

Dr. Misty Mathis

Superintendent of Schools Candidate for St. John's County School District

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

March 27, 2025

Dear Chairman Coleman and Honorable Members of the St. John's County School Board,

It is with great enthusiasm that I submit my application for the position of Superintendent of Schools for St. Johns County School District. Having lived and led in neighboring Nassau County for nearly three decades, I have long admired St. Johns County's tradition of academic excellence, rich history, and commitment to community. This opportunity feels deeply aligned with my values and lifelong mission as an educational leader in Northeast Florida. With over 27 years of experience in public education—including eight years as a trusted member of the Superintendent's Cabinet—I bring a proven track record of advancing academic achievement, leading strategic innovation, and fostering collaborative, student-centered cultures.

Throughout my career, I have served as a teacher, curriculum resource teacher, principal, director, and executive director. These experiences have shaped a comprehensive leadership perspective rooted in instructional excellence, strategic planning, and a deep commitment to servant leadership. As Executive Director of Curriculum and Instruction, I lead eight of fourteen district departments and have played an integral role in Nassau County's growth into one of Florida's highest-performing school districts.

Under my leadership, Nassau achieved its highest-ever academic ranking—#2 in the state—and a 2023–2024 report card with all A's and one B, the strongest in district history. I led all middle schools to be named Florida Schools of Excellence for the first time and secured our designation as an Academically High-Performing School District by the Florida Department of Education.

Much of my work closely reflects the goals of your 2023–2028 Strategic Plan. I have expanded access to rigorous learning, launched data-informed school improvement frameworks, and increased achievement for all learners. Through our Training Tuesdays leadership pipeline, I strengthened administrator development aligned to FELs. I also redesigned our professional learning systems and strengthened teacher retention by cultivating a culture of coaching, recognition, and support.

In addition, I established a districtwide communication strategy that expanded outreach by 150%, led a successful millage campaign, and fostered enduring partnerships with parents, stakeholders, and community organizations—directly aligning with your emphasis on transparency and engagement.

As Director and Executive Director of Exceptional Student Education (ESE), I led Nassau to the #1 statewide ranking for students with disabilities in English Language Arts, Math, and Combined performance. I developed innovative MTSS systems, Tier 4 supports, and integrated referral tools that ensured early intervention and progress monitoring—contributions that reflect a strong commitment to inclusive practices and personalized learning, key pillars in your strategic framework.

My leadership is grounded in strategic thinking and research. I earned my Doctor of Education from Nova Southeastern University through the Strategic Research Project (SRP) pathway, where I developed advanced expertise in SWOT analysis, continuous improvement models, and organizational diagnostics—skills I apply daily to drive aligned decision-making and sustainable results.

I am energized by the opportunity to serve a district so deeply committed to academic achievement, character, and leadership development. I believe in leading with humility, clarity, and a relentless focus on students. Every decision I make—whether strategic, instructional, or operational—is grounded in what is best for learners, educators, and the greater community. I would be honored to bring my experience, passion, and systems-level perspective to your district and partner with you in delivering on your vision for the future.

Thank you for your thoughtful consideration. I welcome the opportunity to meet with you and share more about my leadership approach.

With deep respect and appreciation,

A handwritten signature in blue ink that reads "Misty Mathis". The signature is written in a cursive, flowing style.

Dr. Misty Mathis

Dr. Misty Mathis

Superintendent of Schools Candidate for St. John's County School District

Yulee, Florida • drmistymathis@gmail.com • 904-507-9681 • [LinkedIn Profile](#)

Leadership Profile

Visionary and results-oriented educational leader with over 27 years of progressive leadership experience in Florida public education, including service as a teacher, curriculum resource teacher, principal, director, and executive director (which is at the assistant superintendent level on the organizational chart for the Nassau County School District). A proven instructional leader with demonstrated expertise in all areas of curriculum, instruction, and organizational leadership, supported by a strong record of school-based and districtwide results. Recognized for leading strategic transformation during rapid district growth, achieving historic academic outcomes, and cultivating strong community partnerships. Skilled in strategic planning, policy development, and systems-level implementation. Committed to servant leadership, collaboration, and fostering the success of every learner through inclusive, high-impact practices. A senior member of the Superintendent's Cabinet for eight years, while leading districtwide initiatives that directly contributed to Nassau County's sustained ranking as one of Florida's top-performing school districts—driving historic academic gains, strategic growth, and operational excellence.

Core Competencies

Strategic Planning & Vision Setting | Instructional Leadership | Exceptional Student Education (ESE) | District Policy & Legislative Compliance | Budgeting & Facilities Management | Career & Technical Education (CTE) | Community & Stakeholder Engagement | Florida Educational Leadership Standards (FELS) | 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

Executive Director of Curriculum & Instruction

Nassau County School District, FL | July 2021 – Present

- Spearheaded the district's highest-ever academic performance, including a 2nd place district ranking in Florida and a report card with all A's and one B—the highest-ever districtwide school grades outcomes for Nassau County School District.
- Oversaw 8 of the district's 14 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: Led Nassau County School District to its highest-ever school grades outcome—a report card with all A’s and one B in 2023–2024—and a #2 district ranking in the state of Florida.
- 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 and during the COVID-19 pandemic; ensured compliance, mental health supports, and instructional continuity—especially for ESE students.
- 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 a high-performing and rapidly growing district like St. John's County School District.

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

Kathy K. Burns, Ed.D.
Superintendent of Schools

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

March 26, 2025

To the School Board Members of the St. John's County School District:

It is with great enthusiasm and complete confidence that I recommend Dr. Misty Mathis for the role of Superintendent of Schools for the St. Johns County School District. I have had the privilege of knowing Dr. Mathis both personally and professionally for over 30 years and have witnessed firsthand her unwavering commitment to excellence, transformative leadership, and deep passion for education.

Our professional paths first crossed in 1998, when I transitioned from teaching at Callahan Intermediate to becoming a school board member. Misty, then a vibrant first-year teacher, stepped into my former classroom with energy, curiosity, and a clear desire to learn from the best. Even then, she stood out for her relentless drive to grow—qualities that have remained hallmarks of her leadership.

In 2004, Dr. Mathis was named Nassau County's Teacher of the Year—a reflection of her excellence in the classroom and her impact on peers. Her career trajectory, from high-performing teacher to principal to district executive, has been defined by consistently outstanding results and an unwavering focus on student success.

As principal of Bryceville Elementary, Dr. Mathis led the school to the elite 600 Point Club in FCAT performance and laid the foundation for it becoming Nassau County's first National Blue Ribbon School. At Yulee Primary, she again fostered a culture of excellence, driving achievement and stakeholder engagement. The student growth results she and her teachers received at Yulee Primary School were nothing short of remarkable; literally all students were learning and showing growth.

Recognizing her extraordinary capabilities, I appointed Dr. Mathis as Director of Exceptional Student Education (ESE) in 2017. In just two years, under her instructional and operational leadership, student proficiency rates among students with disabilities rose dramatically earning Nassau County the #1 ranking in Florida in this subgroup across all measured areas. This success was sustained and built upon during her tenure as Executive Director of ESE and Student Services.

As Executive Director of Curriculum and Instruction, Dr. Mathis helped Nassau County achieve its highest academic ranking in district history—2nd in the state—and maintained a top 3 ranking

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

Kathy K. Burns, Ed.D.
Superintendent of Schools

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

for the 2023-2024 school year. In 2023–2024, our district earned its strongest report card to date: all A's and one B.

Dr. Mathis's leadership extends across eight of the district's fourteen departments. She expanded Career and Technical Education, launched an inclusive pre-K model, opened a new community school, and led a successful millage campaign. She has written and managed multi-million-dollar grants, developed strategic interventions for struggling schools, and championed fiscally responsible budgeting.

A tireless advocate for leadership development, Dr. Mathis expanded our Nassau Future Leaders program into a robust, three-year initiative. Through "Training Tuesdays," she has equipped our current and future administrators with practical, FELS-aligned skills to drive continuous improvement.

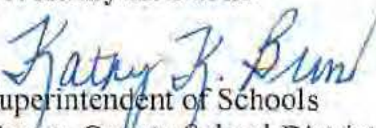
Beyond the district, Dr. Mathis has forged strong community partnerships, increased communication reach by 150%, and elevated districtwide programs such as the University of US and Boys and Girls Club offerings for after school. Her commitment to service is evident in her volunteer work with local booster clubs and faith-based initiatives.

She has also shown exceptional leadership during times of crisis. Following the Parkland tragedy, Dr. Mathis helped develop comprehensive safety and mental health supports. During the COVID-19 pandemic, she led the charge in transitioning ESE services to virtual platforms without sacrificing quality or access to services.

Dr. Mathis is not only results-driven but people-centered. She leads with integrity, compassion, and an unshakable belief in the potential of every student. Her strategic mindset and collaborative style make her an ideal leader for the St. Johns County School District.

It is without reservation that I offer my highest recommendation. Please feel free to contact me if you need further information.

Warm regards,
Dr. Kathy K. Burns


Superintendent of Schools
Nassau County School District

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The School Board of Nassau County, Florida

GAIL COOK
DISTRICT 2

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

March 24, 2025

Dear School Board Members of the St. Johns County School District,

It is with great pride and the utmost confidence that I write this letter of recommendation for Dr. Misty Mathis, Executive Director of Curriculum and Instruction for the Nassau County School District, as a candidate for the position of Superintendent of Schools for the St. Johns County School District.

I have had the privilege of personally knowing Dr. Mathis since 1992, the year I first became a member of the Nassau County School Board. Even then, as a high school student and class president, Misty stood out as a natural leader, committed, engaged, and always invested in her community. Over the past 27 years, I have witnessed her evolve from one of Nassau County's most outstanding teachers and principals into an exceptional district-level leader.

At every stage of her career, Dr. Mathis has consistently demonstrated a deep dedication to student success, a passion for continuous improvement, and an unwavering commitment to excellence. As a principal, the schools under her leadership consistently achieved improved data marks, a direct reflection of her ability to inspire educators, implement effective instructional practices, and foster a culture of achievement.

However, the full breadth of Dr. Mathis's impact became even more evident when she transitioned to district-level leadership. As Director of Exceptional Student Education and later Executive Director of Exceptional Student Education and Student Services, she led Nassau County School District to number one in the state in ESE Math, ESE ELA, and ESE Overall. This remarkable accomplishment speaks to her instructional expertise and her ability to meet the needs of all learners.

When Dr. Mathis was appointed Executive Director of Curriculum and Instruction, our district reached unprecedented heights. Under her leadership, Nassau County achieved the highest overall state ranking in our history, number two in the state. As well as the most A school designations we have ever received, with all schools earning an A rating except for one B school during the 2023-2024 school year. These successes are a testament to Dr. Mathis's instructional leadership, her ability to align vision with actionable strategies that motivated all stakeholders to perform at a high level.

Additionally, Dr. Mathis has spearheaded the growth and innovation of our Career and Technical Education programs. With her forward-thinking leadership, Nassau County now offers more apprenticeship programs, pre-apprenticeship opportunities, and career pathways than ever before. In 2024, our district's Career and Technical Education program was recognized by the Florida Department of Education as an Academically High

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AN EQUAL OPPORTUNITY EMPLOYER



The School Board of Nassau County, Florida

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Fernandina Beach, Florida 32034
Home (904) 261-9127

GAIL COOK
DISTRICT 2

Performing School District—yet another reflection of her ability to prepare students for success both in school and beyond.

Beyond her instructional leadership, Dr. Mathis excels as an organizational leader. She has been instrumental in our district's strategic planning, particularly in managing and preparing for the significant growth in our county. Her expertise in budget planning and facilities management has been invaluable, ensuring that every decision is aligned with our district's goals and long-term vision.

In every capacity, Dr. Misty Mathis has exemplified what it means to be a servant leader: focused, intentional, and deeply committed to the success of students, teachers, and the community. I am confident that her leadership, vision, and integrity will serve the St. Johns County School District exceptionally well.

In addition to her impressive professional accomplishments, Dr. Mathis is widely respected for her collaborative leadership style and her ability to cultivate strong relationships with all stakeholders. She understands that meaningful progress requires input and partnership from teachers, parents, students, and community members alike. Dr. Mathis actively seeks out diverse perspectives, values transparent communication, and ensures that every voice is heard when making decisions that impact schools and students.

Equally important is the strong, positive rapport she maintains with school board members. Dr. Mathis works exceptionally well with the board, demonstrating a clear understanding of their priorities, providing thorough and timely information, and always striving to meet the needs and expectations of each member. Her professionalism, responsiveness, and thoughtful approach foster a productive, respectful partnership that supports effective governance and decision-making.

A key strength of Dr. Mathis's leadership is her ability to skillfully respond to new legislation. She has an exceptional talent for dissecting complex laws and quickly developing clear, actionable policies and procedures to ensure district-wide compliance with all state and federal requirements. One notable example is her leadership in implementing new district procedures stemming from the Parental Rights in Education legislation. Dr. Mathis guided the development and execution of compliant practices with precision, including the establishment of Nassau County's District Review Committee for Library and Media Materials. Her thorough understanding of legislative intent, coupled with her attention to detail, ensured that all district policies aligned with the law while supporting the needs of students, parents, and educators alike.

Furthermore, her forward-thinking approach is balanced by a deep sense of responsibility and integrity. She is adept at navigating complex challenges, whether it be managing district growth, implementing new instructional initiatives, or responding to emergent community

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The School Board of Nassau County, Florida

1708 Philips Manor Road
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GAIL COOK
DISTRICT 2

needs—all while keeping the best interests of students at the center of every decision. Her ability to balance innovation with stability makes her a leader who can guide St. Johns County School District confidently into the future.

I have no doubt that Dr. Mathis's experience, character, and steadfast dedication to educational excellence will continue to make a transformative impact. It is without reservation that I offer my strongest endorsement of her candidacy.

Please do not hesitate to reach out should you require any additional information. It would be difficult to find a more qualified and dedicated candidate for the position of superintendent.

Sincerely,

A handwritten signature in blue ink that reads "Gail G Cook".

Gail G Cook
School Board Chairman
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 WAYS AND MEANS
SUBCOMMITTEE ON SOCIAL SECURITY
SUBCOMMITTEE ON WORK AND WELFARE
SUBCOMMITTEE ON OVERSIGHT
ASSISTANT REPUBLICAN WHIP

Congress of the United States
House of Representatives
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(904) 319-9433

4465-6 US HIGHWAY 17
FLEMING ISLAND, FL 32003
(904) 830-3933

March 24, 2025

To the School Board Selection Committee,

It is my honor to support Dr. Misty Mathis for the position of St. John's County Superintendent of Schools. I know Dr. Mathis to be a dedicated educator, community leader, and advocate for student success, and 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 an integral role in the legacy of educational excellence in the Nassau County School District.

Throughout her distinguished 27-year career in education, Dr. Mathis has always been a strong leader 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 understand the challenges facing our education system today. I know that Dr. Mathis will be a strong advocate for students, parents, and educators, ensuring that important 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,

 Thank you!

Aaron Bean
Member of Congress

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

Date of Birth: 21-NOV

Date Issued: 12-MAR-2025

PRCH - Electronic - SFTP File

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

Page: 1

Issued To: Misty Mathis
Parchment DocumentID: TELD6SOK

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			

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			

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 *****

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 *****

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Jennifer Harris
University RegistrarOFFICIAL
ACADEMIC
TRANSCRIPT

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

Date Issued: 12-MAR-2025

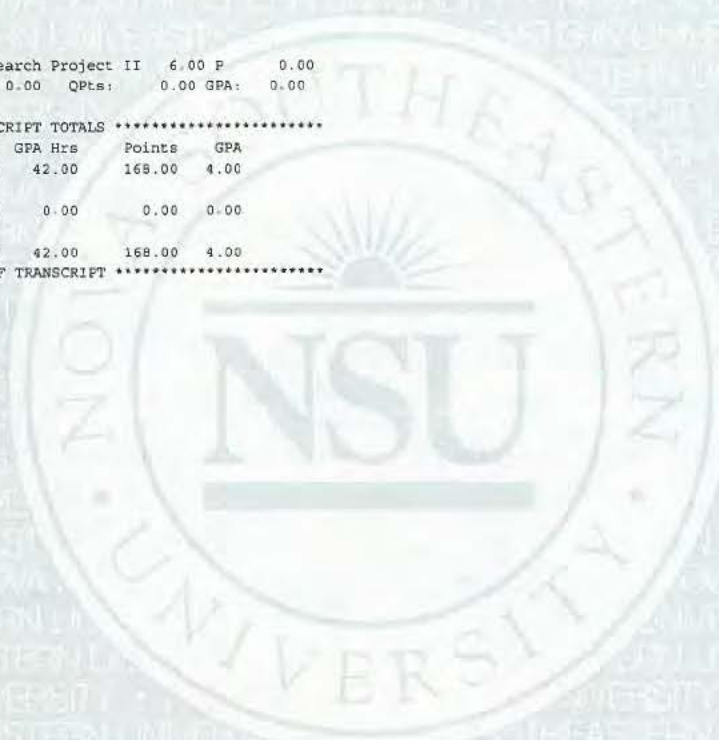
Date of 21-NOV
Birth:

PRCH - Electronic - SFTP File

Record of: Misty Bryant Mathis
Level: Doctorate - Education

Page: 2

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 *****			



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Jennifer Harris
University Registrar

OFFICIAL
ACADEMIC
TRANSCRIPT



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

