### DR. MICHAEL MEECHIN

mike.meechin@gmail.com 781-454-5700

St. Johns County School District 40 Orange Street St. Augustine, Florida 32084

25 March 2025 Letter of Interest for Superintendent

To the Distinguished Members of the St. Johns County School Board:

I am honored to submit my application for the position of Superintendent of St. Johns County School District. St. Johns is a community that values its schools, and I want to lead in a way that ensures our educators and students continue to thrive. This is a district that has built a strong foundation of success, and as Superintendent, my focus will be on ensuring that growth is strategic, that teachers feel supported, and that every student – regardless of background – has access to high-quality learning opportunities.

Throughout my career, I have held firm to the belief that **people - not programs - drive student success**. Great teaching changes lives, and my job as a leader is to create an environment where teachers can do what they do best: teach at the highest levels without being buried under unnecessary burdens. That starts with strong school-based leadership - principals who are empowered to make decisions, create positive school cultures, and support their teachers effectively. That's what I've done as a principal, and that's what I would bring to St. Johns County at a district level.

I know what it's like to lead in a district experiencing rapid growth. As a principal, I didn't just oversee a school – I built one from the ground up. NeoCity Academy wasn't just a new high school; it was an entirely new way of thinking about education. I was involved in every step: planning, design, construction, and implementation. It was a massive undertaking, but it taught me how to bring stakeholders together, solve problems, and ensure that the focus never strayed from student learning. All systems in a school district need to understand how they contribute to the teaching and learning environment. Growth is inevitable in St. Johns, and I bring the experience of expanding schools while keeping the integrity of high-quality instruction intact.

Beyond my work as a principal, my role as Florida State Director for the National Center on Education and the Economy has deepened my expertise in building sustainable, research-backed systems to improve school and district performance. I've worked directly with district leaders across Florida, helping them navigate complex challenges and

implement high-impact leadership strategies. I understand how to scale improvement in a way that supports principals and teachers, not just checks a box.

I also bring the perspective of higher education and teacher preparation. As a faculty member of the University of Central Florida's School of Teacher Education, I've worked with new educators, helping to prepare the next generation of teachers. I've seen firsthand what incoming teachers need to be successful in today's classrooms. St. Johns has an opportunity to strengthen its pipeline of future educators, and I would work to build partnerships that help recruit, develop, and retain top-tier teaching talent.

Additionally, my work as a Transforming School Culture associate with Solution Tree has allowed me to support school districts nationwide in creating systems that improve student outcomes and elevate professional learning communities. These are the kinds of resources that often require significant financial commitments, but I bring this expertise directly to the work in St. Johns County.

Here's what I know: The success of this district depends on a balance of strong systems and authentic relationships. I'm a leader who believes in both. I believe in being visible, in listening to the people doing the work, and in making sure that every decision keeps teachers and students at the center.

St. Johns County is in a position to not just maintain its reputation for excellence but to lead the way in what's possible for public education in Florida. I'd love to have the opportunity to work alongside you, the educators, the staff, and the community to make that happen.

I look forward to the opportunity to discuss this further. Thank you for your time and consideration.

Educationally

Dr. Michael Meechin



# DR. MICHAEL MEECHIN

## **EXECUTIVE EDUCATIONAL LEADER**

A visionary executive educational leader committed to people over programs, I ensure teachers can focus on student success. With expertise in district growth, operational excellence, and instructional transformation, I have led multimillion-dollar initiatives, strengthened school culture, and built sustainable systems that empower school-based leadership and drive meaningful educational outcomes.

## **EXECUTIVE LEADERSHIP HIGHLIGHTS**

**Statewide & District Systems Leadership** – Lead high-impact professional learning and leadership development programs across Florida, equipping district and school leaders with strategies to improve student outcomes through research-based leadership models.

**Superintendent & District Advisory Expertise** – Advise superintendents and district leaders on systemic change initiatives, leveraging data-driven insights, global benchmarking, and leadership development frameworks to enhance school performance.

**Strategic Policy & Implementation** – Develop and facilitate initiatives throughout Florida on instructional leadership, workforce development, and systems-based reform aligned with national and international best practices.

**Instructional Excellence for All Students** – Demonstrate the ability to lead improvements in overall student achievement, including closing gaps in learning and access, ensuring success for neurodiverse, high-achieving, and students furthest from opportunity.

**Financial Stewardship & Resource Allocation** – Maintain transparent financial practices and demonstrates fiscal responsibility, ensuring that resources are allocated to support all students to ensure district-wide excellence – regardless of location.

**Community and Legislative Engagement** – Work with legislators, government, nonprofit, and business leaders to enhance educational possibilities and economic development, while also advocating for students, teachers, and families.

Operational Management in a High-Growth District – Lead in managing challenging system operations related to transportation, maintenance, facilities, and capital projects within a rapidly expanding school system.

**Staff Development & Retention** – Implement innovative retention and recruitment strategies to attract and retain effective teachers, staff members, and administrators.

**Innovative School Design & Implementation** – Spearheaded the creation and design of NeoCity Academy, an innovative, inquiry-driven high school, ensuring cutting-edge instructional practices and student-centered learning environments.

**Strategic Stakeholder Engagement** – Build and nurture partnerships with business leaders, policymakers, and community organizers to drive workforcealigned education and sustainable district growth.

## 781 454 5700



mike.meechin@gmail.com



linkedin.com/michaelmeechin



@miketheprincipal



**AWARDS** 

2021

PRINCIPAL OF THE YEAR
School District of Osceola County

2018

# FLORIDA INNOVATIVE PRINCIPAL OF THE YEAR

FL Council of Instructional Technology Leaders

## **PROF MEMBERSHIPS**

FELLOW // BRIAN DASSLER LEADERSHIP ACADEMY

FL Dept. of Education

MEMBER // FL PRINCIPALS'
COLLABORATIVE
AVID

#### **EXECUTIVE LEADERSHIP EXPERIENCE**

#### 2023 - Present

#### FLORIDA STATE DIRECTOR

National Center on Education and the Economy - Winter Garden, Florida

Directs large-scale professional learning initiatives supporting district and school leaders across Florida in evidence-based instructional leadership practices.

Advises superintendents and executive district teams on systemic improvement strategies, leveraging data, policy analysis, and global best practices.

Facilitates leadership development programs focused on building highfunctioning teams, instructional excellence, and achievement for all students.

Provides thought leadership in educational transformation, presenting research-based strategies at national and state conferences.

Engages in legislative and policy discussions, advocating for systemic improvements aligned with Florida's workforce development needs.

### 2018 - 2023

## FOUNDING PRINCIPAL

School District of Osceola County - Kissimmee, Florida NeoCity Academy Enrollment: 450

Designed, launched, and led NeoCity Academy, one of Florida's highestperforming public high schools, focused on inquiry-driven learning and standards-based teaching and assessment.

Achieved a 100% graduation rate and some of the highest proficiency rates in the state through innovative instructional strategies and rigorous curriculum alignment.

Managed a \$2M+ budget for school operations, ensuring alignment with student achievement goals and operational efficiency.

Secured and administered a \$500,000 Congressional Appropriations Grant to develop career-readiness programs and strengthen workforce pathways.

Collaborated with community leaders to support \$50M in Build Back Better funds, supporting learning and workforce development needs in Central Florida.

## 2015 - 2018

## **PRINCIPAL**

School District of Osceola County - Kissimmee, Florida Poinciana High School Enrollment: 2400

Increased graduation rates from 81% to 93% through strategic intervention systems, data-driven decision-making and faculty development.

Expanded AP course access by 150% while increasing pass rates by 33%, demonstrating the effectiveness of inclusive access and targeted academic support.

Managed Title I funding, ensuring fiscal responsibility while driving school improvement efforts aligned with state and federal accountability measures.

2013 - 2015 ASSISTANT PRINCIPAL OF INSTRUCTION

School District of Osceola County - Kissimmee, Florida

Poinciana High School Enrollment: 2400

2012 - 2013 ASSISTANT PRINCIPAL

Fulton County Schools - Atlanta, Georgia

Creekside High School Enrollment: 1600

2004 - 2012 ADDITIONAL EDUCATIONAL LEADERSHIP EXPERIENCE

Testing Coordinator; Celebration High School

AVID Coordinator & Elective Teacher; Celebration High School

Social Studies Teacher; Celebration High School

## ADDITIONAL EDUCATIONAL EXPERIENCE

2022 - Present TRANSFORMING SCHOOL CULTURE ASSOCIATE

Solution Tree - Bloomington, Indiana

2022 - Present ADJUNCT FACULTY

University of Central Florida - Orlando, Florida

School of Teacher Education

#### **EDUCATION**

2024 **DOCTOR OF EDUCATION** 

University of Central Florida - Orlando, Florida

Dissertation: An Analysis of Teacher Perceptions of Grading Practices on

Students Outcomes
Major: Educational Leadership

2010 MASTER OF EDUCATION

Stetson University - Deland, Florida Major: Educational Leadership

2007 MASTER OF ARTS IN EDUCATION

University of Phoenix - Phoenix, Arizona

Major: Curriculum & Instruction

2003 BACHELOR OF ARTS

Westfield State University - Westfield, Massachusetts

Major: History

Minor: Secondary & Middle School Education

## **SELECT PRESENTATIONS & PANELS**

2025 **LEADING IN TODAY'S SCHOOLS** 

Future of Educational Technology Conference (Workshop)

2023 IMPACT FLORIDA

Reinventing the American High School (Panelist)

2021 FLORIDA DIAGNOSTIC AND LEARNING RESOURCES SYSTEM

Breaking Down Barriers for All Students (Presentation)

2021 FUTURE OF EDUCATIONAL TECHNOLOGY CONFERENCE

Leading for Change - Building School Culture (Presentation)

2018 FUTURE OF EDUCATIONAL TECHNOLOGY CONFERENCE

Breaking Down Barriers to High Impact Instruction (Conference Keynote)

## **ADDITIONAL REFERENCES**

## **HEATHER KAHOUN**

School Board Chair; School District of Osceola County

## **ANTHONY COOK**

School Board Member; School District of Osceola County

## DR. LARRY WALKER

Director, Educational Leadership Ed.D.; University of Central Florida

## Abdurrahman Bejjaj

abdu@ignitionpkg.com

321-250-0977

Selection Committee St. Johns County School District St. Augustine, FL

To Whom It May Concern,

I am honored to write this letter of recommendation in support of Dr. Meechin for the position of Superintendent of St. Johns County. While his title was Principal, to me, he was always more than that. He was a founder, a visionary, and a leader who shaped the very fabric of what NeoCity Academy stood for. His influence extended far beyond the administrative realm; he created a movement, instilling in students not just knowledge, but a mindset. One rooted in innovation, purpose, and impact.

At the time, I did not realize I wanted to be an entrepreneur. Yet, in hindsight, I now recognize where those values were cultivated. Under Dr. Meechin's leadership, NeoCity Academy was not just a school, it was an incubator for ideas, a place where students were challenged to think beyond textbooks and tests, and instead, focus on how they could bring value to the world. It was in that environment that I first learned the true meaning of impact. Life is invaluable, life is priceless, and the progress of humanity depends on those who are willing to bring meaningful value into the world. That is the greatest lesson I took away from him.

Beyond fostering academic excellence, Dr. Meechin instilled a sense of responsibility in his students; the understanding that education is not just about personal success, but about contributing to the greater good. He ingrained students into the flow of how the school operates through and through, ensuring that they were not just passive participants but active contributors to the institution's success, a model that proved to be highly effective. He led by example, showing us what it meant to be a changemaker, a problem solver, and a person who leaves the world better than they found it. His ability to inspire, to lead with conviction, and to challenge students to think bigger makes him the ideal candidate to lead St. Johns County into its next era of educational excellence.

I wholeheartedly and without reservation recommend Dr. Meechin for the role of Superintendent. His vision, leadership, and unwavering commitment to creating lasting impact make him not only qualified but essential for this position. If you require any further information, please feel free to contact me.

Sincerely, Abdurrahman Bejjaj

NeoCity Academy Launch Class Alumni

Veerle Reumers, PhD

Head of Health Strategy & Portfolio imec USA Veerle.Reumers@gmail.com March 8, 2025

St. Johns County Superintendent Selection Committee

Subject: Letter of Support for Dr. Michael Meechin

Dear Members of the Selection Committee,

I am writing to express my strongest support for Dr. Michael Meechin as the next Superintendent of St. Johns County Schools. As a leader in research and development at imec USA, a world-renowned nanoelectronics and digital technology innovation hub, I have worked alongside Dr. Meechin in ways that have reshaped how industry and education intersect. His ability to bring real-world applications into the classroom is not just innovative—it is transformative.

I had the privilege of collaborating with Dr. Meechin, from 2018 through 2023, when he was the founding principal of NeoCity Academy, a school that redefined what STEM education can and should be. Unlike traditional educational models that struggle to bridge the gap between academic theory and practical application, Dr. Meechin created a learning environment where students were not just consumers of knowledge but active contributors to research and technology development. This was not an abstract vision—it was reality.

Together, we engaged in NASA grant work, ensuring students were directly involved in cutting-edge scientific inquiry. He also led efforts to integrate imec USA into student learning, allowing our researchers to mentor students on advanced projects in BioDesign. Never have I had the privilege of working with a principal who looked for and embraced any opportunity for collaboration between his school and the industry partners in his community. The impact of this approach was profound: two student projects from NeoCity Academy were selected to fly on a Blue Origin sub-orbital mission, a feat few schools—if any—can claim. It was mind-blowing to witness the quality of work that the students achieved, empowered by the teachers and infrastructure that Dr. Meechin provided. This is what happens when education is reimagined under bold and visionary leadership.

Dr. Meechin understands that the future of education is about more than standardized test scores; it is about preparing students to think critically, solve complex problems, and engage with industries that are shaping the world. He does not just talk about innovation—he builds systems that make it happen. His ability to foster meaningful business-education partnerships is a model for how school districts can evolve to meet the demands of an ever-changing workforce.

Beyond his professional acumen, I also know Dr. Meechin as a school leader who made a difference in my own family. My child attended NeoCity Academy and thrived in the environment he created—one where students are challenged, supported, and encouraged to push the boundaries of what they believe is possible. I personally experienced how my gifted son was on his way to be demotivated and done with the traditional educational system before he would even reach high school age. Dr. Meechin welcomed him in his school and our family witnessed a true transformation to an engaged, initiative taking, energetic teen, who would independently wake up at 6am every morning to catch the bus with a smile on his face. Dr. Meechin's leadership extends beyond policies and initiatives; it reaches the individual student in ways that are deeply personal and profoundly impactful.

St. Johns County Schools is poised for its next chapter, and the leader it selects must have the ability to innovate, connect with the community, and prepare students for the world ahead. Dr. Meechin is that leader, I cannot imagine there is a better candidate out there that will create the impact that Dr. Meechin will have. He is not only ready for this role—he is the future-focused superintendent the district needs.

I give him my highest recommendation without hesitation. Please feel free to reach out if I can provide further insight.

Sincerely,

Veerle Reumers, PhD

Head of Health Strategy & Portfolio,

imec USA



March 14, 2025

St. Johns County School Board 40 Orange Street St. Augustine, Florida 32084

Members of the St. Johns County School Board:

I am honored to write this letter in strong support of Dr. Michael Meechin for the position of Superintendent of St. Johns County School District. I had the privilege of working closely with Dr. Meechin during my tenure as a member and Chairman of the Osceola County School Board, where I witnessed firsthand his transformational leadership and unwavering commitment to student success. As someone who now serves as President of Florida Realtors and Chairman of the Greater Orlando Aviation Authority, I understand the leadership necessary to navigate growth, community engagement, and organizational excellence - qualities that Dr. Meechin embodies at the highest level.

During my time on the school board, I worked closely with Dr. Meechin as he led Poinciana High School through a remarkable transformation, achieving significant academic gains while fostering a positive school culture, increased student engagement, and strong community partnerships. His ability to develop and execute a strategic vision - while balancing long-term planning with real-time decision-making - was key to the school's success. As a proven consensus-builder, he listens to students, educators, and community members to ensure that every decision is student-centered and forward-thinking. Given St. Johns County's rapid growth, his experience navigating expansion, strengthening workforce readiness, and aligning education with community needs makes him uniquely qualified to lead the district into its next chapter.

Beyond his educational accomplishments, Dr. Meechin also understands the intersection of schools, business, and community prosperity. As someone who has spent years leading major organizations in real estate, economic development, and infrastructure planning, I recognize the value of a superintendent who can strategically manage financial resources, advocate for policy at the state and local levels, and build meaningful partnerships that benefit both students and the greater community. His expertise will ensure St. Johns County Schools remain fiscally responsible, innovative, and forward-thinking.

In short, Dr. Meechin is the right leader at the right time for St. Johns County School District. He is a visionary, a collaborator, and an unwavering advocate for students and educators alike. I offer my strongest endorsement of his candidacy and encourage the board to consider his proven track record, bold leadership, and deep commitment to education. Please do not hesitate to reach out if I can provide further insight.

Sincerely,

Tim Weisheyer President/CEO

tim@gostrategicadv.com

407-460-3211



Registrar's Office P.O. Box 160114 Orlando, FL 32816-0114 (407) 823-3100 FICE 003954

The words "University of Central Florida" and "Void" appear on alternate rows when photocopied

Send To: Michael Meechin mike.meechin@gmail.com

Date Printed: 02/28/2025

Name : Meechin, Michael Brandon

ID Number:
Birthdate: 07/12/xxxx Gender: M
Residency: FL Resident for Tuition Calc



## Brian C. Boyd, University Registrar

This official signature of the Registrar is white and is imposed upon the institutional seal. Reject document as official if either the signature or seal is distorted.

	Course Title Atmp Earne Grde Typ Points
Academic Program	Summer 2023 (05/15/2023 to 08/04/2023) (cont)
Major Educational Leadership EdD Educational Leadership	Totals for GPA
UCF Degrees Awarded	Program GPA (Educational Leadership EdD) 3.896 UCF Cumulative for GPA 36.00 36.00 140.25 3.896
Degree Doctor of Education Confer Date 08/02/2024	Fall 2023 (08/21/2023 to 12/09/2023)
Major Educational Leadership Executive EdD Track	EDA 7943 FIELD PROJ ED LEAD 3.00 3.00 A 12.000 EDA 7987 DISSERTATION IN PRACTICE 3.00 3.00 A 12.000
Beginning of UCF Graduate Record	Totals for GPA         Attempt Earned Points GPA           Term         6.00 6.00 24.00 4.000
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# University of Central Florida Registrar's Office • P.O. Box 160114, Orlando, FL 32816-0114 • (407) 823-3100 • http://registrar.ucf.edu/

## Transcript Key

#### Accreditation

The University of Central Florida is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award degrees at the associate, baccalaureate, master, specialist and doctoral levels. The University of Central Florida's College of Medicine M.D. Program has received preliminary accreditation by Liaison Committee on Medical Education which is composed of representatives of the Association of American Medical Colleges and the American Medical Association.

#### History

The University of Central Florida was established in 1963 and was first named Florida Technological University. Classes began in 1968. The name was changed by action of the Florida Legislature on December 6, 1978. The University of Central Florida is one of eleven universities in the State University System of Florida. The College of Medicine M.D. Program was approved by the Florida Board of Governors and Florida Legislature in 2006. The M.D. Program admitted the charter class Fall of 2009.

#### Credit and Grades

4.00

Quarter credit hours were used at UCF from Fall 1968 through Summer 1981. Semester credit hours have been used since Fall 1981. All credit hours on this record have been converted to semester credit hours. A semester hour of credit represents one class hour of work (or two or more laboratory hours of work) per week for a semester. Classes may be offered for a six-week period during the Summer term. During this shortened term, two class hours of work (or four or more laboratory hours of work) per week are required to represent a semester hour of credit. All undergraduate credit transferred to UCF is shown on the permanent record. The listing of courses on the transcript does not assure acceptance toward any specific graduation requirement. The plus/minus grading system became effective Fall 2001.

			2.70	
A-	3.75	D+	1.25	
B+	3.25	D	1.00	
В	3.00	D-	0.75	
B-	2.75	F	0.00 Failing	
C+	2.25	WF	0.00 Withdrawn Failing	
C	2.00			
<u>Grad</u> I	ing Not Used In	in GPA Com	putation	C
N	No	Grade Repo	rted	· O.
NC	No	Credit .		10,

Grading System Used in GPA Computation (Grade and Grade Points)

1.75

NC	No Credit
S	Satisfactory (with credit)
U	Unsatisfactory (no credit)
W	Withdrawn
WH	Withdrawn (health form withdrawal)
WM	Medical Withdrawal
WP	Withdrawn Passing
X	Audit
Z	Designation for Academic Dishonesty (precedes letter grade)

### Course Levels

The UCF course numbers appearing on this transcript are part of the Florida Common Course Numbering System. The first digit indicates the level of instruction:

1	Freshman
2	Sophomore
3	Junior
4	Senior
5 and higher	Post-Baccalaureate, Graduate and Medicine

Course Type (locate	d next to Grade)
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blank	Regular Credit
G	Repeated Course (For Grade Forgiveness, multiple attempts)
K	Repeated Course (Latest attempt)
0	Repeated Course (Not Grade Forgiveness)
P	Repeated Course (Not Grade Forgiveness)
Q	Repeated Course (Second degree, used in first degree)
R	Repeated Course (For Grade Forgiveness, included in GPA)
T	Repeated Course (not included in GPA)
V	Repeated Course (Latest attempt)

#### **High Impact Practice Course Designations**

GL	Global Learning course
IE	Integrative-Learning Experience course
RI	Research Intensive course
SL	Service-Learning course

#### College of Medicine Grading System (M.D. Program Only)

A	Excellent Performance
В	Good Performance
C	Conditional Performance
F	Unacceptable Performance
IO	Incomplete Work
W	Withdrew
R* OC	Grade Forgiveness (grade follows reflecting student repeated course)
T 2	Temporary Grade (Performance pending review by the
	Student Evaluation and Promotion Committee)
P/F	Faculty may specify some programs (selectives/electives) can

NOTE: UCF College of Medicine M.D. Program does not calculate GPA or Class Rankines.

be graded using [P] Pass [F] Fail

### Academic Standing

A student is placed on academic probation when his/her UCF cumulative GPA drops below 2.0. A student on academic probation is disqualified upon failure to achieve a minimum term 2.0 GPA while on academic probation. A student who is disqualified may not enroll at UCF for two semesters following disqualification. Disqualified students who require 15 or more semester hours of "B" grade course work to raise the UCF cumulative GPA to 2.0 are not eligible for readmission to UCF. A student readmitted following disqualification who fails to achieve a minimum 2.0 GPA is excluded from the University. Excluded students are not eligible for readmission to UCF.

#### **Academic Amnesty**

Effective Fall 2004, the Academic Amnesty Program provides undergraduate students who are not eligible for readmission for academic reasons the opportunity to readmit to UCF after five or more years of separation. Upon successful completion of the Amnesty Program, UCF nullifies up to two consecutive terms of UCF coursework from the UCF cumulative GPA. All coursework remains part of the student's permanent record and is recorded with nullified terms and courses identified by the "T" Course Type.

# State of Florida Department of Education

## **EDUCATOR CERTIFICATE**

This Certifies That

# MICHAEL BRANDON MEECHIN

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

PROFESSIONAL PROFESSIONAL PROFESSIONAL SCHOOL PRINCIPAL SOCIAL SCIENCE EDUCATIONAL LEADERSHIP ALL LEVELS GRADES 6-12 ALL LEVELS 07/01/2012 - 06/30/2027 07/01/2012 - 06/30/2027 07/01/2012 - 06/30/2027

Department of Education Number 916180

Paul O. Burns
Deputy Chancellor for Educator Quality
1853136



Richard Corcoran

Commissioner of Education

Issued: May 13, 2022