those skills and apply them to real life scenarios. I want English learners to thrive and have opportunities to will help drive their passion for success. I envision a school system where all students are blessings and all students are treated with equity and love while being challenged to achieve above their individual abilities. I also envision a school system where teachers are treated with respect and are recognized for their hard work and dedication. Teaching is a calling and a passion. We need as a district to find ways to support and nurture their growth.

One of my biggest blessings is having the opportunity to grow up in the Florida Keys. As an elementary student, I attended Sugarloaf school from K-6th grade. I had wonderful teachers that taught me important lessons such as manners, respect and responsibility. Next, I had the privilege to attend Horace O'Bryant middle school for 7th and 8th grade. At HOB I had amazing teachers that continued those important virtues. I also attended Key West High school for 9th-12th grade where I was involved not only in challenging academic programs, but also CTE (career and technical education) fine arts, athletics and clubs. Those experiences helped foster my love for education and set the beginning stages of my educational career. I think if we all look back at our best childhood memories, you will find most of those memories stem from an amazing teacher that has challenges us to become who we are today. I am proud to be a product of Monroe County schools.

As a collaborative leader with 30 years of experience, I look forward to an opportunity to discuss a shared vision and to have an opportunity to give back to a school system that was so good to me. My family has had roots in the keys for four generations. I am looking forward to the possibility of moving back home. I also look forward to discussing important issues with the school board and the county commissioners such as housing for teachers, expanding the educational program at Florida Keys Community College just to name a few. I am a huge advocate for "growing our own." Thank you in advance for your time and best of luck to you in this selection process.

Sincerely,

Michael Noe

Chief Academic Officer

Federal Programs Director

Macon County Public Schools

Michael William Noe

CAO/Federal Programs Director

398 Henson Rd.

Hayesville, NC 28904

(828) 557-5499

mickey.noe@macon.k12.nc.us

Education

Western Region Administrators Training Institute	March 2007

University of North Carolina

Masters in Leadership and Development June 2000

Nova Southeastern University

B.S. Social Science Education June 1995

University of Central Florida

B.S. Liberal Studies June 1995

University of Central Florida

Minor in Cardiopulmonary Science June 1995

University of Central Florida

Professional Experience

Chief Academic Officer/Federal Programs Director, Macon County Public School, Franklin, NC

September 2023-Present

- K-12 Curriculum- Responsible for directing and overseeing curriculum for all K-12 schools in Macon County (12)
- Leading policy development, faculty and student handbooks, school improvement plans, school safety, purchasing academic programs for K-12 education
- Oversee school construction projects at Franklin HS (137 million), Highlands School (12 million), attend weekly construction meetings, order facilities furniture and equipment

- Facilitate Principal/Assistant Principal PLC's, organize PD opportunities, evaluations
- Orchestrate a safety plan for Macon County Students including lock downs, fire safety, severe weather and implementing a reunification plan with state and local level officials to insure the safety of all students involved in a crisis
- Superintendents Cabinet Team- Facilitate the creation of a new strategic plan to align with our counties vision and mission
- Collaborative Team Building Facilitate sessions to unite educators and promote a shared responsibility for increased student engagement
- Monitor federal programs (Title I-Title IV)
- Manage the federal program and curriculum budget
- Gear up director (7-year grant) \$ 2 million
- EL director- responsible for curriculum for Spanish speaking students, Access testing,
 WIDA testing, facilitating career plans for Spanish speaking students
- Create a mentor program for Spanish speaking students
- Oversee Macon Virtual Academy, Bartram Academy and Macon Early College
- Collaborating with Ed Direction and Open Way Learning Consulting to develop datadriven intervention frameworks, refine benchmarking tools, and assess the impact of a new grading policy
- Work with new employees to find affordable housing
- Training to become an AVID learning instructor
- Mental health administrative team (discuss scenarios involving suicidal ideology or any extreme mental health concern)

Principal- Franklin High School, Macon County Schools

August 2021-July 2023

- Responsible for 9-12 curriculum development
- Worked with Western Carolina University and Young Harris college to help future educators with job placement
- 504 Coordinator
- Create and implement an IT plan for COVID utilizing a unified learning platform
- Elevated student outcomes through rigorous instructional practices
- Facilitate staff development, school improvement plan (NC STAR)
- Leadership PLC's (AP's, counselors, dept heads)
- Attend IEP's, parent conferences, other meetings as needed
- Liaison to Carrol Daniel Construction for building a new Franklin High School
- Responsible for leading continuous improvement for student growth
- Facilitate teacher leaders for our school improvement plan
- Athletic coverage, financial responsibilities for athletic events
- Creating and monitoring the school budget

- Training/mentoring new assistant principals, counselors and beginning teachers
- Develop PD for teachers for certification

Principal- The Oaks Academy/Day treatment for mental health

August 2019- July 2021

- Scheduling, budgeting for the school
- Managing IEPs for EC students, providing mental health counseling for students in need
- Grant writer, liaison with Tri County Community College
- Attendance/Academic coach
- Career development portfolio's for alternative students
- Responsible for academic learning plan during COVID
- Liaison for the new construction of Oaks Academy, School of Innovation (28 million)
- 504 Coordinator, CTE specialist
- · All other duties as needed

Principal- Hayesville High School

August 2014-July 2019

- Responsible for overseeing over 55 employees
- CTE director, curriculum leader, 504 Coordinator
- Testing Coordinator, Student Discipline
- Facilitate new hires, ILT (Initially Licensed Teachers)
- Participated on the search committee for a new superintendent
- Oversee the day to day operations, create high school budget
- Facilitate high school extracurricular activities such as dances, club meetings, graduation
- Athletic Director, athletic supervision
- Facilitate student scheduling, creating learning opportunities for students, AP classes

Principal- Hayesville Middle School

August 2007- July 20014

- Curriculum manager, creation of class schedules for middle school students
- Implementing financial budget for academics and athletics
- Purchasing text books and other academic materials
- Facilitating staff development opportunities
- Hiring/dismissing personal
- Community involvement such as Community in Schools, Rotary, Adult Jr. Civitan, Chamber of Commerce
- JV Assistant Football Coach (2 years)
- Athletic Director

- Created and implemented several new clubs such as Math, Science and Theater
- Worked with teachers to form a mentor program where every middle school student had a mentor on campus that checked on each student two times a week.

Principal-Hayesville Elementary

August 2002- July 2007

- Overseeing Pre-K-4th grade
- Facilitate evaluations for over 70 employees
- Responsible for grant writing, Title I, IEP meetings, following FERPA guidelines
- Implementing curriculum through the use of Fundations, Dibels, Envision Math
- Creating events such as fall festival, field trips, field day, concerts
- Facilitating teacher leaders in the school through PLC's and staff development
- Participate in IEP meetings, parent conferences, open house, parent engagement nights
- Interviewing and hiring all personnel

Dean of Students- Edgewater High School, Orlando Florida

August 1999- July 2002

- Responsible for recruiting 8th grade students to the magnet program at Edgewater High School. (Magnet for Science and technology)
- Discipline Dean for 9th and 10th grade (over 2500 students)
- Expulsion Intervener, hearing board coordinator
- Assistant Athletic director
- Head JV Football Coach
- Head Varsity Baseball Coach

Teacher- Edgewater High School, Orlando Florida

August 1995-July 1999

- Taught 9th grade Global Studies, American History, Economics
- AP History teacher
- · Freshmen football coach
- Varsity assistant baseball coach
- Varsity Head Baseball coach
- Varsity assistant wrestling coach
- Assistant Athletic Director

Professional Organizations

- North Carolina Association of Federal Education Program Administrators-NC FEPA
- North Carolina Association of School Administrators- NCASA

- Western Region Education Service Alliance- WRESA
- North Carolina Curriculum Council- NCCC

Professional Licensure

- Florida Education Leadership Examination- FELE, passed 8/2001
- North Carolina School Leadership Exam- passed 6/2003
- Social Studies 6-12
- School Administrator K-12

References: Available Upon Request



Principal Blair King

Vice Principal
Dan Gibson

100 Panther Drive Franklin, NC 28734 828-524-6467 (phone) 828-524-0684 (fax) Vice Principal
Pam Roper

To Whom It May Concern,

I am writing to offer my recommendation for Mr. Mickey Noe, who served as the Principal of Franklin High School during my tenure as Vice-Principal and who is currently serving as the Chief Academic Officer for Macon County Schools. I had the privilege of working with Mr. Noe for several years, and his leadership, mentorship, and commitment to excellence have had a profound and lasting impact on me both personally and professionally.

Having served as Vice-Principal for seven years prior to Mr. Noe's arrival, I initially felt hesitant about applying for the principal position, as I didn't feel fully prepared by my previous experiences. However, when Mr. Noe was hired, I quickly saw his dedication to fostering trust, developing leaders, and preparing those around him for greater responsibility. Over time, he not only helped me strengthen my leadership abilities but also earned my trust through his collaborative and supportive approach. By the time Mr. Noe left Franklin High School, I felt fully equipped and confident in my readiness to apply for and take on the role of Principal, which I was ultimately granted.

One of the most valuable lessons I learned from Mr. Noe was his belief that "We don't earn the trust of others by helping; we earn it by asking for help." This philosophy guided his leadership style and allowed him to build authentic and strong relationships with his team. He consistently demonstrated this by asking for my assistance and encouraging my growth through shared responsibility. His mentorship was instrumental in my development as a leader.

In addition to his strong leadership and mentorship, Mr. Noe is a remarkable worker, known for his tireless dedication and unmatched work ethic. His commitment to the success of both students and staff was evident in everything he did, and his integrity and character made him a trusted member of my professional circle. He is, without a doubt, an exceptional leader and a genuinely good person.

It is with great confidence that I recommend Mr. Mickey Noe for any leadership position he seeks. His ability to inspire trust, work relentlessly, and develop others makes him a rare and valuable asset to any educational organization. I have no doubt that he will continue to make a significant impact wherever he goes.

Sincerely,

Blair King, EdS Principal Franklin High School Dr. Brooke Keener IDEA Integrated Monitoring Consultant North Carolina Department of Public Instruction brooke.keener@dpi.nc.gov 828-371-2046

To Whom It May Concern,

I am writing this letter of reference to highly recommend Mr. Mickey Noe for a position. I have had the privilege of working closely with Mickey for 5 years as both a colleague and close teammate in Macon's executive leadership team. I have witnessed firsthand his exceptional leadership, dedication, and unwavering commitment to improving educational outcomes for students.

During our time together, Mickey served as principal at Franklin High School and now as Macon County's Chief Academic Officer, where he has consistently demonstrated a deep understanding of the complexities and challenges of the education sector. His ability to balance the demands of administrative duties with the needs of staff and students is truly remarkable. As a principal, Mickey fostered an environment that emphasized academic excellence, inclusivity, and collaboration. He consistently encouraged and supported the professional growth of teachers, leading to an overall positive impact on the school culture and student performance. In his role as Chief Academic Officer, Mickey has continued to impress me with his expertise in managing and securing funding for educational programs. His ability to navigate complex regulations, build strong partnerships, and drive programs forward has made a significant impact on Macon County Schools.

Above all, Mickey is a wonderful teammate and colleague. He brings a positive and collaborative energy to every project and initiative, always encouraging open communication and a shared commitment to our collective goals. His kindness, integrity, and professionalism have made them an invaluable asset. It is rare to find someone who combines such high-level expertise with genuine care for others, and Mickey does so effortlessly.

I wholeheartedly recommend Mickey for any future endeavors, knowing that he will bring the same level of dedication, skill, and leadership that has made them a true asset to Macon County Schools. Please do not hesitate to contact me if you have any further questions.

Sincerely, Dr. Brooke Keener

Recoverable Signature



Brooke Keener

Signed by: 57f2507a-a298-40fd-8d51-daf248e1599a

IDEA Integrated Monitoring Consultant North Carolina Department of Public Instruction Dr Mark Leek Assistant Professor of Education Young Harris College

March 15, 2025

To Whom It May Concern,

I am honored to write this letter of recommendation for Michael Noe, who served as a principal under my superintendency from 2013 to 2018. Throughout his tenure, Mr. Noe demonstrated outstanding leadership, dedication, and a deep commitment to fostering academic excellence and student success.

As a principal, he played a pivotal role in improving school culture, implementing innovative educational programs, and strengthening relationships between students, staff, and the community. Mr. Noe consistently led with integrity, professionalism, and a student-centered approach, ensuring that every child had access to a high-quality education.

One of Michael Noe's greatest strengths is his ability to inspire and support both students and educators. He fostered a collaborative and inclusive environment, empowering teachers to grow professionally while ensuring students felt valued and motivated to excel. His strong problem-solving skills and ability to adapt to challenges made him an invaluable asset to our school system.

Beyond his professional accomplishments, Mr. Noe is a compassionate and visionary leader who truly cares about the well-being of the school community. He worked tirelessly to create a positive and nurturing school environment, where students thrived academically and socially.

I have no doubt that Michael Noe will bring the same passion, dedication, and excellence to any role he undertakes in the future. I highly recommend Michael Noe without reservation and am confident that he will make a lasting impact wherever he may go.

If you require any further information, please feel free to contact me at msleek@yhc.edu or (828) 557-4676.

Sincerely,

Mark Leek, EdD Assistant Professor Young Harris College Date of Birth: 10-06



Fort Lauderdale, Florida 33314-7796

SUBJ

Date Issued: 11-JUL-2012

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Record of: Michael William Noe

419 Shepherd Dr

Hayesville, NC 28904-9375

Issued To: Monroe County School District Human Resources

> 241 Trumbo Rd Key West, FL 33040

Course Level: Masters

Primary Curriculum

Abraham S. Fischler Sch of Edu

Major : A/P Educational Leadership

Major : A/P Educational Leadership

Comments:

Academic Requirements Completed 8/7/00

This Student Has Completed State-Approved Program At The Masters Level In Educational

Degrees Awarded Master of Science 31-AUG-2000

Ehrs: 36 00 GPA-Hrs: 33 00 QPts: 129.00 GPA:

Primary Degree

College ; Abraham S. Fischler Sch of Edu

SUBJ NO.

COURSE TITLE

CRED GRD

12.00

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INSTITUTION CREDIT:

Term: Fall 1999

Curr & Inst Sec Sch Edu CUR 0504

CUR 0524

Ed Rich Prac Sec Sch Ed

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Term: Ehrs: 12.00 GPA-Hrs: 12.00 QPts:

45 00 GPA:

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CSE 0501 Mng Computing Resources . 3.00 A

BDL 0530

EDL 0500 Com & Super Ed Lead Role Sch Law For Admin EDL 0520

Org Mgmt Of Scha

Admin Internship: Ed Leadership 6.00 A

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COURSE TITLE

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Ehrs: 6.00 GPA-Hrs: 3.00 OPts: 12.00 GPA:

Earned Hrs GPA Hrs

36.00 33.00

***** TRANSCRIPT TOTALS *******

Institution Information continued:

EDL 0510 School Leadership

***************** END OF TRANSCRIPT

TOTAL INSTITUTION

TOTAL TRANSFER

OVERALL

This officially scaled and signed transcript is printed on blue SCRIP-SAFE® security paper with the name of the university printed in whitetype across the face of the document. A raised seal is not required. When photosopied the words COPY-VOID and the name of the university should appear A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED!

Fl N. Pol G. Elaine N. Poff, Director of University Registrar's Office

OFFICIAL ACADEMIC TRANSCRIPT



DAUTHENTICITY STATEMENT C

PASSED/NOT PASSED INFORMATION BASED ON HIGHEST SCORES EARNED AS OF 07/25/2003

Passed/not passed status provided in this report is based on the passing score in effect on the test date or on the date reported (as indicated next to each score recipient's name). Agencies reserve the right to accept the reporting of scores but not necessarily the passed/not passed status.

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Test Date	• 8	Test Name	Your Highest Score	Required Minimum Score	Minimum Score Met/Not Met	Required Passing Score	Passed/ Not Passed Status
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Test Date	Test Code	Test Name	Your Highest Score	Required Minimum Score	Minimum Score Met/Not Met	Required Passing Score	Passed/ Not Passed Status
06/28/2003	1010	SCHOOL LEADERS LICENSURE ASSESSMENT	180			155	PASSED
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Test Date	Test Code	Test Name	Your Highest Score	Required Minimum Score	Minimum Score Met/Not Met	Required Passing Score	Passed/ a Not Passed Status
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The enclosed score interpretive leaflet provides additional information about state requirements. Passed/not passed information not provided if more than one qualifying score is used for a test, or qualifying score is not available.

THE VIOLET FULL THAT

State of Florida Department of Education

Professional Educator's Certificate

This Certifies That

MICHAEL WILLIAM NOE

Has satisfactorily completed all requirements of law and State Board of Education Rules for the coverages listed below:

> EDUCATIONAL LEADERSHIP (ALL LEVELS) SOCIAL SCIENCE (GRADES 5 - 9)

July 01, 1998-June 30, 2003

Department of Education Number 753758

David C. Ashburn, Director

Division of Professional Educators

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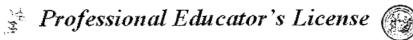
Charlie Crist

Commissioner of Education

Charlie Crist

STATE OF NORTH CAROLINA

STATE BOARD OF EDUCATION • DEPARTMENT OF PUBLIC INSTRUCTION



MICHAEL WILLIAM NOE

977241 - Current

EFFECTIVE DATE 07/01/2017

EXPIRATION DATE 06/30/2022

RENEWAL CYCLE 07/01/2017 - 06/30/2022

Program Code/Status	HQ Code	Code/Area	a	Class Code	Exp.
02 Standard Professional II 04 Standard Professional II 04 Standard Professional II	97 97 98	8400 0400 0012	Social Studies 9-12 School Administrator: Principal	A A P	21 21 20

Class Codes:

 V
 Non-Degree

 A
 Bachelor's level

 M
 Master's

 S, SP, AS
 Sixth-year level

 D, DP, DS
 Doctorate level

Highly Qualified (HQ) status indicators, pursuant to PL107-110 (NCLAB Act of 2001):

99 - Not Highly Qualified

98 - Not Applicable for Non-Core Academic Areas

97 - Highly Qualified not determined

89 - Highly Qualified based on undergraduate academic major

88 - Highly Qualified based on coursework equivalent to an undergraduate major

87 - Highly Qualified based on NC licensing test(s)

86 - Highly Qualified based on Other State licensing test(s)

85 - Highly Qualified based on graduate degree

84 - Highly Qualified based on master's level licensure or above

83 - Highly Qualified based on NBPTS

82 - Highly Qualified based on NC HOUSSE standard

81 - Highly Qualified based on Other State HOUSSE standard

80 - Highly Qualified based on Other State's verification

EACH LICENSE HOLDER IS RESPONSIBLE FOR KNOWING AND SATISFYING LICENSE RENEWAL REQUIREMENTS AND/OR ANY IDENTIFIED PROVISIONS OR DEFICIENCIES REQUIRED TO REISSUE HIS OR HER LICENSE

Mak R. Sham, So.

STATE BOARD OF EDUCATION DEPARTMENT OF PUBLIC INSTRUCTION 6365 MAIL SERVICE CENTER RALEIGH, NORTH CAROLINA 27699-6365