

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

I am writing to express my enthusiastic interest in the St. Johns County Public School District Superintendent position. My career has been driven by a passion for cultivating high-achieving educational environments, and I am confident that my experience in strategic leadership, financial management, and stakeholder engagement aligns seamlessly with the district's commitment to excellence.

Beyond my professional dedication, I am deeply invested in the success and quality of St. Johns County Public School District on a personal level. As a father of four children, ranging in age from 2 to 14, I understand firsthand the critical importance of a thriving school system. I am committed to ensuring that all students, including my own, have access to a high-quality education that prepares them for success in an ever-evolving world and contributes to a strong, vibrant community.

St. Johns County's reputation for academic achievement and community involvement is truly commendable. As Superintendent, I would prioritize building upon this strong foundation by fostering a collaborative partnership with the School Board, leveraging data-driven decision-making, and ensuring transparent fiscal responsibility. My proven track record as Chief Financial Officer for Hendry County Schools demonstrates my ability to optimize resources and maintain rigorous financial oversight, ensuring that every dollar directly supports student success.

The recent community survey highlights the desire for an innovative leader who champions equitable performance expectations and fosters clear, consistent communication. My experience as Director of Technology and Administrator of Instructional Technology has equipped me with the skills to leverage technology for instructional advancement and to facilitate open, transparent communication with all stakeholders. I am particularly adept at utilizing data analytics to inform instructional practices and ensure equitable access to resources, addressing the community's expressed needs.

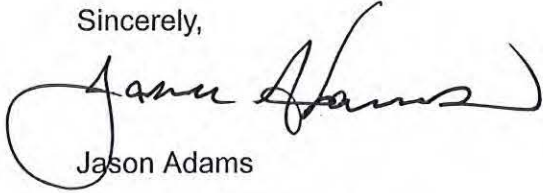
Furthermore, I am deeply committed to cultivating a culture of continuous improvement, where high performance expectations are coupled with robust professional development and evidence-based practices. I understand the importance of empowering educators to excel, thereby maximizing student potential. My leadership style emphasizes collaboration, strategic planning, and a relentless focus on student outcomes.

My experience in leading cross-functional teams, negotiating complex agreements, and implementing strategic initiatives has prepared me to effectively address the challenges and opportunities facing St. Johns County Public School District. I am eager to contribute my expertise and vision to further elevate the district's success.

I am confident that my qualifications and leadership philosophy resonate with the values and aspirations of St. Johns County Public School District. I welcome the opportunity to discuss how

my experience can contribute to the continued success of your students and schools. Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Jason Adams". The signature is fluid and cursive, with a large loop at the beginning of the first name.

Jason Adams

[jasonadams94@gmail.com](mailto:jasonadams94@gmail.com)

(863) 885-2181



## Executive Summary

As a strategic and data-informed educational leader, I am dedicated to driving systemic improvement and fostering a culture of innovation, equity, and transparent accountability. My proven track record in financial stewardship, technology integration, and strategic planning, grounded in a deep understanding of Pre-K-12 pedagogy and best practices, equips me to lead effectively as Superintendent.

I prioritize collaborative governance, working closely with the school board to achieve strategic plan objectives through data-driven decision-making and continuous improvement cycles. This includes leveraging stakeholder feedback and performance data to prioritize initiatives focused on:

- **Innovative Leadership:** Implementing evidence-based practices and fostering a culture of continuous learning and adaptation to meet the evolving needs of our students and community.
- **Equitable Performance Expectations:** Establishing clear, measurable goals and providing targeted support to ensure every student and educator has the resources and opportunities to achieve their full potential, while closing achievement gaps.
- **Transparent and Proactive Communication:** Building strong relationships with all stakeholders through open, accessible communication channels, ensuring transparency in decision-making and fostering a shared understanding of district priorities.

My leadership philosophy emphasizes empowering teams, fostering a safe and inclusive learning environment, and driving measurable student outcomes. I am committed to creating a district where every student thrives academically, socially, and emotionally, and where educators are supported to excel. I will utilize data analytics to track progress, ensure accountability, and continuously refine strategies to achieve district-wide excellence.

## Core Competencies

- **Strategic Planning & Vision:** Demonstrated ability to align resources and initiatives with district strategic plans, ensuring measurable progress toward goals.
- **Fiscal Stewardship:** Proven expertise in managing multi-million dollar budgets, ensuring fiscal responsibility, and maximizing resources for student achievement.
- **Innovative Leadership:** Driving technological advancements and process improvements to enhance educational delivery and operational efficiency.
- **Equitable Performance & Accountability:** Establishing clear expectations and fostering a culture of high performance for all students and staff.
- **Community Engagement & Communication:** Building strong relationships with stakeholders, ensuring transparent communication, and incorporating community feedback into decision-making.
- **Board Collaboration:** Working effectively with school boards to develop and implement strategic initiatives, ensuring alignment with district vision and community needs.
- **Technology & Data-Driven Decision Making:** Leveraging technology and data analysis to inform strategic decisions and improve student outcomes.



## Professional Experience

### Hendry County Schools, Pre-K-12 Public School District | LaBelle, FL

#### Chief Financial Officer | June 2024 to Present

- **Strategic Financial Leadership:** Manage a \$230 million annual budget, aligning resource allocation with the district's strategic plan and vision to maximize student success.
- **Board Collaboration:** Work closely with the school board to develop and present financial strategies, ensuring transparency and accountability.
- **Operational Efficiency:** Led the transition to a paperless financial environment, streamlining processes and reducing operational costs.
- **Fiscal Responsibility:** Ensure regulatory compliance and transparency in all financial operations, fostering trust with stakeholders.

### Hendry County Schools, Pre-K-12 Public School District | LaBelle, FL

#### Director of Information Technology | July 2020 to June 2024

- **Innovative Technology Implementation:** Spearheaded the implementation of technology solutions that improved service levels, reduced costs, and enhanced educational delivery.
- **Strategic Technology Planning:** Developed and implemented a comprehensive technology vision and framework, aligning technology initiatives with district goals.
- **Stakeholder Communication:** Effectively communicated technology initiatives and policies to staff, students, and the community.
- **Negotiation and Collaboration:** Served as chief negotiator during union negotiations, demonstrating strong business relationship skills.
- **Infrastructure Improvement:** Oversaw critical infrastructure upgrades, including ERP system migration and VoIP implementation.

### Hendry County Schools, Pre-K-12 Public School District | LaBelle, FL

#### District Administrator of Instructional Technology | July 2017 to June 2020

- **Curriculum Development & Innovation:** Developed and implemented innovative instructional technology programs, including a virtual school and professional development Learning Management System (LMS).
- **Community Engagement:** Established the District Technology Committee to gather stakeholder input and inform technology decisions.
- **Professional Development Leadership:** Provided professional learning opportunities for educators on effective technology integration.
- **Communication and Outreach:** Created the district's initial social media presence, enhancing communication with the community.

### Hendry County Schools, Pre-K-12 Public School District | LaBelle, FL

#### District-Wide Instructional Technology Specialist | August 2016 to June 2017

- **Instructional Coaching & Support:** Provided individualized coaching and support to educators on technology integration.
- **Technology Adoption & Training:** Led the district's transition to Google Workspace for Education, significantly increasing usage.
- **Innovation & Implementation:** Introduced the Technology Integration Matrix to enhance instructional practices.

## **Hendry County Schools, Pre-K-12 Public School District | LaBelle, FL**

**Spanish Teacher | August 2015 to June 2016**

- **Curriculum Development:** Designed and implemented engaging Spanish language curriculum aligned with state standards.
- **Student Achievement:** Consistently improved student proficiency in Spanish language skills through differentiated instruction and innovative teaching methods.
- **Classroom Management:** Fostered a positive and inclusive classroom environment conducive to learning.
- **Parent Communication:** Maintained regular communication with parents regarding student progress and classroom activities.

## **Paintsville Independent Schools, Pre-K-12 Public School District | Paintsville, KY**

**Spanish Teacher | August 2010 to June 2015**

- **Curriculum Implementation:** Delivered Spanish language instruction following district curriculum guidelines.
- **Student Support:** Provided individualized support to students struggling with language acquisition.
- **Classroom Engagement:** Utilized various teaching strategies to maintain student interest and participation.

## **Education**

- **Master of Arts in Educational Leadership and Administration**  
Florida Gulf Coast University, Fort Myers, FL
- **Master of Arts in Teaching**  
Morehead State University, Morehead, KY
- **Bachelor of Arts in Psychology**  
University of Kentucky, Lexington, KY
- **Bachelor of Arts in Spanish**  
University of Kentucky, Lexington, KY

## **Certifications and Awards**

Certified Scrum Product Owner CSPO | COSN Certified Educational Technology Leader | Florida Certified Educational Leader | Florida Certified Educator | Excellence in Education, Global Forum for Education and Learning





## Hendry County School District

March 11, 2025

St. Johns County School District Superintendent Selection Committee,

It is with immense pride and unwavering confidence that I recommend Jason Adams for the position of Superintendent. Having worked closely with Mr. Adams for ten years in Hendry County Schools, I have witnessed firsthand his exceptional leadership and unwavering commitment to student success. He has consistently excelled in diverse roles, including Teacher, Assistant Director of Information Technology, Director of Information Technology, and currently, Chief Financial Officer.

In each of these positions, Mr. Adams has demonstrated a remarkable blend of strategic vision and servant leadership, always prioritizing the enhancement of teaching and learning. As Director of IT, he spearheaded the successful implementation of a one-to-one student-to-device ratio, effectively bridging the digital divide and providing equitable access to vital learning platforms for our rural students. As Chief Financial Officer, he has revolutionized our financial management practices, implementing robust controls and accountability measures for new school construction and a proactive five-year capital planning tool for critical mechanical infrastructure. These initiatives have not only streamlined our budgeting processes but also prevented disruptive mechanical failures, ensuring uninterrupted learning for our students.

Mr. Adams' most compelling strength lies in his exceptional organizational leadership. His consistent success across various departments is a testament to his meticulous organizational skills and his ability to cultivate strong, collaborative professional relationships. Notably, he championed the adoption of Agile leadership frameworks within our district. This systematic, cross-functional approach to problem-solving has transformed our decision-making and problem-solving processes, fostering a culture of collaboration and achieving high-impact outcomes.

Personally, Mr. Adams is a mature, composed, and highly effective leader. He navigates crises and challenges with remarkable poise and thoughtful deliberation. He possesses a deep understanding of school board dynamics and maintains consistently professional and productive relationships with all board members.

Mr. Adams' extensive experience in Florida education makes him uniquely qualified to lead St. Johns County Schools. Your investment in his leadership will undoubtedly yield significant and lasting benefits for your students for years to come. Mr. Adams' aspiration is to serve as a Superintendent, and I am confident he will excel in this role. I wholeheartedly recommend that the St. Johns County School District provide him with the opportunity to build upon your district's strong foundation of academic excellence and professional learning, established under the leadership of Superintendent Tim Forson.

Sincerely,

Michael Swindle  
Superintendent  
Hendry County Schools



To Whom It May Concern,

I am honored to provide this letter of recommendation for Mr. Jason Adams as he pursues the position of Superintendent. I have had the privilege of knowing and working with Mr. Adams since 2015, and his contributions to Hendry County Schools have demonstrated the strategic vision and leadership necessary for a successful Superintendent.

As the current Chief Financial Officer (CFO), Mr. Adams possesses a deep understanding of the complex financial landscape of public education. He excels in managing and optimizing resources across all critical funding streams, including state funding, capital funding, FTE funding, program funds, local tax revenues, sales tax revenues, and impact fees. His ability to translate intricate financial data into clear, actionable insights for the school board has been instrumental in fostering transparency and informed decision-making.

Beyond financial management, Mr. Adams has a proven track record of leading technological innovation and operational efficiency. His previous role as Director of Information Technology required him to oversee a broad spectrum of responsibilities, including the integration of online curriculum and communication networks. His experience in leveraging technology to enhance educational delivery, improve communication, and streamline operations aligns perfectly with the demands of a modern school district Superintendent.

Mr. Adams also demonstrates a strong commitment to student safety and well-being. He has spearheaded the implementation of enhanced electronic security measures, improved crisis intervention plans, and integrated technology to monitor student movements and transportation. Mr. Adams' proactive approach in this area highlights his dedication to creating a secure and supportive learning environment.

In the role of Superintendent, Mr. Adams would bring a unique blend of financial expertise, technological vision, operational leadership, and a deep commitment to student success. He understands the importance of aligning resources with educational goals, fostering a safe and supportive learning environment, and building strong community partnerships.

While we will miss his contributions to Hendry County Schools, I am confident that Mr. Adams is exceptionally well-prepared to excel as a Superintendent. I wholeheartedly recommend him for this position and believe he will make a significant and positive impact on any district he leads.

Please do not hesitate to contact me at [district2@hendry-schools.net](mailto:district2@hendry-schools.net) if you require any further information.

Thank you for your time and consideration.

Sincerely,

*Paul Samerdyke*

Paul Samerdyke (Mar 22, 2025 08:37 EDT)

22/03/2025

Paul Samerdyke

Vice Chairman

Hendry County School Board



## Hendry County School District

3/14/25

To Whom It May Concern,

It is with genuine admiration and respect that I recommend Jason Adams for the position of Superintendent of St. Johns County School District. I had the privilege of working closely with Jason from 2022 to 2025—first as an Instructional Technology Specialist while he served as IT Director, then as Assistant Director of IT, and eventually as his successor when he was promoted to Chief Financial Officer at the Hendry County School District. Working alongside Jason gave me a front-row seat to his incredible leadership, strategic thinking, and the unwavering support he provides to his team.

Jason has been more than just a supervisor—he's become a trusted mentor and friend whose advice I still seek today and will likely continue to seek for many years to come. His leadership is rooted in the simple but powerful principle of "family first," and he genuinely lives by it. I saw firsthand how he supported team members during personal challenges, always ensuring they could prioritize family when necessary, while still upholding the standards and responsibilities of their professional roles. His calm presence during difficult situations made even the toughest days more manageable and helped create a work environment where people felt both respected and supported.

My professional growth under Jason's leadership has been more than I ever imagined. After working as an Instructional Technology Specialist, Jason promoted me to Assistant Director of IT—an opportunity that helped me grow both professionally and personally. When he moved into the CFO role, he entrusted and recommended me for the position of IT Director, which speaks volumes about his confidence in my abilities and his commitment to helping others succeed. Even now, he remains a steady source of guidance and encouragement whenever I need it.

Jason also transformed the way we approached project management by introducing Agile and Scrum methodologies with his trademark patience and enthusiasm. His deep understanding of E-rate funding was a game-changer for our district, helping us secure critical resources for infrastructure improvements. One of the most rewarding projects under his leadership was the successful deployment of fiber infrastructure through WANrack using E-rate funding. Jason's passion for this project was driven by his belief that every student deserves equal access to technology—a belief that defines much of his work.



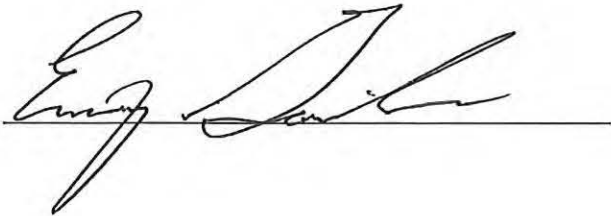
Watching Jason lead this initiative not only shaped my own approach to leadership but also inspired me to take on a similar role in giving back to the community. His ability to transform challenges into opportunities, while always prioritizing the well-being and success of others, is a model I strive to follow. I hope to become a leader who can make a positive impact in the same way Jason has—empowering others, creating meaningful change, and ensuring that all individuals, especially students, have the tools they need to succeed. His legacy of community-focused leadership continues to influence my own career, and I aim to carry that torch forward with the same dedication and compassion.

Jason combines exceptional technical expertise, strong administrative skills, and an unwavering commitment to student success—qualities that are rare to find in one individual. His impact on both our district's technical operations and its overall culture has been transformative. I am confident that his thoughtful, strategic leadership would be an invaluable asset to the St. Johns County School District.

I would be more than happy to share additional insights about Jason's qualifications and accomplishments. Please feel free to reach out anytime.

Best regards,

**Emily Goderich**  
IT Director  
Hendry County School District  
Work: (863) 674-4559  
Cell: (305) 726-9697

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Date Issued: 08-AUG-2019

Student Name: Jason Lee Adams

\*\*\* WARNING \*\*\*

--No Address--

OFFICIAL - DOE



Office of Records & Registration  
10501 FGCU Boulevard South  
Fort Myers, FL 33965

File #  
1275951

ic Transcript

Page: 1

CLAST SCORES

Test Score

Math  
Read  
Write  
Essay

Prior Degree(s): Bachelor of Arts  
Master of Arts

2009-12-18  
2012-05-12

Date of Birth: 1983-11XXXX

Gender: M

Residency: Fla Resident Tuit Diff

Course Level: Graduate

Student Type: Graduate

First Admit: Spring 2017

Last Admit: Summer 2017

Current Program

College : Education

Major : Educational Leadership

Degrees Awarded Master of Education 13-DEC-2018

Primary Degree

Major : Educational Leadership

SUBJ NO. COURSE TITLE CRED GRD PTS R

INSTITUTION CREDIT:

Spring 2017

Undeclared

EDF 6432 Foundation of Measurement 3.00 A 12.00

EDG 6627 Found. of Curriculum & Instr. 3.00 A 12.00

Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

Good Standing

Summer 2017

Educational Leadership

EDA 6192 Organizational Development 3.00 A 12.00

EDA 6232 School Law 3.00 C 6.00

Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 18.00 GPA: 3.00

Good Standing

Fall 2017

Educational Leadership

EDA 6061 Principles of Ed Leadership 3.00 A 12.00

EME 6425 Technology for School Leaders 3.00 A 12.00

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

SUBJ NO. COURSE TITLE CRED GRD PTS F

Institution Information continued:

Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

Good Standing

Spring 2018

Educational Leadership

EDA 6945 InternshpI-Educ Leadership K-12 3.00 S 0.00

EDG 6326 Learning, Account & Assess 6.00 A 24.00

Ehrs: 9.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

Good Standing

Summer 2018

Educational Leadership

EDA 6946 Internship II- Educ Leadership 3.00 S 0.00

EDG 6391 Instructional Leadership 3.00 A 12.00

Ehrs: 6.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00

Good Standing

Fall 2018

Educational Leadership

EDA 6242 School Finance 3.00 A 12.00

EDS 6050 Human Resources Development 3.00 A 12.00

Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00

Good Standing

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

Earned Hrs GPA Hrs Points GPA

TOTAL INSTITUTION 39.00 33.00 126.00 3.81

TOTAL TRANSFER 0.00 0.00 0.00 0.00

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

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FLORIDA DEPARTMENT OF EDUCATION  
325 W GAINES ST RM 201  
TURLINGTON BUILDING  
TALLAHASSEE, 32399-6533

*Susan E. Byars*  
Susan E. Byars, University Registrar

This official transcript is printed on SCRIP-SAFE paper and does not require a raised seal. The paper is blue in color and the name of the institution and the word COPY appears if photocopied. An official signature is black with a blue background. Reject document if signature is distorted.



Fall 2010-2011  
PA 605 001 LINGUISTICS & LANGUAGE TEACH 3.0 3.0 A 12.0  
DUC 650 005 SUPERVISED PRAC TCH EDU I 6.0 6.0 A 24.0  
DUC 652 005 APP CLASSROOM PRAC MODULES I 2.0 2.0 A 8.0  
CRED ATT 11.00  
CRED COMP 11.00  
GPA 4.000

Spring 2010-2011  
DUC 653 005 APP CLASSROOM PRAC MODULES II 1.0 1.0 A 4.0  
DUC 651 005 SUPERVISED PRAC TCH ED II 6.0 6.0 A 24.0  
CRED ATT 7.00  
CRED COMP 7.00  
GPA 4.000

Fall 2011-2012  
DF 610 302 ADV HUM GR & DEV 3.0 3.0 A 12.0  
DSE 634 301 SEC SCH CURRICULUM 3.0 3.0 A 12.0  
DSE 633 301 EFFECT CLASSROOM INSTRUCT 3.0 3.0 A 12.0  
CRED ATT 9.00  
CRED COMP 9.00  
GPA 4.000

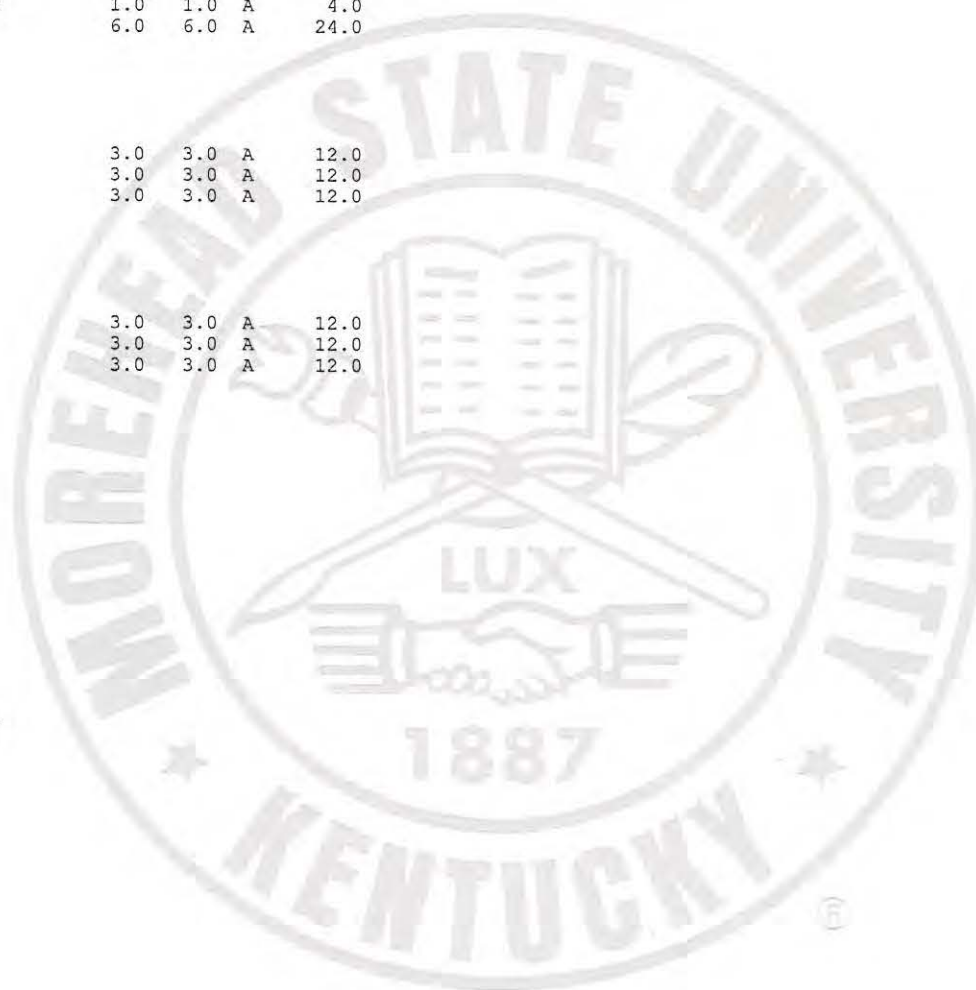
Spring 2011-2012  
PA 603 001 ADVANCED SPANISH GRAMMAR 3.0 3.0 A 12.0  
DEL 677 204 READ IN CONT AREAS 3.0 3.0 A 12.0  
DSP 601 301 SUR OF EXCEPT CHILD 3.0 3.0 A 12.0  
CRED ATT 9.00  
CRED COMP 9.00  
GPA 4.000

Spring 2011-2012  
Degree Awarded: 05/12/12  
----Degree-----  
MASTER OF ARTS TEACHING  
MAT SPANISH

MSU CRED ATT 36.00  
MSU CRED COMP 36.00  
MSU GPA 4.000

TOT CRED COMP 36.00

\*\* End of official record \*\*



*Kerry Murphy*  
Morehead State University  
Registrar



# State of Florida Department of Education

## EDUCATOR CERTIFICATE

*This Certifies That*

**JASON LEE ADAMS**

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

PROFESSIONAL  
PROFESSIONAL

WORLD LANGUAGE - SPANISH  
EDUCATIONAL LEADERSHIP

GRADES K-12  
ALL LEVELS

07/01/2015 - 06/30/2030  
10/25/2019 - 06/30/2030

Department of Education Number 1275951

Paul O. Burns  
Chancellor of Public Schools

3295655

Manny Diaz, Jr.  
Commissioner of Education

Issued: November 01, 2024

