


Dale P. Lynch, Ed. D
Superintendent
Hamblen County School System



To: Knoxville Board of Education

Please consider this an application for the Knox County Superintendent of Schools' position. In addition to this letter of application, I have completed the online application, attached a current resume, and provided additional references.

Currently, I am serving as Superintendent of Schools in the Hamblen County School System in Morristown, Tennessee. My tenure in Hamblen County began as the Superintendent in 2001 after spending the previous seven years in Elizabethton as both Assistant Superintendent and Superintendent. Prior to my work in Elizabethton, I served in Washington County, Tennessee as an administrator, a middle school teacher, and a high school teacher and coach.

Serving as Superintendent in the Hamblen County School System has been extremely rewarding. The teamwork and collaboration of our entire community has allowed our school district to provide many programs of excellence while meeting the needs of all students. These programs are recognized for their quality and impact on student achievement at the state and national level.

Though I have spent almost three decades in public education, my passion has never been greater to advocate for the teachers and students of Tennessee. My work has extended beyond the borders of my previous school districts. I have thoroughly enjoyed my work with the Tennessee Organization of School Superintendents and the Tennessee School Boards Association. I continue to serve as a mentor to new Superintendents through the Learning and Leadership By Design program. In addition, my work with TSBA and TOSS to provide training for new Board of Education members and new Superintendents in Tennessee has been extremely rewarding. My focus with

these organizations has centered on building effective relationships between school boards and directors, which ultimately leads to a higher quality and more effective school system.

It is my hope and desire through this application and resume process that you may see my experiences as strengths to consider as you make decisions concerning the partnership with your next superintendent.

DALE P. LYNCH
DIRECTOR OF SCHOOLS
HAMBLEN COUNTY DEPARTMENT OF EDUCATION



PROFESSIONAL EXPERIENCE

ADMINISTRATION AND SUPERVISION:

2001 to present	Director of Schools, Hamblen County Department of Education
2012 to 2013	President, Tennessee Organization of School Superintendents
2000 to 2001	Director of Schools, Elizabethton City Schools
1995 to 2000	Assistant Director of Schools, Supervisor of Instruction Elizabethton City Schools
1994 to 1995	Assistant Principal, Jonesborough Middle School Washington County Schools
	Residency for Doctoral Program Dobyns Bennett High School; Sulphur Springs Elementary School

TEACHING:

Presenter, 2016-17 TSBA Board and Superintendent Relations
Presenter, 2016-17 TOSS/TDOE New Superintendent Training
Presenter, 2015 Niswonger Rural Summit
Presenter, 2015 Tennessee School Boards Assoc., Connecting Teachers with the Workforce,
Presenter, 2014 Leadership Tennessee
Presenter, 2014 College Board Regional Forum on Advanced Placement
Presenter, SCORE 2013 Leadership Summit, Building a Community of Excellence
Presenter, Niswonger Leadership Symposium
Trainer, Tennessee Department of Education, Positive Attitudes in Tennessee Schools
Presenter, NSBA Southern Region Conference, Challenges Facing Rural Districts
Guest Lecturer, Special Programs, and Advocacy:
Tennessee School Boards Association, School Board & Superintendent Relations
Public Education & Tennessee Reform, new members of General Assembly
Tennessee Department of Education, Prospective Superintendents Academy
Walters State Community College, Morristown
University of Tennessee, Knoxville
Carson-Newman College, Jefferson City

Northeast State University, Johnson City
Milligan College, Johnson City
East Tennessee State University, Johnson City
Tennessee Technological Center, Elizabethton
Tusculum College, Greeneville
Instructional Leadership, Graduate Level, East Tennessee State University
Human Resources Management, Graduate Level, East Tennessee State University
Economics, Business, Personal Computing, Science; David Crockett High School
Economics, Business, Personal Computing, Science; Jonesborough Middle School

EDUCATION

1979 to 1983	Gate City High School, Gate City, Virginia
1983 to 1987	Bachelor of Science in Business Administration Milligan College, Johnson City, Tennessee
1987 to 1992	Master of Education, Supervision and Administration East Tennessee State University, Johnson City, Tennessee
1993 to 1997	Doctorate of Education, Educational Leadership & Policy Analysis East Tennessee State University, Johnson City, Tennessee

PROFESSIONAL ORGANIZATIONS

Tennessee Department of Education Accountability Waiver Committee
State Collaboration on Reforming Education (SCORE)
Tennessee Organization of School Superintendents (TOSS) Board
Niswonger Education Foundation
State of Tennessee CEO Advisory Committee
Tennessee P-20 Technology Mobilization
Character Counts! Regional Advisory Board
Tennessee Board of Regents Strategic Planning and Best Practices
American Association of School Administrators, Tennessee Delegate
East Tennessee State University Student Teacher Advisory Committee
Mountain States Health Alliance Hospital Board Staff Credentials Committee
Upper East Tennessee Educational Cooperative Executive Committee
Tennessee Department of Education Disciplinary Hearing Committee
East Tennessee State University ELPA Doctoral Screening Committee
Milligan College President's Executive Council
Kappa Delta Pi, International Honor Society in Education
Tusculum College President's Advisory Council

RECOGNITION

TSBA Award for Excellence... Work Ethic Diploma of Distinction
2014 Tennessee Superintendent of the Year
Feature article in *Ed Tech*, "Common Core – So Far, So Good"
Feature article in *American School Board Journal*
"Pathways to the Prize" Virtual Convening
East Tennessee State University College of Education Hall of Fame
Tennessee Legislature New Policymakers Orientation
Lean Six Sigma Certification
President, Tennessee Organization of School Superintendents
National Blue Ribbon School Award, John Hay Elementary
National Blue Ribbon School Award, Morristown East High
National Blue Ribbon School Award, Morristown West High
Advanced Placement Honor District
State Collaborative on Reforming Education (SCORE), District of the Year
Tennessee School Boards Association School Board of the Year
National School Boards Association "20 To Watch" Educational Leaders
eSchool News Tech-Savvy National Superintendents Award
Education Week Spotlight on Educational Excellence
U. S. News & World Report America's Best High Schools
Newsweek America's Best High Schools
Washington Post Best High Schools
Tennessee Department of Education Appointment, Leadership and Learning by Design
Nominee, Center for Quality Leadership's School Research Nexus
Tennessee Secondary School Athletic Association A. F. Bridges Award
Tennessee School Boards Association Award of Excellence for Professional Development
Tennessee Board of Regents Teacher Education Redesign Committee
Ohio State University National Academy for Superintendents
Lincoln Memorial University Education Advisory Council

GRANT WRITING EXPERIENCE

Tennessee Labor Education Alignment Program (LEAP)
Tennessee First To The Top
Innovation in Education (I-3)
Qualified School Construction Bonds (QSCAB)
Mobile Music Laboratory
Early Childhood Center
Safe and Drug Free Schools
School Counseling Enhancement
School Renovation and Technology Enhancement
International Center / English Language Acquisition
Community Connectivity Laboratory

Homeless Education Program
Extended Contract Program
Student Writing Center
Arts Building Communities

COMMUNITY INVOLVEMENT

Kiwanis Club
First Baptist Church of Morristown
Morristown Chamber of Commerce Board of Directors
Morristown Chamber of Commerce Industrial Development Board
Morristown-Hamblen Hospital Nominating Committee
Hamblen County Health Council Executive Board
Morristown-Hamblen Hospital Advisory Board
Economic Development Commission
Housing Development Board of Directors
Youth Emergency Shelter Board of Directors
Fellowship of Christian Athletes Board of Directors
East Tennessee State University Teacher Advisory Committee
Mountain States Hospital Board of Directors
Family Resource Center Board of Directors
United Way Board of Directors
Red Cross Board of Directors

References for Dale Lynch

Dr. Gary Lilly, Director of Schools [REDACTED]
Bristol City Schools

[REDACTED]
[REDACTED]
[REDACTED]

Rob Britt, Director of Schools [REDACTED]
Blount County Schools

[REDACTED]
[REDACTED]

Dr. David Snowden, Director of Schools [REDACTED]
Franklin Special Schools

[REDACTED]
[REDACTED]
[REDACTED]

Dr. Jeff Moorhouse, Director of Schools [REDACTED]
Greeneville City Schools

[REDACTED]
[REDACTED]
[REDACTED]

Dr. Wanda Shelton, Assistant Director TOSS [REDACTED]
Associate Leadership Institute, TOSS

[REDACTED]
[REDACTED]
[REDACTED]

Wayne Miller, Director of TOSS [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

Dr. Dan Lawson, Director of Schools [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]