DARREN E. BURKETT

Dear Monroe County School Board Members,

I am writing to express my sincere interest in the position of Superintendent for Monroe County Public Schools. Currently serving as Deputy Superintendent of Collier County Public Schools, I bring a wealth of experience in instructional leadership, operational management, and community engagement that aligns with the vision and needs of Monroe County Public Schools.

Throughout my career, I have remained steadfast in my commitment to student-centered decision-making. I firmly believe every policy and initiative should prioritize student success, wellbeing, and holistic development. My leadership philosophy is rooted in integrity, transparency, and trust-building—qualities I have consistently demonstrated in my roles as both a school and district leader. Recognizing the importance of fostering inclusive communities, I have worked diligently to ensure every student, regardless of background or circumstance, has access to the highest quality education.

One of my greatest strengths lies in instructional leadership. I have successfully implemented data-driven strategies to improve student achievement and close performance gaps. As Deputy Superintendent, I have overseen the adoption of rigorous curricula, expanded career and technical education programs, and enhanced professional learning opportunities for educators and leaders. One of my first responsibilities at the district was to revise the leadership pathways program. The revision, which also incorporated a strong mentoring component, was listed as a commendation in Collier County's 2022 Accreditation report. My ability to provide instructional leadership is evidenced by the increases in achievement in the multiple schools in which I served in the capacity of either Assistant Principal or Principal. These accomplishments were the result of collaborative efforts grounded in high expectations, supporting the growth of individuals, and holding myself and others accountable for student outcomes.

Beyond instructional leadership, I possess extensive experience in business, finance, and district operations. I have played a key role in maintaining fiscal responsibility while ensuring resources are allocated equitably across schools. Managing a large, diverse district has equipped me with the skills necessary to oversee budgets, human resources, transportation, school safety initiatives, and capital improvement projects.

Building strong partnerships with stakeholders is fundamental to my leadership approach. I have successfully cultivated relationships with school boards, government agencies, community organizations, and business leaders to enhance educational opportunities for students. My active involvement in organizations such as the United Way of Collier and the Keys, Rotary Club of Naples, and the Florida Association of School Administrators demonstrates my commitment to community engagement. I firmly believe the success of a school district is deeply intertwined with the well-being and investment of the broader community.

Monroe County is a unique and vibrant district, with diverse communities spanning the Upper, Middle, and Lower Keys. I recognize the importance of understanding and addressing the distinct needs of each region, ensuring resources and opportunities are distributed equitably, which has been a key responsibility of mine in my current role within Collier County. In fact, our counties experience many of the same challenges, one of which is in recruitment and retention due to the cost of housing. Since being named Deputy Superintendent in January 2023, I have had the opportunity to work with members of local government to capitalize on opportunities brought forth through legislation supporting workforce housing, more commonly referred to as the Live Local Act. Like the challenges in Monroe County, the cost-of-living in Collier County has been a barrier for many potential employees.

My experience in leading district-wide initiatives while also engaging at the school level has prepared me to navigate these complexities with a strategic and compassionate approach. My educational career began in a district of 2,500 students in Massachusetts. I have spent the last 15 years learning to operate within a district of 50,000 students. At this point in my career, I am seeking a return to a district where I will more closely engage in the daily work of education and embed myself within the community.

I am eager for the opportunity to bring my leadership, experience, and passion for student success to Monroe County Public Schools. I am confident my vision for educational excellence, operational efficiency, and community collaboration aligns with the district's vision, mission, and core values. I am excited for the opportunity to further discuss the ways in which my background and skills will contribute to the continued growth and success of Monroe County Public Schools.

Thank you for your consideration of my application for Superintendent of the Monroe County School District.

Sincerely,

Davien C. Burkett

Darren E. Burkett Deputy Superintendent, Collier County Public Schools

DARREN EDWARD BURKETT

7533 Campania Way, Unit 109, Naples, FL 34104 ~ (508) 269-3199 ~ DB34110@Gmail.com

Professional Profile

Innovative leader with a record of engaging and empowering individuals to improve institutional performance. Visionary with extensive professional learning and training in the craft of developing systems to maximize both organizational and personal growth through data-driven decision-making. Accomplished communicator with a history of building inclusive communities with high expectations for all.

Career Highlights

- ✓ 2020 Collier County Public Schools Principal of the Year
- ✓ East Naples Middle School #11 out of 297 Title I Schools in Florida
- ✓ Harvard University The Principals Center Presenter on Efficacy Model
- ✓ Certified National Institute for School Leadership

- ✓ John Monbouquette Award for Leadership in School Improvement
- ✓ Palmetto Ridge High School Grade of "A" first in school history
- ✓ Guest speaker at school districts along with state and national conferences
- ✓ Founding Board Member of Young Audiences Fine Arts of Southwest Florida

Employment History

Collier County Public Schools, FL

Deputy Superintendent

Provides leadership in the development and implementation of both strategic and action plans in order to improve student achievement and operational practices. Supports the Superintendent by managing day-to-day operations of a 50,000 student school district while continually aligning practices with the School Board mission, vision, and priorities. Direct reports include the Chief Academic Officer, Chief Operations Officer, Senior Director for Safety, Security, and Student Relations, and the Executive Director for CTE and Post-Secondary. While serving in this capacity, some responsibilities include:

- providing direct leadership in the adoption and implementation of curriculum, instruction, and assessment for a public K 12 system
- supporting specifically designed curriculum programs to enhance learning ranging from dedicated phonics programs to advanced studies at the secondary level
- designing targeted academic intervention and support systems which align with student needs as identified by the state progress monitoring system as well as local benchmarking practices
- maximizing both fiscal and human resources to ensure graduation rates maintain high standards even with the state adoption of more rigorous requirements
- assisting in the development of a comprehensive system for professional learning across a school district of nearly 5,000 full-time employees
- refining school-based administrator hiring practices to allow for greater input at the school level while creating greater consistency of leadership

(2023 - present)

(2009 - present)

DARREN EDWARD BURKETT ~ PAGE TWO

- revising organizational structures, job descriptions, and roles across numerous divisions in order to maximize efficiency and maintain fiscal responsibility
- serving as a member of the Employee Review Committee
- serving as member of District Negotiations Team for bargaining with teacher, support staff, and Teamsters collective bargaining units
- developing monitoring and accountability systems for the district Strategic Plan which reflect a standards-based, data-driven approach to improvement
- reporting to both the School Board and community periodic updates on a variety of district initiatives
- facilitating community meetings on a range of topics including the rezoning of schools, future school development, and school safety
- leading the process of budget reduction due to the ending of ESSER/ARP grant funding
- examining monthly district budget analytics to best utilize resources
- monitoring compliance of, and adherence to, numerous state statutes and Department of Education rules pertaining to safety and training measures
- implementing a variety of security initiatives including access badging, new key systems, and internal monitoring measures in response to state statutes
- assisting both district and local law enforcement officials in the development and adoption of emergency procedures which reflect best practices
- working with Student Relations and school administrators to ensure that the Student Code of Conduct is implemented with fidelity
- working with an intra-county team to monitor school and student safety as it extends to the community
- drafting School Board policies to reflect changes in both state legislation and SBE rule changes
- aligning post-secondary technical colleges with standardized operating procedures to ensure both fiscal responsibility and operational efficiency
- supporting the implementation of a standardized, career-themed academy system across eight high schools
- monitoring, analyzing, and reporting periodic performance of students on industry certification examination and attainment
- leading school district workgroups on a number of initiatives including essential employee housing, building new schools, and an employee growth continuum

Executive Director for School Leadership

Directed the school-based leadership for all high schools within the District. Provided support, supervision, and evaluation of principals. Facilitated professional learning for school-based leadership. Directed the design, implementation, monitoring, and evaluation of District Leadership development programs. Specific responsibilities included:

- supervised the school-based leadership/operations of assigned schools consistent with Florida School Law, State Board of Education Regulations, School Board policies, collective bargaining agreements, and administrative procedures
- assisted the Deputy Superintendent, in the formulation, development, and implementation of procedures to comply with rules and policies adopted by the School Board

(2021 – promoted 2023)

DARREN EDWARD BURKETT ~ PAGE THREE

- addressed parental, student and community concerns regarding school-related matters
- supervised the Director of Leadership Development
- provided assistance in the reviews of annual school locational and internal budgets
- assisted in recruiting, interviewing, and recommending prospective school administrators
- conducted school visits and confers with principals regarding concerns, school programs and school services
- developed a comprehensive leadership development pipeline which included acceleration, bench, and induction academies to reflect the unique needs of individuals based
- coordinated and supported Instructional Rounds as a liaison with Teaching and Learning Department

Naples High School

(2017 – promoted 2021)

Principal

Serving as the leader of the flagship school of Collier County with 1,800 students and 130 faculty/staff, responsibilities included:

- providing a vision for all school operations consistent with existing collective bargaining contracts, school law, Board policies, and Administrative Procedures
- providing leadership in developing, coordinating, implementing, and evaluating school instructional and extra-curricular programs by means of data-driven decision-making ensuring that all students have access to a Florida Standards based curriculum
- engaging and empowering individuals in order to both foster leadership and create a positive school climate and a culture of character within the school
- recruiting, retaining, and developing highly-qualified, skilled faculty and staff in a manner that promotes personal and professional growth
- providing a healthy and safe learning environment
- establishing and refining both internal and external communication methods to support continued growth
- maintaining proper maintenance and custodial care of school facility and grounds
- organizing and providing staff development opportunities for all members of the school community
- evaluating instructional and non-instructional staff
- facilitating parent and community involvement in the school to support its mission and School Improvement plan
- developing and monitoring locational and internal school operating budgets in excess of \$1,000,000

East Naples Middle School Principal

Served as the Principal of a Title One learning community of over 1,100 students and 100 faculty/staff

Palmetto Ridge High School Assistant Principal for Curriculum and Instruction

Served as the operations and curriculum leader of a learning community of over 1,800 students and 135 faculty/staff

East Naples Middle School Assistant Principal for Curriculum and Instruction

Served as the operations and curriculum leader of a learning community of over 1,000 students

(2013 – promoted 2017)

(2011 - promoted 2013)

(2009 - promoted 2011)

(----- promote -----)

DARREN EDWARD BURKETT ~ PAGE FOUR

| East Bridgewater Public Schools, MA | (1998 – relocated 2009) | | | | |
|---|---|--|--|--|--|
| East Bridgewater High School Assistant Principal Served as an operations and curriculum leader of a learning community of | (2006 – relocated 2009) of over 750 students and 50 faculty. | | | | |
| Student Support Specialist Served as lead teacher in developing academic and social supports for th | (2004 - promoted 2006) e learning community | | | | |
| Secondary English Educator Served as high school English teacher in grades 9-12 | (1998 - promoted 2004) | | | | |
| Alternative School Paraprofessional Served as classroom assistant within an alternative school setting. | (1998 - 1998) | | | | |
| Athletics Head Coach of Girls Indoor and Outdoor Track Head Coach Freshmen Football | (1998 - 2006) | | | | |
| Education and Licensure | | | | | |

Northeastern University – All doctoral coursework completed Fitchburg State University – CAGS 2006, Educational Leadership Fitchburg State University – Masters in Education 2002, General Studies Assumption College - Bachelor of Arts 1995

National Institute of School Leadership - 2017 Harvard University – The Principals Center: The Art of Leadership Harvard University – The Principals Center: The Efficacy Institute

Certified Florida Educational Leadership, All Levels Certified Florida Principal

Professional Communities

| United Way of Collier and the Keys | 2024 - present |
|---|----------------|
| Board of Directors | |
| Chair - Community Investment Grants | |
| Florida Association of School Administrators | 2012 - present |
| Florida Support Administrators Association Director | 2024 - 2027 |
| South Region Director | 2017 - 2023 |
| Leadership Collier - Class of 2025 | 2024 - 2025 |
| Rotary Club of Naples | 2017 - 2023 |
| Board of Directors | |
| Young Audiences of Southwest Florida | 2015 - 2020 |
| Founding Board Member | |
| Gates Mills Homeowners Association | 2012 - 2021 |



March 22, 2025

Superintendent Search Committee Monroe County Public Schools

Dear Members of the Search Committee,

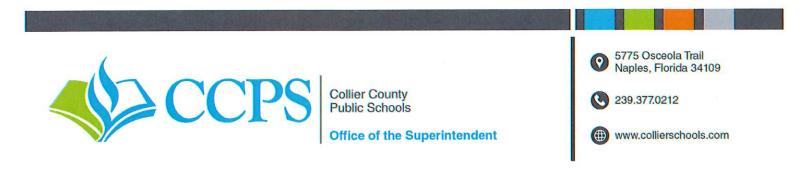
I am writing to offer my highest recommendation for Darren Burkett for the position of Superintendent of Monroe County Public Schools. I have had the opportunity to work with Mr. Burkett for more than a decade. I have observed him serve Collier County in the roles of Assistant Principal, Principal, Leadership Director and now, in his current role as Deputy Superintendent. Darren consistently demonstrates exceptional leadership, a deep commitment to educational excellence, and an unwavering dedication to the community. I am confident you will find his extensive experiences and innovative approaches will greatly benefit your district.

I am confident Mr. Burkett has the skills to navigate the unique challenges of Monroe County. Collier County Public Schools serves a diverse student population in a county that spans the distance between the fishing community of Everglades City to the City of Naples to the farming community of Immokalee. His hands-on experiences and strategic insights have been indispensable in navigating the multifaceted challenges of running a large public school district.

Mr. Burkett has proven himself to be an outstanding leader by initiating and maintaining respectful, trusting, open, and honest relationships with district and school leaders, school board members and the broader community. His ability to foster collaboration has been critical in driving initiatives resulting in increased academic growth and post-secondary opportunities ultimately strengthening community support and economic development.

During his tenure as Deputy Superintendent, he has had the opportunity to gain a comprehensive understanding of district operations and has demonstrated his capacity to efficiently manage these complex systems. Mr. Burkett has had direct oversight of, or assisted in the oversight of, the departments of teaching and learning, finance and budgeting, facilities management, safety and security, transportation, nutrition services, and human resources. He has been an integral member of the District's negotiations team and is well respected by the union.

A specific and notable accomplishment in his current role is his work with the district budget. Collier County implemented a requirement for all spending that there be an Academic Return on Investment. This accountability in spending led to significant savings, ultimately allowing for three consecutive years of the highest raises Collier County teachers have received. Mr. Burkett led much of the work reallocating funds directly to the schools. His data-driven approach to reviewing staffing allocations both in the schools and district departments is evidence of his commitment to ensuring every student has access to quality education in a safe learning environment.



Finally, Mr. Burkett has also distinguished himself in disaster preparedness and response. He was a principal when Irma hit Collier County, and he served the community as a site-based administrator in a shelter. Then he was a Leadership Director when Ian hit Collier County where he supported those principals who were shelter supervisors. Collier County has a robust toolbox of communication tools and a well-structured planning process of which he is adept at utilizing. More importantly, he understands both the importance of communication from the side of a shelter supervisor and a district leader. His experience and leadership in this domain have ensured the district is well-equipped to handle emergencies, thereby safeguarding the well-being of both students, staff and community members.

I am confident Darren Burkett possesses the vision, expertise, and commitment necessary to excel as Superintendent. His proven track record of academic leadership, community engagement, and operational excellence makes him an ideal candidate to lead Monroe County Public Schools into a future of continued success and innovation.

Thank you for considering his application. Please feel free to contact me if you require any additional information.

Sincerely,

ciardelli

Leslie C. Ricciardelli, Ed. D. Superintendent Collier County Public Schools





Collier County Public Schools

March 21, 2025

Dear Selection Committee,

It is with great pleasure that I write this letter of recommendation for Darren Burkett, Deputy Superintendent for the Collier County Public Schools (CCPS). As the Chief Academic Officer for CCPS, I have had the opportunity to work closely with Darren during my tenure. He is an exceptional educator with a genuine passion for public education.

Throughout his career, Mr. Burkett has distinguished himself as a knowledgeable, competent and highly skilled leader at both the middle and high school level. His depth of experience and successful track record led to his promotion to Executive Director of Secondary Schools. In this capacity, he was responsible for the supervision of the eighteen middle and high schools in the District. This included principal support and evaluation, school improvement efforts, and daily operations.

As Deputy Superintendent, Mr. Burkett is a direct report to the superintendent and manages the daily operations of the school system. In this capacity, he addresses the myriad concerns that arise on a daily basis, coordinates the work of the various district divisions and serves as the superintendent's designee.

In addition to his daily responsibilities, Mr. Burkett is active in local, state and national organizations. He is a member of the current Leadership Collier class, serves on the board of FASA (Florida Association of School Administrators) and collaborates with colleagues across the country. Through this work, Mr. Burkett has expanded his knowledge and influence beyond the school district and established important collegial networks.

Through his various leadership roles, Mr. Burkett has developed an in-depth knowledge of large school district operations. He is knowledgeable about funding and budget development, curriculum and instruction, personnel management, and other administrative services functions. As a lifelong learner, Mr. Burkett exemplifies a growth mindset and embraces continuous improvement. He establishes annual goals, monitors progress and makes necessary adjustments.

Additionally, Mr. Burkett possesses a strong achievement drive and establishes high expectations for himself and others. He brings a passion and vision for the work that inspires others and provides consistent and exemplary district leadership. He is conscientious and detail-oriented, is well regarded by his peers and colleagues and can be counted on to execute his duties at the highest level.

In closing, it is an honor and privilege to work with Mr. Burkett, and it is with great admiration and respect that I highly recommend him for your consideration.

Sincerely,

Elizabeth Alves, Ed.D. Chief Academic Officer



Collier County Public Schools

Chief Financial Officer

March 22, 2025

To Whom It May Concern,

It is my honor and privilege to write this letter of recommendation for Darren Burkett in support of his application for Superintendent of Monroe County School District. I have had the distinct pleasure of working with Darren for over 10 years, during which time he has consistently demonstrated exceptional leadership skills and a proven track record of achievements that align perfectly with the demands of this position.

In his current role as Deputy Superintendent, Darren has demonstrated the ability to lead effectively within a large and complex school district. Collier County Public Schools serves approximately 50,000 students across more than 50 schools, with an annual budget of \$1.6 billion. As Chief Financial Officer, I've had the opportunity to work closely with Darren on numerous district-wide initiatives, including spending reductions that involved a deep analysis of all expenditures with a focus on maximizing academic return on investment. Darren provided key leadership in identifying cost-saving opportunities, scrutinizing departmental budgets, and reducing expenses where possible while ensuring that student programs remained supported and intact. His strategic approach to financial planning has been invaluable.

Darren and I meet monthly for in-depth budget analytics meetings where we analyze both district department and sitebased budgets. Together, we review spending trends over the past three years to help inform budget planning, identify patterns, and support more strategic resource allocation decisions. His ability to interpret data, ask the right questions, and act with fiscal responsibility has been a true asset to our district.

He has played a pivotal role on the district's bargaining team, helping to negotiate meaningful teacher salary increases for three consecutive years. Additionally, his involvement in the capital budget planning process has been instrumental in the development of three new schools (Aubrey Rogers High School, Bear Creek Elementary, and Elementary Q). Darren also played a key role in helping the district navigate the sunsetting of ESSER grants, prioritizing projects and resources to ensure that the reduction in federal funding did not negatively impact student programs.

Beyond his professional accomplishments, Darren is a natural leader who is deeply committed to students, teachers, and the broader school community. He is intelligent, thoughtful, and consistently demonstrates professionalism and integrity in all that he does. Given his extensive experience as a teacher, principal, Executive Director, and Deputy Superintendent, I can say with full confidence that he is exceptionally well-qualified to serve as Superintendent of Monroe County School District.

I highly recommend Darren Burkett for this role and believe he will make a lasting and positive impact in Monroe County, just as he has here in Collier County.

Sincerely,

John Antonacci Chief Financial Officer Collier County Public Schools

Today's Learners • Tomorrow's Leaders

5775 Osceola TrailNaples, Florida 34109p: 239.377.0310f: 239.377.0071e: AntonaJo@collierschools.comwww.collierschools.com

OFFICIAL TRANSCRIPT OF ACADEMIC RECORD

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| Record of: Darren Burkett Issued To: DARREN BURKETT DB34110@GMAIL.COM | SUEJ NO. COURSE TITLE CRED GRD PTS R Institution Information continued: |
| Primary Program Doctor of Education College : College of Professional Studies Major : Education | Winter 2011 CPS Quarter EDU 7203 Ethical Decision Making for Ed 3.00 A- 11.001 EDU 7220 Creating Hgh-Performance Teams 3.00 A 12.000 Ehrs: 6.000 GPA-Hrs: 6.000 QPts: 23.001 GPA: 3.834 |
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Fitchburg State College

Date of Barth: 03-JAN-1973

Pagei

Record of: Darren E Burkett Current Name: Darren E Burkett Issued To: Darren Burkett * 57 Upton St New Bedford, MA 02746

Course Level: Graduate Student Type: Continuing

Current Program

Major : Educational Leadership/Mgmt Maj/Concentration : Non-Licensure Track--EDLM

> Events: NCATE/State Approved Program. Endorsed for Initial Licensure as School Principal/ Asst. School Principal; 9-12 All requirements completed for MEd, General Education Studies

Degree Awarded Master of Education 24-MAY-2003 Primary Degree Major : General Education Studies

Degree Awarded Cert Adv Graduate Study 20-MAY-2006 Primary Degree Major : Educational Leadership/Mgmt Maj/Concentration : Non-Licensure Track--EDLM

SUBJ NO. COURSE TITLE CRED GRD

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

Summer 2000 Bridgewater State College

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Fall 2001 General Education Studies

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Brian D. Scholten Registrar

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Fitchburg State College

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