

March 13, 2025

Dear Search Committee,

After carefully reviewing the posting for your organization's leadership opportunity, I am soliciting your consideration for employment. I believe my skill set and passion are a great fit for the requirements. As an educational leader with nearly 20 years of experience in the educational community, I believe I possess the requisite skills and talent necessary for the advertised position. Specifically, I offer demonstrated leadership ability, a commitment to fairness, willingness to listen, learn, travel, and build capacity. I have developed these talents in various settings, including rural, suburban, and urban, high needs populations.

Throughout my career, I have enhanced and refined my leadership skills as I interacted with fellow educators and with members of the communities I have served. I have earned a Bachelor of Science Degree with an emphasis in agricultural business, a Master of Business Administration (MBA) degree with an emphasis in finance, and a Doctor of Education degree (Ed.D.) with an emphasis in educational leadership. In addition, I earned licensure in the educational areas of Superintendent, Principal and Teacher from several state departments of education.

As a direct reflection of my support to schools and strategic leadership in recent roles, I have:

- Served as building principal and leader in various urban, rural, Montessori, and turnaround environments.
- Held administrative roles within small and large urban educational settings, which included experience in a district consisting of over 70 schools and 25,000 students.
- Ensured the growth and visibility of vocational programs and career academies by enlisting best practices as it relates to effective marketing strategies and business partnership to development of academic programs of study.
- Supported the increase of academic achievement in an elementary environment, being regionally recognized as a top performer in core subjects as measured by state assessment scores.
- Managed the phases of a statewide organizational merger for a national charter network, including due diligence and decision making for the board of directors, strategic planning, annual planning, subsequent merger implementation and execution

As you are aware, success is not accidental. An organizational leader must be a mission-focused educator able to build consensus around the strategic initiative of the district and communities being served. To that end, I am excited for the opportunity to learn more about your school's culture, successes, and areas of opportunity. I am ecstatic for the possibility of meeting to share how I may contribute to supporting the organization.

Sincerely,

*Dr. Mark Davis, II*

Mark Davis, II, Ed.D.

# Mark H. Davis II, Ed.D.

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Email: [markdavis1906@gmail.com](mailto:markdavis1906@gmail.com)

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## **PROFESSIONAL SUMMARY**

- Served as building principal in various urban, rural, Montessori and turnaround environments.
- Held administrative roles within small and large urban educational settings, which included experience in a district consisting of over 70 schools and 25,000 students.
- Ensured the growth and visibility of vocational programs and career academies by enlisting best practices as it relates to effective marketing strategies and business partnership to development of academic programs of study.
- Supported the increase of academic achievement in an elementary environment, being regionally recognized as a top performer in math as measured by state assessment scores.
- Managed the phases of a statewide organizational merger for a national charter network, including due diligence and decision making for the board of directors, strategic planning, annual planning, subsequent merger implementation and execution

## **EDUCATION**

### **Doctor of Education**

*Saint Louis University School of Education*  
*Major: Educational Leadership*

### **Bachelor of Science – Magna cum Laude**

*Langston University School of Agriculture*  
*Major: Agribusiness*

### **Master of Business Administration**

*Webster University School of Business*  
*Major: Finance and Accounting*

## **EDUCATIONAL DESIGN, FELLOWSHIP, AND CONSULTING EXPERIENCE**

### **School Founders Fellow**

*New Schools for Alabama*

#### **Description of Work:**

In collaboration of Alabama Aerospace and Aviation Schools, with the support of Tuskegee University and other partners, the New Schools for Alabama's School Founders Fellow is tasked with the creation and design of a pre-K through 12<sup>th</sup> grade charter school in Macon County, Alabama, to create new and innovative opportunities for students in aviation, agriculture, science, technology, engineering, mathematics, and the arts. To support financial and professional development in this effort, the fellow participates in an administrative residency with a high-performing charter management organization (CMO) partner to strengthen best practices of charter school leadership, in addition to developing relationships with partner organizations such as the United Negro College Fund, Charter Schools Growth Fund, Bloomberg Philanthropies, and more. The fellow also participates in periodic site visits at innovative charter schools around the country.

### **Regional Network Administrator & Integration Manager**

*KIPP Foundation*

#### **Description of Consultation Work:**

The Regional Integration Manager is tasked with managing the phases of organizational merger for the KIPP Tulsa and Oklahoma City campuses, including due diligence and decision making for the board of directors, strategic planning, annual planning, subsequent merger implementation and execution.

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### **Duties:**

Serving on Regional Executive Leadership Team, the Regional Integration Manager provides direct support to the Superintendent's cabinet, coordinating workstreams, project plans, meetings, and communications for the KIPP Oklahoma Merger Team. In addition to the Superintendent, various merger consultants, the KIPP Foundation Relationship Manager, and other KIPP staff are provided support, communication and updates as needed. A non-exhaustive set of regular activities include:

- Maintenance and implementation of the organizational Strategic Plan
- Facilitating and leading legal workstreams to create parent 501(c)(3) regional entity
- Designing and implementing Regional Recruitment Plan
- Facilitation of Regional Executive Leadership Team meetings
- Research, organization, support, and completion of grant applications in excess of \$500,000 annually

## **SCHOOL-BASED ADMINISTRATIVE EXPERIENCE**

### **Principal/Assistant Principal**

*Springfield Public Schools – Springfield, Missouri – Principal*

*Alabama Aerospace and Aviation Schools – Macon County, Alabama – Principal*

*Richmond Public Schools – Richmond, Virginia – Principal*

*Granville County Public Schools – Creedmoor, North Carolina – Assistant Principal*

*City Garden Montessori Charter School – St. Louis, Missouri – Interim Principal*

*Jennings Public School District – St. Louis, Missouri – Assistant Principal*

*Harvard Avenue Performance Academy Charter School – Cleveland, Ohio – Founding Principal*

*Jefferson City High School/Nichols Career Center – Jefferson City, Missouri – Assistant Principal*

### **Highlights:**

- Served as chief instructional evaluator and coach
- Served as campus testing coordinator
- Served as campus transportation coordinator
- Served as campus representative for exceptional children in 504 and IEP planning and implementation
- Created STEAM-focused, African-based “*Wakandacamp*” Enlightenment Summer Academy; served as lead principal and created “*Ancestry Reveal Gala*” to celebrate an *Ancestry.com*-based culminating DNA research project led by students
- Created “*Reading with the Stars*” celebrity literacy program and book giveaway for over 100 students
- As a charter school founding principal, increased enrollment by 55% over a 3-month period by eliciting marketing strategies and relationship development with key community stakeholders

### **Priorities for Instructional Effectiveness:**

- Building consensus among staff to develop instructional programming, including implementation of vertically aligned curriculum and common formative assessments
- Leading the closure of achievement gaps between students of diverse backgrounds by ensuring intentional, data driven instructional practices
- Revitalizing school climate and culture by promoting a continuous school improvement model, including key stakeholder input, increased communication, and feedback loops during the coronavirus pandemic
- Creating and overseeing bi-monthly “clinicals” to develop and replicate best instructional practices
- Reducing disciplinary referrals and suspensions by 30% over a one-year period and increasing daily attendance by 6% over a one-month period; lead attendance monitoring efforts resulting in the school receiving the monthly attendance award for highest attendance in the district 4 times in a 9-month school year.
- Creating a mentoring program, activities, and partnerships for African American male students
- Creating and implementing school-wide academic and behavioral intervention supports, including PBIS initiatives, providing professional development on these topics and others as needed

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- Creating and distributing the school newsletter and other communication tools for students and families

## **DISTRICT-LEVEL ADMINISTRATIVE EXPERIENCE**

### **Program Administrator – Agriculture, Food and Natural Resources**

*Saint Louis Public Schools – St. Louis, Missouri*

#### **Advocated positive district positioning by:**

- Creating and implementing the divisional marketing plan and budget in excess of \$95,000, enlisting various media outlets such as print, radio, television, billboard, and web-based advertisements.
- Creating a monthly distribution of the division's *Highlights* informational newsletter.
- Writing grants for corporate funding and support of district agricultural programs.
- Doubling the total number of vocational agricultural programs throughout the district within a 12-month period.

#### **Duties Included:**

- Monitoring approved Carl Perkins Grant budget in excess of \$1.2 million for career and technical education programs.
- Ensuring the alignment of agriculture, food, and natural resources curriculum with state standards.
- Collaborating with instructors to develop relationships with corporate stakeholders and post-secondary institutions to provide work-based learning and post-secondary opportunities for students.
- Consulting with educators regarding professional development opportunities and best practices for program improvement.
- Advising high schools in recruiting, planning, implementing, and evaluating existing and potential agriculture programs.

## **TEACHING EXPERIENCE**

### **Business Instructor**

*Imagine College Preparatory High School*

**Courses Instructed:** Introductory Business; Web Design; Business Mathematics; Sports and Entertainment Marketing

#### **Duties Included:**

- Developed curriculum and lesson plans for course instruction.
- Facilitated field trip activities as well as Junior Achievement initiatives.
- Participated in the *Beginning Teachers Mentoring* program.
- Served as an advisor for the school's Future Business Leaders of America (FBLA) student organization.

## **Educational Certifications**

*Held in Alabama, North Carolina, Oklahoma, Missouri, Illinois, Ohio, and Florida*

- Superintendent
- Principal – Grades K-12
- Business Education – Grades 6-12
- Agricultural Education – Grades 9-12
- Educational Leadership – Grades K-12
- Mathematics – Grade 6-12

## **Memberships and Awards:**

- Named one of St. Louis North County Incorporated's "*Top 30 Leaders in Their 30s*"
- National Association of Secondary School Principals
- National Association of Elementary School Principals
- National Association for Career and Technical Education

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- National Alliance of Black School Educators



# TULSA PUBLIC SCHOOLS

EQUITY CHARACTER EXCELLENCE TEAM JOY

March 1, 2025

To Whom It May Concern:

It is my pleasure and with great confidence that I submit a letter of reference and recommendation for Dr. Mark Davis, II. I have known Mark for several years, and as a leader he was noted for his exceptional leadership, creative ideas, and commitment to student achievement within and beyond the districts he has served. Over the course of his tenure, I have observed him:

- Serve as a School Founders' Fellow for the *New Schools for Alabama* organization, completing an extensive application to open a new charter school in the Montgomery, Alabama region
- Implement a school-wide reading intervention program to promote growth in reading
- Create an African-themed summer learning academy which culminated in a district-sponsored DNA research project through *Ancestry.com*
- Lead the district in the reduction of out-of-school suspensions that resulted in an increase of student attendance
- Receive recognition as one of St. Louis' *Top Leaders in their Thirties* and publication in the *St. Louis American* newspaper for his creation of the *Reading with the Stars* literacy awareness program.
- Mentor new leaders and successfully prepare new principals to receive job placement
- Serve on dissertation committees for leaders earning doctoral degrees

Dr. Davis possesses a humble, yet strong demeanor. His intellectual and written communication skills are of excellent caliber. He is dependable, professional, and strongly capable of successfully completing assigned projects in a self-directed venue or as a part of a team environment. His oral communication skills are above average as well. As an educational leader, I can say with confidence that Dr. Mark Davis, II has performed at the highest of levels throughout his career. He is ready to take on greater roles of leadership and I recommend him without reservation. Should you have any questions or concerns, please feel free to contact me.

Sincerely,

Dr. Tiffany Harris,

**DESTINATION EXCELLENCE**

3027 SOUTH NEW HAVEN AVENUE | TULSA, OKLAHOMA 74114

918.746.6800 | [www.tulsaschools.org](http://www.tulsaschools.org)



March 6, 2025

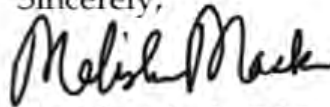
To Whom It May Concern:

It is my pleasure and with great confidence that I submit a letter of reference and recommendation for Dr. Mark Davis. I have known him as an educator, leader, and advocate for children for several years. In prior experiences, he has been noted for exceptional pedagogy, teamwork, and leadership qualities, even most recently as principal. He is continuing to excel above and beyond minimum staff duties, volunteering in community organizations, and supporting emerging leaders.

Mark possesses a humble, yet strong demeanor. His intellectual and written communication skills are of excellent caliber. He is dependable, professional, and strongly capable of successfully completing assigned tasks in a self-directed venue or as a part of a team environment. Dr. Davis' oral communication skills are above average as well. As an educational leader, I can say with confidence that Mark has performed at the highest level and is a great fit for additional leadership duties.

Should you have any questions or concerns, please feel free to reach out to me.

Sincerely,



Melisha Mack, Ed.D.,

Principal

Buder Elementary School

10350 Baltimore Ave.

St. Ann, Missouri 63074

Phone: 314-493-6300

[mackm@ritenourschools.org](mailto:mackm@ritenourschools.org)



**SAINT LOUIS UNIVERSITY**  
OFFICE OF THE UNIVERSITY REGISTRAR  
ST. LOUIS, MISSOURI 63103

Record of: Mark Hosea Davis, II

Date Issued: 05-JUN-2017  
University ID: [REDACTED]  
Social Security Number: [REDACTED]  
Date of Birth: 16-FEB-\*\*\*\*

Page: 1

Course Level: Post-Baccalaureate / Graduate

Degree Awarded Doctor of Education 17-DEC-2016

Primary Degree

Major : Educational Leadership

Project Title

Obstacles for African American Men Ascending to and  
Retaining the Superintendency

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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**INSTITUTION CREDIT:**

Term: Fall 2011			
EDL 611	School District Administration	3.00 A	12.00
EDL 697	Research Topics in Ed Admin	3.00 A	12.00
Term: Ehrrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00			
Term: Spring 2012			
EDL 620	School-Community Relations	2.00 A	8.00
EDL 601	Doctoral Residency	0.00 S	0.00
EDL 640	Sem: Human Resources Admin	3.00 B+	9.90
Term: Ehrrs: 5.00 GPA-Hrs: 5.00 QPts: 17.90 GPA: 3.58			
Term: Summer 2012			
EDL 639	Gateway Leadership Institute	2.00 A	8.00
EDL 669	School Business Administration	2.00 A	8.00
Term: Ehrrs: 4.00 GPA-Hrs: 4.00 QPts: 16.00 GPA: 4.00			
Term: Fall 2012			
EDL 614	The Politics of Education	3.00 B+	9.90
EDL 645	Managing the Dist Level Curr	3.00 A-	11.10
EDL 696	Project Guidance	1.00 IP	0.00 I
Term: Ehrrs: 7.00 GPA-Hrs: 6.00 QPts: 21.00 GPA: 3.50			
Term: Spring 2013			
EDL 573	Prof Staff Dev and Evaluation	3.00 B+	9.90
EDL 647	School Facilities	2.00 A-	7.40
EDL 696	Project Guidance	1.00 IP	0.00 I
Term: Ehrrs: 6.00 GPA-Hrs: 5.00 QPts: 17.30 GPA: 3.46			
Term: Summer 2013			
EDL 584	Intern: Ed Admin-Superintenden	4.00 B	12.00

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

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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**Institution Information continued:**

Term: Ehrrs: 4.00 GPA-Hrs: 4.00 QPts: 12.00 GPA: 3.00			
Term: Fall 2011			
EDL 620	Ethics of Ed Leadership	3.00 A	12.00
EDL 630	Advance School Law	2.00 A	8.00
EDL 696	Project Guidance	1.00 IP	0.00 I
EDL 560	Gnrl Rsch Methods for Educ	3.00 A	12.00
Term: Ehrrs: 9.00 GPA-Hrs: 8.00 QPts: 32.00 GPA: 4.00			
Term: Spring 2014			
EDL 696	Project Guidance	1.00 IP	0.00 I
Term: Ehrrs: 1.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Summer 2014			
EDL 696	Project Guidance	1.00 IP	0.00 I
Term: Ehrrs: 1.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Fall 2014			
EDL 696	Project Guidance	3.00 IP	0.00 I
Term: Ehrrs: 3.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Spring 2015			
EDL 696	Project Guidance	3.00 IP	0.00 I
Term: Ehrrs: 3.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Summer 2015			
EDL 696	Project Guidance	1.00 IP	0.00 I
Term: Ehrrs: 1.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Fall 2015			
EDL 6960	Project Guidance	3.00 IP	0.00 I
Term: Ehrrs: 3.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Spring 2016			
EDL 6960	Project Guidance	3.00 IP	0.00 I
Term: Ehrrs: 3.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
Term: Fall 2016			
EDL 6960	Project Guidance	1.00 S	0.00 I
Term: Ehrrs: 1.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			

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

**Issued To:**

Mark Davis  
8656 Old Bonhomme Rd Apt B  
Saint Louis, MO 63132-3943

*Gay Haugen*

University Registrar



**SAINT LOUIS UNIVERSITY**  
OFFICE OF THE UNIVERSITY REGISTRAR  
ST. LOUIS, MISSOURI 63103

Record of: Mark Hosea Davis, II

Date Issued: 05-JUN-2017  
University ID: [REDACTED]  
Social Security Number: [REDACTED]  
Date of Birth: 16-FEB-\*\*\*\*

Page: 2

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	57.00	38.00	140.20	3.69
TOTAL TRANSFER	0.00	0.00	0.00	0.00
OVERALL	57.00	38.00	140.20	3.69

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



*Gay Klug*

University Registrar

The State Board of Education certifies and authorizes

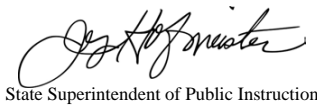
Mark H. Davis II

to serve in the accredited schools of Oklahoma as indicated below.

Description	Level	Valid From	Valid To
SUPERINTENDENT	PK-12	7/1/2020	6/30/2025
SECONDARY PRINCIPAL	5-12	7/1/2020	6/30/2025
ELEMENTARY PRINCIPAL	PK-8	7/1/2020	6/30/2025
BUSINESS EDUCATION	5-12	7/1/2020	6/30/2025
INTERMEDIATE MATHEMATICS	5-12	7/1/2020	6/30/2025
MID-LEVEL MATH FOR HIGH SCHOOL CREDIT	5-8	7/1/2020	6/30/2025
CAREER TECH BUSINESS	5-12	7/1/2020	6/30/2025
AGRICULTURAL EDUCATION	5-12	7/1/2020	6/30/2025
*****NO ENTRIES BELOW THIS LINE*****			

Teacher #: 405737 Degree: Doctorate  
Print Date: 8/26/2020 Class of Certification: Standard  
Certification Background Clearance: 7/1/2010

  
State Superintendent of Public Instruction

  
State Superintendent of Public Instruction

The State Board of Education certifies and authorizes Mark H. Davis II to serve in the accredited schools of Oklahoma as indicated below.

Teacher #:405737			Degree:Doctorate Degree			Class:Standard			Certification Background Clearance:7/1/2010		
Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire
0503 SECONDARY PRINCIPAL	5-12	7/1/2020	6/30/2025	0501 SUPERINTENDENT	PK-12	7/1/2020	6/30/2025	0501 SUPERINTENDENT	PK-12	7/1/2020	6/30/2025
5552 INTERMEDIATE MATHEMATICS	5-12	7/1/2020	6/30/2025	0505 ELEMENTARY PRINCIPAL	PK-8	7/1/2020	6/30/2025	0505 ELEMENTARY PRINCIPAL	PK-8	7/1/2020	6/30/2025
7514 CAREER TECH BUSINESS	5-12	7/1/2020	6/30/2025	3550 BUSINESS EDUCATION	5-12	7/1/2020	6/30/2025	3550 BUSINESS EDUCATION	5-12	7/1/2020	6/30/2025
7550 AGRICULTURAL EDUCATION	5-12	7/1/2020	6/30/2025	5555 MID-LEVEL MATH FOR HIGH SCHOOL CREDIT	5-8	7/1/2020	6/30/2025	5555 MID-LEVEL MATH FOR HIGH SCHOOL CREDIT	5-8	7/1/2020	6/30/2025
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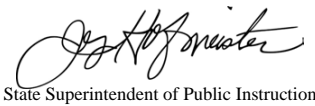
0227000

MARK H. DAVIS II  
735 BIG TWIG LANE  
DURHAM, NC 27703

print date8/26/2020 C

Certificate Above for Personal Records

Submit Certificate Below to School District

  
State Superintendent of Public Instruction

The State Board of Education certifies and authorizes Mark H. Davis II to serve in the accredited schools of Oklahoma as indicated below.

Teacher #:405737			Degree:Doctorate Degree			Class:Standard			Certification Background Clearance:7/1/2010		
Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire	Area Description	Level	Valid	Expire
0503 SECONDARY PRINCIPAL	5-12	7/1/2020	6/30/2025	0501 SUPERINTENDENT	PK-12	7/1/2020	6/30/2025	0501 SUPERINTENDENT	PK-12	7/1/2020	6/30/2025
5552 INTERMEDIATE MATHEMATICS	5-12	7/1/2020	6/30/2025	0505 ELEMENTARY PRINCIPAL	PK-8	7/1/2020	6/30/2025	0505 ELEMENTARY PRINCIPAL	PK-8	7/1/2020	6/30/2025
7514 CAREER TECH BUSINESS	5-12	7/1/2020	6/30/2025	3550 BUSINESS EDUCATION	5-12	7/1/2020	6/30/2025	3550 BUSINESS EDUCATION	5-12	7/1/2020	6/30/2025
7550 AGRICULTURAL EDUCATION	5-12	7/1/2020	6/30/2025	5555 MID-LEVEL MATH FOR HIGH SCHOOL CREDIT	5-8	7/1/2020	6/30/2025	5555 MID-LEVEL MATH FOR HIGH SCHOOL CREDIT	5-8	7/1/2020	6/30/2025
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