

Dr. Misty Mathis

Superintendent of Schools Candidate for the School District of Manatee County

Yulee, Florida • drmistymathis@gmail.com • 904-507-9681

<https://www.linkedin.com/in/dr-misty-mathis-a20930355/>

July 11, 2025

Dear Chair Choate, Vice Chair Spray, and Honorable Members of the School Board of Manatee County:

The School District of Manatee County is poised for its next chapter of growth, innovation, and academic excellence. With nearly three decades of proven leadership in Florida public education, I am excited to submit my application for the role of Superintendent of Schools. Throughout my career, as a teacher, principal, director, and executive director, I have led school and district-level transformation with clarity, collaboration, and a relentless focus on improving outcomes for students and communities. I am passionate about public education and bring a visionary mindset with a documented history of driving measurable gains in achievement, access, and organizational performance.

Currently serving at the assistant superintendent level as Executive Director of Curriculum and Instruction for the Nassau County School District, I provide executive leadership across a portfolio of key departments, including instructional services, professional development, exceptional student education, technology, and career and technical education. Over the past four years, I have led Nassau County to sustained academic excellence, including consistent top three statewide rankings, a number one placement in 2024–2025, and the district's first-ever report card with all A grades. These achievements include top five subject-level performance in Algebra, Grades 3–8 Math, ELA, Science, U.S. History, and ESE achievement.

I have worked collaboratively across schools and departments to improve instructional systems, strengthen leadership development, expand access to advanced coursework, and implement innovative frameworks such as Training Tuesdays and Tier 4 MTSS monitoring. I also developed a districtwide approach to academic and behavioral intervention that ensures all students receive timely, targeted support and are progress monitored consistently to inform instructional decisions. These initiatives have reduced achievement gaps, raised expectations, and increased opportunities for all students.

My leadership style is grounded in strategic planning, continuous improvement, and strong community engagement. I believe in building systems that are transparent, student-centered, and designed to produce meaningful results for learners and educators alike. As Director and Executive Director of Exceptional Student Education, I led Nassau to the number one ranking in Florida for students with disabilities in ELA, Math, and Combined performance. I redesigned early intervention processes, integrated student information tools for real-time monitoring, and worked with families and cross-agency partners to build inclusive, responsive services. These systems have produced measurable gains and positioned ESE students as a high-performing subgroup in the state. This experience has prepared me to lead in districts like Manatee, where one in every six students is an English language learner, and where closing opportunity gaps requires strategic, student-responsive systems that support diverse learners from day one.

My leadership reflects the values embedded in your Ready 2026 Strategic Plan. I have refined early literacy systems to ensure students are Ready to Learn, expanded career pathways and postsecondary readiness efforts that align with Ready for Life, and supported growth and innovation through new programs, millage campaigns, and leadership succession pipelines that match your vision of being Ready to Grow. My work is anchored in transparency, collaboration, and accountability, all of which are essential to stewarding growth and supporting the opening of vibrant, future-ready schools.

In addition to academic systems, I bring deep operational experience. I have led district-level crisis response efforts including hurricane sheltering, mental health services, and instructional continuity during COVID-19. I developed Nassau's first districtwide communications strategy, increasing engagement by 150 percent, and worked closely with community stakeholders to ensure clarity, connection, and trust.

I earned my Doctor of Education degree from Nova Southeastern University through the Strategic Research Project pathway, where I gained advanced expertise in SWOT analysis, continuous improvement, and organizational diagnostics. These tools support my daily work and guide my decisions as I lead teams, implement policy, and evaluate district effectiveness.

I understand the complexity of leading a growing, diverse district and bring the visionary leadership, experience, and systems thinking needed to guide Manatee County through its next chapter. It would be an honor to serve as Superintendent for the School District of Manatee County, a community committed to growth, innovation, and academic excellence. I bring the experience, systems-thinking, and values-based leadership to support your next chapter and help every school thrive. I look forward to the opportunity to partner with you, the school district team, and the Manatee County community to realize your vision of success for every student, in every school, every day. Let's partner to lead the School District of Manatee County into its next chapter, one marked by growth, innovation, and an A-rated district.

Thank you for your time and consideration. I have enclosed my résumé and supporting documents for your review and welcome the opportunity to continue this conversation.

With deep respect and appreciation,

A handwritten signature in cursive script that reads "Misty Mathis". The ink is dark and the signature is fluid, with the first and last names being more prominent than the middle name.

Dr. Misty Mathis

Dr. Misty Mathis

Superintendent of Schools Candidate for the School District of Manatee County

Yulee, Florida • drmistymathis@gmail.com • 904-507-9681

<https://www.linkedin.com/in/dr-misty-mathis-a20930355/>

Leadership Profile

Accomplished educational leader who elevated Nassau County School District to a number one ranking in Florida and its first-ever all-A school report card, a historic academic milestone achieved through visionary leadership, collaborative culture-building, and systems-level execution. Brings nearly three decades of experience in Florida public education, including 12 years as principal and 8 years as a senior cabinet member currently serving at the assistant superintendent level, with deep expertise in instructional leadership, strategic planning, and the operational demands of a high-performing and rapidly growing district.

Strategic change agent with a well-established record of improving organizational systems, driving operational excellence, and supporting students, families, and employees across diverse school communities. Known for analyzing conditions, identifying opportunities for growth, and implementing sustainable solutions that enhance student experiences, attract and retain high-quality teachers and staff, and elevate school ratings. Recognized for advancing districtwide outcomes through data-informed decision-making, cross-functional collaboration, and a relentless focus on student achievement.

A forward-thinking leader motivated by challenge, driven to design and execute programs, processes, and structures that strengthen schools, promote innovation, and deliver measurable results. Brings a facilitative leadership style grounded in service, communication, and relationships. Energizes teams, empowers future leaders, and engages school boards, families, and community partners around a shared vision of success for every student, while working effectively with elected school boards to implement that vision and honoring the roles of governance through transparency and trust.

Core Competencies

Strategic Planning & Vision Setting | Instructional Leadership | Exceptional Student Education (ESE) | District Policy & Legislative Compliance | Budgeting & Facilities Management | Career & Technical Education (CTE) | Family & Community Engagement | Florida Educational Leadership Standards (FELS) | Executive & Organizational Leadership | MTSS & PBIS Implementation | Communications & Community Relations | Strategic Leadership & District Culture | Policy & Governance | School Finance | Curriculum Planning & Development | Ethical & Values-Based Leadership | Professional Learning | Educational Leadership Coaching | Positive Culture & Relationship Building | Delegation & Accountability | Change Management & Continuous Improvement | Clear & Effective Communication | Analytical Thinking

Professional Experience

Executive Director of Curriculum & Instruction (Assistant Superintendent Equivalent)

Executive Director of Curriculum & Instruction (Assistant Superintendent Equivalent)

Nassau County School District, FL | July 2021 – Present

- Spearheaded the district's strongest academic performance to date, including a number one ranking in Florida and a report card with all A grades for the 2024–2025 school year, marking the first time in Nassau County School District history that every school earned an A.

- Delivered record-setting academic results for the 2024–2025 school year as the #1 district in Florida:

- | | | |
|---------------------------------------|---------------------------------------|--|
| • #1 in Algebra (all grades) | • #1 in Grades 3-8 Math | • #2 in Grades 3-10 ELA |
| • #1 in 5 th Grade Science | • #2 in 8 th Grade Science | • #2 in U.S. History |
| • #3 in Geometry | • #5 in Biology | • #7 in Civics |
| • #1 in ESE Math | • #1 in ESE ELA | • #2 in ESE Science & ESE Social Studies |

- Ranked #3 in the state for the 2023–2024 school year with continued districtwide academic excellence:

- | | | |
|---------------------------------------|-------------------------|---------------------------------------|
| • #2 in Grades 3-8 Math | • #2 in Grades 3-10 ELA | • #6 in 5 th Grade Science |
| • #1 in 8 th Grade Science | • #4 in U.S. History | • #2 in Geometry |
| • #8 in Biology | • #2 in Civics | • #3 in ESE Overall |
| • #2 in ESE Math | • #3 in ESE ELA | • #2 in ESE Science |

- Sustained top-tier performance in the 2022–2023 school year as the #2 district in Florida:

- | | | |
|---------------------------------------|-------------------------|---------------------------------------|
| • #1 in Grades 3-8 Math | • #2 in Grades 3-10 ELA | • #2 in 5 th Grade Science |
| • #2 in 8 th Grade Science | • #6 in U.S. History | • #7 in Biology |
| • #5 in Civics | • #2 in ESE ELA | • #1 in ESE Overall & ESE Math |

- Achieved extraordinary districtwide results for the 2021-2022 school year as the #2 district in the state:

- | | | |
|---------------------------------------|-------------------------|---------------------------------------|
| • #1 in Grades 3-8 Math | • #2 in Grades 3-10 ELA | • #1 in 5 th Grade Science |
| • #2 in 8 th Grade Science | • #2 in U.S. History | • #6 in Biology |
| • #3 in Civics | • #2 in ESE ELA | • #1 in ESE Overall & ESE Math |

- Directed 8 of the district's departments, including Career and Technical Education, Exceptional Student Education, Instructional Technology and Information Services, Professional Development, PK-5 Education, Middle Schools and School Services, High Schools and Support Services, Student Services and Assessments (within High Schools and Support Services), and Technology Systems.

- Expanded inclusive Pre-K programs, developed and launched the Nassau County Community School, and led enhancements in districtwide instructional systems.

- Championed a successful millage campaign and secured multi-million-dollar grants to support strategic goals.
- Created a three-year professional development pipeline (Training Tuesdays), training assistant principals through directors in practical, real-world FELS-aligned leadership.
- Strengthened district communications (150% increase in outreach reach), led annual convocation, and developed a districtwide Employee Experience Survey with 96.47% of employees reporting pride in their work.
- Directed expansion of CTE programs, earning the Florida DOE's Academically High Performing District designation for CTE.
- Secured and upheld Nassau County School District's designation as an Academically High-Performing School District by the Florida Department of Education—one of only ten in the state—recognizing excellence in academics, compliance, and financial management.
- Implemented policies and procedures in response to key state legislation, including Parental Rights in Education, and established the District Review Committee for Library/Media Materials.
- Achieved a historic academic milestone by leading all Nassau County middle schools to be named Florida Schools of Excellence—a first in district history—demonstrating sustained high performance and excellence in student outcomes under state accountability measures.
- Led districtwide implementation of Positive Behavioral Interventions and Supports (PBIS), resulting in nearly 75% of district schools being recognized annually as FLPBIS Model Schools—including Silver Level honors for Fernandina Beach Middle School. Promoted a culture of inclusivity, student engagement, and positive behavior across all campuses.
- Reduced ESSA-identified schools through strategic planning: Led a collaborative, data-driven effort that significantly decreased the number of schools requiring support under the Every Student Succeeds Act (ESSA). Implemented a districtwide Plan-Do-Study-Act (PDSA) cycle in partnership with directors and school principals to strengthen school improvement planning, promote targeted instructional strategies, and foster a culture of continuous improvement.

Executive Director / Director of Exceptional Student Education and Student Services

Executive Director / Director of Exceptional Student Education and Student Services

Nassau County School District, FL | July 2017 – June 2021

Executive Director of Exceptional Student Education and Student Services | February 2020 – June 2021

Director of Exceptional Student Education | July 2017 – January 2020

- Elevated Nassau County to #1 statewide in Combined, ELA, and Math performance for students with disabilities—a ranking sustained throughout tenure.
- Achieved remarkable districtwide ESE data gains by the end of the 2018–2019 school year for students with disabilities as a subgroup:
 - +9.3% increase in ELA proficiency,

- +15.9% increase in Math proficiency,
 - +14.1% increase in Combined outcomes.
- Improved ESE outcomes across multiple campuses, including a 27% increase in ELA proficiency at Bryceville Elementary (45% to 72%) in one year for students with disabilities.
 - All elementary schools surpassed 50% proficiency in ELA for the ESE subgroup; Bryceville exceeded 70%, and Hilliard and Wildlight Elementary topped 60%.
 - Middle and high school ESE results also advanced significantly: Yulee Middle improved ELA proficiency by 8.9%, and Yulee High School achieved a 15.4% gain over two years.
 - In Mathematics, ESE students at Hilliard Elementary increased proficiency from 51.9% to 81.6% in just one year, reaching 84.6% by 2018–2019.
 - All elementary schools exceeded 60% Math proficiency for ESE students, with Callahan Intermediate and Bryceville surpassing 70%, and Hilliard Elementary exceeding 80%.
 - Middle school Math gains among students with disabilities included Callahan Middle (+17.1%) and Hilliard Middle/Senior (+17%), while Yulee High School's ESE subgroup improved Algebra proficiency by 29.1% over two years.
 - Redefined departmental operations by completely redesigning the organizational chart to improve communication, maximize efficiency, and increase direct support to specialized instructional staff.
 - Authored the districtwide MTSS Manual in collaboration with a cross-functional team; provided ongoing training, established MTSS Leads at every school, and monitored fidelity of implementation districtwide.
 - Introduced Tier 4 monitoring systems to ensure that students with disabilities continued to receive support and progress monitoring after eligibility determination.
 - Developed and implemented the System of Care Referral Process within the Focus student information system to ensure timely supports when school staff identified student concerns.
 - Successfully led and resolved multiple due process, state, and OCR complaints, ensuring legal compliance, procedural integrity, and student-centered outcomes.
 - Built strong, responsive partnerships with local parent advocacy groups and community organizations to expand family engagement and ensure inclusive stakeholder voice.
 - Collaborated across departments—including Career and Technical Education, Instructional Technology and Information Services, Professional Development, PK-5 Education, Middle Schools and School Services, High Schools and Support Services, Student Services and Assessments (within High Schools and Support Services), Technology Systems, Business Services, Facilities, and Transportation—to support aligned, cohesive, student-centered services.
 - Maintained full compliance with IDEA, Section 504, and state regulations while building robust instructional and procedural frameworks to sustain equity and results.

- Directed the district's strategic and compassionate response to both the Parkland tragedy and the COVID-19 pandemic, expanding access to mental health supports and transitioning specialized services to virtual platforms quickly and with fidelity.

Principal, Bryceville Elementary School & Yulee Primary School

Principal, Bryceville Elementary School for 9 Years & Yulee Primary School for 3 Years Nassau County School District, FL | 2005 – 2017

- Served as Principal for 12 years, demonstrating instructional excellence, operational leadership, and systems-level thinking grounded in the Florida Educational Leadership Standards (FELS), formerly known as the Florida Principal Leadership Standards (FPLS).
- At Bryceville Elementary, led the school to become one of the first few schools in Nassau County to join the prestigious 600 Point Club, and later became the first Nassau school to be named a National Blue Ribbon School, setting a lasting benchmark of excellence.
- At Yulee Primary, fostered a collaborative culture of growth and innovation, resulting in consistent gains across all core content areas and strong stakeholder engagement.
- Achieved an A rating for 11 out of 12 years across both schools, with a single B rating missed by just one point—demonstrating consistent academic excellence and high-performing status under Florida's school grading system.
- Recognized as a Lead Principal within the district; hosted site visits, walkthroughs, and mentoring sessions for aspiring administrators, and served as a training site for district principals and teachers (locally and statewide) to observe effective leadership and instructional practices in action.
- Bryceville Elementary and Yulee Primary were both used as model schools by the district, showcasing best practices in instructional leadership, school culture, and inclusive education.
- Created a highly positive school culture at both schools, reflected in strong staff retention rates, consistently high staff and parent satisfaction survey results, and a warm, inclusive environment where students and teachers thrived.
- Demonstrated Visionary Leadership by setting clear, measurable goals and aligning instructional priorities to the evolving needs of students and staff.
- Exhibited strong Instructional Leadership, driving data-informed teaching practices, curriculum alignment, and continuous improvement cycles that elevated school performance.
- Ensured Operational Leadership through effective budgeting, school safety protocols, personnel management, and the successful implementation of MTSS and early intervention practices.
- Modeled Ethical Leadership and Professional Responsibility by fostering a positive school culture rooted in transparency, inclusion, and servant leadership.
- Promoted a robust system of Human Capital Development, including mentoring new teachers, facilitating targeted professional development, and building leadership capacity within staff.

- Cultivated strong Community and Stakeholder Partnerships, engaging families and local organizations in meaningful ways to support whole-child development and academic success.
- Supported Organizational Communication and Decision-Making by fostering a culture of shared leadership and collaborative problem-solving.
- Maintained a relentless focus on Student Learning Results, using real-time data to monitor academic trends, provide timely interventions, and close achievement gaps.

Teacher, Curriculum Resource Leader

Teacher, Curriculum Resource Leader

Nassau County School District, FL | 1998 – 2005

- Taught 5th–7th grades at Callahan Intermediate and Yulee Middle; served as Curriculum Resource Teacher at Yulee Primary School.
- Consistently achieved outstanding student proficiency results across all tested content areas, demonstrating early mastery of standards-based instruction and data-informed teaching.
- Selected as Grade-Level Chair for multiple years, leading team collaboration, curriculum alignment, and instructional planning. Held multiple leadership roles within the district as a model and lead teacher.
- Trained and mentored new and veteran teachers. Trained interns coming into the profession.
- Recognized as a model teacher and classroom for the district; regularly hosted site visits, classroom observations, and mentoring sessions for new and experienced educators.
- Served as Acting Principal during school leadership leave and led district summer learning programs, supporting instructional continuity and extended learning opportunities.
- Honored as Nassau County Teacher of the Year (2004), recognizing exemplary instructional practice, student achievement, and leadership within the school community.

Selected Highlights of Impact

- Districtwide Academic Excellence: Directed the district’s strongest academic performance to date, including a number one ranking in Florida and a report card with all A grades for the 2024–2025 school year, marking the first time in Nassau County School District history that every school earned an A.
- Sustained Statewide Excellence Over Four Years: Maintained Nassau County’s top-tier status as a high-performing district for four consecutive years (2021–2025), with annual rankings of #1, #3, and #2 (twice) in Florida. Led districtwide academic gains across all core content areas—including top 5 rankings in Math, ELA, Science, and U.S. History—as well as consistent top-tier performance for students with disabilities in ESE Math, ESE ELA, and ESE Science & Social Studies.
- Recognition as an Academically High-Performing District: Secured and upheld Nassau County’s designation as an Academically High-Performing School District by the Florida Department of Education—currently, one of only ten districts statewide to achieve this status.

- Florida Schools of Excellence Leadership: Achieved a historic milestone by leading all middle schools in Nassau County to be named Florida Schools of Excellence, marking the first time in district history this level of recognition was achieved under state accountability measures.
- Strategic MTSS Implementation & Innovation: Authored the districtwide MTSS Manual, developed an MTSS Leads model at every school site, and introduced Tier 4 progress monitoring for students with disabilities post-identification—ensuring sustainable, data-driven instructional and behavioral supports.
- ESSA School Improvement Success: Led a districtwide Plan-Do-Study-Act (PDSA) process to reduce the number of schools identified for support under ESSA (TS&I, CS&I, ATS&I), fostering a culture of continuous improvement and data-based decision-making.
- ESE Innovation & Performance Gains: Elevated Nassau County to #1 in Florida for the ESE subgroup (students with disabilities) in ELA, Math, and Overall performance; delivered notable site-level gains including a 27% increase in ELA proficiency at Bryceville Elementary in one year and 29.1% increase in Algebra proficiency at Yulee High School over two years.
- Positive Behavioral Supports (PBIS): Implemented PBIS with fidelity districtwide; nearly 75% of district schools earned FLPBIS Model School recognition annually, including Silver-level honors at Fernandina Beach Middle School.
- Career & Technical Education Growth: Expanded CTE programming and career academies; elevated postsecondary readiness and contributed to the Florida DOE's Academically High Performing District designation for CTE.
- Leadership Pipeline Development: Created and launched the three-year Training Tuesdays professional development program aligned with FELS to support principal, assistant principal, director, and coordinator growth.
- Instructional Systems Design: Designed, led, and scaled districtwide instructional systems that supported rapid growth and sustained top-tier academic performance across all schools.
- Crisis Leadership: Provided steady, student-focused leadership after the Parkland tragedy, during the COVID-19 pandemic, and throughout multiple hurricane events. Led districtwide emergency preparedness efforts, including shelter operations, communication systems, and continuity planning. Ensured compliance, safety, mental health supports, and instructional access for all students—particularly those with exceptional needs.
- Legislative & Policy Leadership: Interpreted and implemented state mandates, including the Parental Rights in Education law; created and led Nassau County's Library/Media Review Committee and built systems to ensure compliance and transparency.
- Community Engagement & Advocacy: Built lasting partnerships with faith-based organizations, parent groups, the Nassau Education Foundation, and external agencies to expand programs and secure funding, including the successful passage of a local millage referendum.
- District Communications Transformation: Redesigned internal and external communication systems, resulting in a 150% increase in community outreach reach and enhanced districtwide engagement.

Education

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

Nova Southeastern University, Fort Lauderdale, FL – 2023 (*Transcript Included*)

Completed through the Strategic Research Project (SRP) pathway, which emphasized the practical application of systems-level research and planning. The SRP involved a comprehensive diagnostic and solution-driven process including:

- A full-scale organizational analysis, including review of mission, vision, values, and reputation
- Detailed SWOT analysis, Internal/External Factor Evaluations, and Quantitative Strategic Planning Matrices to inform data-driven decisions
- Investigation of systemic gaps in student achievement using scholarly literature, contextual problem definition, and leadership theory
- Comparative analysis of four solution pathways supported by evidence-based strategies and field research
- Selection and justification of the most viable solution based on feasibility, barriers, stakeholder impact, and return on investment
- Development of a multi-phase action plan complete with roles, responsibilities, timelines, resources, evaluation metrics, and change leadership strategies
- Delivery of a formal oral defense and audiovisual presentation synthesizing findings and justifying outcomes to a panel of educational experts

This experience honed expert-level skills in strategic planning, continuous improvement, change management, problem-solving, and instructional systems design—all critical competencies for a Superintendent of Schools serving the School District of Manatee County.

Master of Education (M.Ed.), Educational Leadership

University of North Florida, Jacksonville, FL – 2003

Master of Education (M.Ed.), Elementary Education

University of North Florida, Jacksonville, FL – 2002

Bachelor of Arts, Elementary Education

University of North Florida, Jacksonville, FL – 1998

Certifications

State of Florida Department of Education Educator Certificate:

Elementary Education (Grades 1-6)

School Principal (All Levels)

Educational Leadership (All Levels)

Exceptional Student Education (Grades K-12)

Department of Education Number: 802698 (*Certificate Included*)



The Nassau County School District

1201 Atlantic Avenue
Fernandina Beach, Florida 32034

Dr. Kathy K. Burns
Superintendent of Schools

(904) 491-9900
Fax (904) 277-9042
info@nassau.k12.fl.us

July 9, 2025

To the School Board Members of the School District of Manatee County:

It is my distinct honor to recommend Dr. Misty Mathis for the position of Superintendent of Schools for the School District of Manatee County. Dr. Mathis is the rare leader who combines visionary thinking with operational precision, always anchored in an unshakable belief in the power of public education. With over 30 years of personal and professional connection to her, I can say without hesitation that she would be a transformational asset to your district.

Our professional relationship began in 1998, when I left my teaching role at Callahan Intermediate to become a school board member, and Misty stepped into my former classroom as a vibrant and dedicated first-year teacher. From the very beginning, she demonstrated remarkable initiative, curiosity, and an unrelenting drive to grow. These qualities have remained central to her leadership across every stage of her career.

In 2004, Dr. Mathis was named Nassau County's Teacher of the Year, a recognition earned through her instructional excellence and peer influence. Her transition from teacher to principal to executive leader has been marked by consistent, measurable results and a clear commitment to student-centered decision-making.

As principal of Bryceville Elementary, she led the school to join the prestigious 600 Point Club in FCAT performance and laid the groundwork for its eventual recognition as Nassau County's first National Blue Ribbon School. Later, at Yulee Primary, she built a culture of excellence where all students demonstrated meaningful growth, proof of her ability to unite teams and focus on outcomes that matter most.

Recognizing her leadership potential, I appointed Dr. Mathis as Director of Exceptional Student Education (ESE) in 2017. In just two years, her instructional and operational oversight led to dramatic gains in proficiency rates for students with disabilities, culminating in Nassau County being ranked number one in Florida in this subgroup. She sustained that success in her expanded role as Executive Director of ESE and Student Services by implementing targeted supports, compliance systems, and cross-departmental collaboration models.

Building on that momentum, Dr. Mathis became Executive Director of Curriculum and Instruction, where she has led Nassau County to its highest level of academic achievement to date. Under her leadership, the district is now ranked number one in the state, and for the 2024–2025 school year, every school in the district earned an A grade for the first time in our history. For the past four consecutive years, Nassau has earned an overall A district grade, received multiple Schools of Excellence designations, and been recognized repeatedly as an Academically High-Performing District. These accomplishments reflect her strategic clarity, instructional depth, and unwavering pursuit of excellence.

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

The Nassau County School District does not discriminate on the basis of race, color, national origin, gender, age, disability or marital status in its educational programs, services or activities, or in its hiring or employment practices.



The Nassau County School District

1201 Atlantic Avenue
Fernandina Beach, Florida 32034

Dr. Kathy K. Burns
Superintendent of Schools

(904) 491-9900
Fax (904) 277-9042
info@nassau.k12.fl.us

In addition to academic outcomes, Dr. Mathis's leadership spans eight of the district's fourteen departments. She expanded Career and Technical Education pathways, launched an inclusive Pre-K model, opened a new community school, and successfully led a millage campaign. She has written and managed multi-million-dollar grants, implemented interventions for underperforming schools, and consistently championed fiscally responsible budgeting practices.

Her people-first leadership style is especially evident in her commitment to talent development. Dr. Mathis expanded our Nassau Future Leaders program into a robust, three-year pipeline. Through her "Training Tuesdays" platform, she equips current and aspiring administrators with practical, FELS-aligned strategies that promote continuous improvement and shared leadership.

Dr. Mathis's impact extends far beyond district walls. She has strengthened community partnerships, increased public communication reach by over 150 percent, and enhanced student enrichment programs such as University of US and the Boys and Girls Club. Her service mindset is evident in her involvement with local booster clubs, community events, and faith-based outreach.

She has also excelled in times of crisis. Following the Parkland tragedy, Dr. Mathis was instrumental in developing comprehensive safety and mental health protocols. During the COVID-19 pandemic, she led the seamless transition of ESE services to virtual platforms. She also brings deep expertise in hurricane preparedness, response coordination, and shelter operations. Her leadership has ensured that emergency protocols are clear, communication with local agencies remains strong, and vulnerable student populations are protected and supported.

Colleagues admire Dr. Mathis for her calm presence, strategic thinking, and compassionate leadership. She builds trust, inspires excellence, and turns vision into action. If you are seeking a superintendent who will lead with courage, clarity, and results, Dr. Mathis is the clear choice.

I offer my highest recommendation without reservation. Please feel free to contact me if I can provide further information.

Warm regards,

Dr. Kathy K. Burns
Superintendent of Schools
Nassau County School District

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

The Nassau County School District does not discriminate on the basis of race, color, national origin, gender, age, disability or marital status in its educational programs, services or activities, or in its hiring or employment practices.



The School Board of Nassau County, Florida

GAIL COOK
DISTRICT 2

1708 Phillips Manor Road
Fernandina Beach, Florida 32034
Home (904) 261-9127

July 11, 2025

Dear Members of the Manatee County School Board,

It is with great pride and full confidence that I recommend Dr. Misty Mathis, Executive Director of Curriculum and Instruction for the Nassau County School District, as a candidate for Superintendent of Schools for the School District of Manatee County.

I have had the privilege of knowing Dr. Mathis since 1992, when I began my service on the Nassau County School Board and she was a high school student and class president. Even then, her natural leadership and unwavering commitment to her community were unmistakable. Over her nearly three decades of service to the Nassau County School District, I have watched her rise from an exceptional teacher and principal to one of the most accomplished and respected educational leaders in Florida.

Dr. Mathis has consistently delivered exceptional results at every level of leadership. As a principal, she led her schools to increased academic performance, improved instructional practices, and a positive culture grounded in high expectations. Her leadership was student-centered, data-informed, and always focused on continuous improvement.

Her impact expanded significantly when she transitioned into district-level leadership. As Director and then Executive Director of Exceptional Student Education and Student Services, she guided Nassau County to the number one state ranking for students with disabilities in English Language Arts, Mathematics, and overall performance. These achievements reflect her deep instructional expertise and her commitment to equity for all learners.

When Dr. Mathis was appointed Executive Director of Curriculum and Instruction, our district reached historic academic heights. Under her leadership, Nassau County became the number one school district in Florida for overall academic performance for the 2024-2025 school year. For the first time in our history, every public school in the district earned an A grade. In addition, Nassau has maintained an A-rated district grade for four consecutive years, received multiple Academically High-Performing District designations, and celebrated several Schools of Excellence. These results are a direct reflection of Dr. Mathis's strategic vision, instructional leadership, and relentless pursuit of excellence.

She has also led the expansion of our Career and Technical Education programs. Through her efforts, students now have access to more apprenticeship and pre-apprenticeship opportunities and a broader range of career pathways than ever before. In 2024, our district was recognized by the Florida Department of Education as an Academically High-Performing District for CTE, a testament to the strength of our CTE programs and her forward-thinking leadership.

Dr. Mathis is a strong organizational leader and systems thinker. She has played a central role in the district's long-range planning, particularly in response to Nassau County's rapid growth. Her work in budgeting, staffing, and

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

AN EQUAL OPPORTUNITY EMPLOYER



The School Board of Nassau County, Florida

GAIL COOK
DISTRICT 2

1708 Philips Manor Road
Fernandina Beach, Florida 32034
Home (904) 261-9127

facilities demonstrates her ability to align operational decisions with instructional goals while maintaining fiscal responsibility.

She has also provided calm, steady leadership during times of crisis. Dr. Mathis has led Nassau County through multiple hurricanes and emergency events, managing shelter operations and coordinating safety protocols to protect students and staff. Her ability to lead with composure and compassion in high-stakes situations reflects her deep sense of duty and preparedness.

Dr. Mathis is widely respected for her collaborative leadership style and her ability to build trust among all stakeholder groups. She values transparent communication, seeks out diverse perspectives, and ensures that decisions are inclusive and well-informed. Her work with the school board is particularly noteworthy. She is responsive, well-prepared, and consistently demonstrates a clear understanding of governance and board priorities. She brings political awareness, sound judgment, and a deep respect for the role of elected officials. Her communication with board members is proactive and thoughtful, and she excels at providing clear, accurate, and timely information that supports effective decision-making and governance.

One of her most distinguishing strengths is her ability to translate legislation into action. When Florida's Parental Rights in Education legislation was enacted, Dr. Mathis led the development of districtwide procedures that ensured full compliance while addressing the needs of students, families, and educators. She also oversaw the creation of Nassau County's District Review Committee for Library and Media Materials. Her ability to operationalize complex mandates with clarity and precision is unmatched.

Throughout her nearly 30 years in education, Dr. Mathis has exemplified the qualities of a transformational leader: strategic, principled, collaborative, and results-driven. She leads with humility and strength, always keeping students at the heart of every decision. She is exceptionally well prepared to take on the challenges and opportunities of a growing and dynamic district like Manatee County.

I urge you to give Dr. Mathis your highest consideration. Her proven success, vision for the future, and steadfast dedication to educational excellence make her an outstanding candidate to serve as your next superintendent.

Please feel free to contact me if I can provide any additional information.

Sincerely,

Gail G. Cook
Chairman, Nassau County School Board
District 2 School Board Member

Our mission is to develop each student as an inspired life-long learner and problem-solver with the strength of character to serve as a productive member of society.

AN EQUAL OPPORTUNITY EMPLOYER

AARON BEAN
4TH DISTRICT, FLORIDA

COMMITTEE ON EDUCATION
AND THE WORKFORCE
CHAIRMAN, SUBCOMMITTEE ON EARLY CHILDHOOD,
ELEMENTARY AND SECONDARY EDUCATION

COMMITTEE ON SMALL BUSINESS

COMMITTEE ON TRANSPORTATION
AND INFRASTRUCTURE

Congress of the United States
House of Representatives
Washington, DC 20515-0904

1239 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-0904
(202) 225-0123

501 CENTRE STREET
SUITE 107
FERNANDINA BEACH, FL 32034
(904) 557-9550

July 9, 2025

School Board Selection Committee
Manatee County School Board
215 Manatee Avenue West
Bradenton, FL 34205

To the School Board Selection Committee,

It is my honor to support Dr. Misty Mathis for the position of Manatee County Superintendent of Schools. I know Dr. Mathis to be a dedicated educator, community leader, and advocate for student success. I believe that she is the ideal candidate to lead your school district into a new era of academic excellence and innovation.

Misty and I both graduated from Fernandina Beach High School in Nassau County, Florida, and over the years, I have witnessed her commitment to education and community service. She has an extraordinary ability to bring people together in support of students and schools. Dr. Mathis has championed numerous initiatives aimed at expanding opportunities for students and strengthening the bonds between schools and the communities they serve. Her leadership has played a pivotal role in the legacy of educational excellence within the Nassau County School District.

Throughout her distinguished 27-year career in education, Dr. Mathis has consistently demonstrated strong leadership in our community. From being named Teacher of the Year for the Nassau County School District to serving as a principal, director, and executive director, her commitment to educational excellence and student success is unwavering.

As the former Chair of the Early Childhood, Elementary, and Secondary Education Subcommittee in the U.S. House of Representatives, I am well aware of the challenges facing our education system today. I know that Dr. Mathis will be a strong advocate for students, parents, and educators, ensuring that critical educational issues in Florida are addressed with thoughtful leadership and strategic vision.

I have no doubt that Dr. Mathis will lead with the same passion, innovation, and excellence that have defined her career. It is truly my pleasure to endorse her.

Sincerely,



Aaron Bean
Member of Congress

NOVA SOUTHEASTERN
UNIVERSITY**NSU**
Florida3301 College Avenue
Fort Lauderdale, Florida 33314-7796SSN (Partial) [REDACTED]
Date of Birth: 21-NOV

Date Issued: 12-MAR-2025

PRCH - Electronic - SPTP File

Record of: Misty Bryant Mathis
96232 Dowling Dr
Yulee, FL 32097-6318

Page: 1

Issued To: Misty Mathis
Parchment DocumentID: TELD6SQK

Course Level: Doctorate - Education

Current Program
Doctor of EducationCollege : Fischler Col Ed & Sc Crim Just
Major : Education

Concentration/Specialization : Educational Leadership

Comments:

Academic Requirements Completed: 12/15/2023

Degrees Awarded Doctor of Education 31-DEC-2023

Ehrs: 55.00 GPA-Hrs: 42.00 QPts: 168.00 GPA: 4.00

Primary Degree

College : Fischler Col Ed & Sc Crim Just
Major : Education

Concentration/Specialization : Educational Leadership

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
EDLR 8430	Legal Ethical Issues in EdL	3.00 A	12.00
EDLR 8435	Curr Topics in EdL	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

INSTITUTION CREDIT:

Winter 2021

Education

EDLR 8410	Lead Edu Org: Theory Prac Refl	3.00 A	12.00
RES 8100	The Nature of Knowing	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Summer I 2021

Education

EDD 8200	Ldrship Comm & Tech	3.00 A	12.00
EDLR 8415	Strat Plan for EdL Ldr	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Fall 2021

Education

EDLR 8420	Policy, Power & Pol in EdL	3.00 A	12.00
EDLR 8425	Schl-based Inq & Tran	3.00 A	12.00

***** CONTINUED ON NEXT COLUMN *****

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Winter 2022

Education

EDLR 8430	Legal Ethical Issues in EdL	3.00 A	12.00
EDLR 8435	Curr Topics in EdL	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Summer I 2022

Education

EDLR 8461	Supt & Dist Leaders	3.00 A	12.00
FSC 8000	Summer Institute	1.00 P	0.00
RES 9300	Methods of Inquiry	3.00 A	12.00
Ehrs: 7.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Fall 2022

Education

EDLR 8490	Reflect & Vision Sch Leaders	3.00 A	12.00
RES 8911	Quantitative Research Design	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Winter 2023

Education

ORGL 8750	Strategic Planning	3.00 A	12.00
RES 8913	Program Evaluation	3.00 A	12.00
Ehrs: 6.00	GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00

Summer I 2023

Education

***** CONTINUED ON PAGE 2 *****

AN OFFICIAL SIGNATURE IS WHITE WITH A BLUE BACKGROUND. REJECT DOCUMENT IF SIGNATURE BELOW IS ALTERED.

This officially sealed and signed transcript is printed on security paper with the name of the university printed in white type across the face of the document. A raised seal is not required. A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED.

Jennifer Harris
University RegistrarOFFICIAL
ACADEMIC
TRANSCRIPT

THE NAME OF THE UNIVERSITY IS PRINTED IN WHITE ACROSS THE FACE OF THIS 8.5 X 11 INCH TRANSCRIPT.

TO VERIFY: TRANSLUCENT GLOBE ICONS MUST BE VISIBLE WHEN HELD TOWARD A LIGHT SOURCE.

NOVA SOUTHEASTERN
UNIVERSITY**NSU**
Florida3301 College Avenue
Fort Lauderdale, Florida 33314-7796

SSN (Partial) [REDACTED]

Date Issued: 12-MAR-2025

Date of Birth: 21-NOV

PRCH - Electronic - SFTP File

Page: 2

Record of: Misty Bryant Mathis
Level: Doctorate - Education

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
ESRP 9000	Strategic Research Project I	6.00 P	0.00
Ehrs: 6.00 GPA-Hrs: 0.00 Qpts: 0.00 GPA: 0.00			
Fall 2023			
Education			
ESRP 9001	Strategic Research Project II	6.00 P	0.00
Ehrs: 6.00 GPA-Hrs: 0.00 Qpts: 0.00 GPA: 0.00			
***** TRANSCRIPT TOTALS *****			
	Earned Hrs	GPA Hrs	Points GPA
TOTAL INSTITUTION	55.00	42.00	168.00 4.00
TOTAL TRANSFER	0.00	0.00	0.00 0.00
OVERALL	55.00	42.00	168.00 4.00
***** END OF TRANSCRIPT *****			

AN OFFICIAL SIGNATURE IS WHITE WITH A BLUE BACKGROUND. REJECT DOCUMENT IF SIGNATURE BELOW IS ALTERED.

This officially sealed and signed transcript is printed on security paper with the name of the university printed in white type across the face of the document. A raised seal is not required. A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED.

Jennifer Harris
University RegistrarOFFICIAL
ACADEMIC
TRANSCRIPT

THE NAME OF THE UNIVERSITY IS PRINTED IN WHITE ACROSS THE FACE OF THIS 8.5 X 11 INCH TRANSCRIPT.

TO VERIFY: TRANSLUCENT GLOBE ICONS MUST BE VISIBLE WHEN HELD TOWARD A LIGHT SOURCE.

State of Florida Department of Education

EDUCATOR CERTIFICATE

This Certifies That

MISTY B MATHIS

*Has satisfactorily completed all requirements of Florida Statutes and
State Board of Education Rules for the coverages or endorsements listed below:*

PROFESSIONAL
PROFESSIONAL
PROFESSIONAL
PROFESSIONAL

ELEMENTARY EDUCATION
SCHOOL PRINCIPAL
EDUCATIONAL LEADERSHIP
EXCEPTIONAL STUDENT EDUCATION

GRADES 1-6
ALL LEVELS
ALL LEVELS
GRADES K-12

07/01/2013 - 06/30/2028
07/01/2013 - 06/30/2028
07/01/2013 - 06/30/2028
07/01/2013 - 06/30/2028

Department of Education Number 802698

Paul O. Burns
Chancellor of Public Schools

2330064



Manny Diaz, Jr.
Commissioner of Education

Issued: June 19, 2023