

David T. Sovine, Ed.D.

**116 Sequoia Drive
Winchester, VA 22602
540.327.9623**

Summary of Experiences



Proven instructional leader with over 31 years of experience in public education, committed to student achievement, excellence in operations, and a focus on providing authentic, inspiring learning experiences for all students. A highly dedicated and relational leader with rich experiences in engaging diverse groups of stakeholders in developing and executing innovative initiatives for the school division and benefit of the greater community. A broad and comprehensive level of oversight as superintendent in Frederick County Public Schools, an innovative and growing school division with over 14,000 students, 21 schools and programs, over 2,300 employees, and a budget of over \$230 million.

Notable Achievements as Superintendent

- 2018 Finalist for Virginia State Superintendent of the Year
- 2018 Virginia Department of Education's Region IV Superintendent of the Year
- 2017 Northern Shenandoah Valley United Way Volunteer of the Year
- 2016 Project Tomorrow Speak Up Outstanding Superintendent Award (one of 20 school superintendents in the nation recognized for innovative leadership)
- 2016 Bright Futures USA Community Champion Award
- Achieved 2018 NICHE Top 25 Best School Districts in Virginia Ranking
- Achieved on-time graduation rate of nearly 95%
- Virginia Department of Education's Virginia Tiered Systems of Supports Leadership Award; Distinction in Implementation of Leadership Team
- All FCPS schools are fully accredited, meeting or exceeding all state and federal standards
- Frederick school division's energy conservation efforts have been recognized for ten consecutive years with a Platinum Level Award in the Green Schools Challenge
- Virginia Association of School Business Officials (VASBO) presented Frederick school division with a Meritorious Budget Award for the ninth consecutive year
- FCPS 101 Community Engagement Program was created and received a 2018 Golden Achievement Award from the National School Public Relations Association (NSPRA)

Education

University of Virginia, Virginia, Ed.D.
Educational Administration and Supervision

Virginia Commonwealth University, Virginia, M.A.
Educational Administration

West Virginia Institute of Technology, West Virginia, B.S.
Physical Education

Virginia Certifications

Superintendent, high school and middle school principal, physical education K-12

Professional Experience

Superintendent

Frederick County Public Schools, Frederick County, VA

July 2011 – Present

- Led collaborative community effort to develop the school division's updated 2019-2025 strategic plan Inspire 2025: A Promise for Progress
- All FCPS schools are fully accredited, meeting or exceeding all state and federal standards
- Received Top 25 ranking in 2018 Niche list of Best School Districts in Virginia
- Achieved an all-time high on-time graduation rate of nearly 95%
- Established the FCPS Equity Task Force and launched a division-wide equity initiative
- Nearly doubled Dual Enrollment participation from 2011 to 2021
- Increased Advanced Placement enrollment by 157% from 2011 to 2021
- Increased Industry Certifications earned by 187% from 2011 to 2021
- Expanded career and technical education course offerings and implemented a work-based learning/workforce development program utilizing community partnerships
- Implemented VPI+ pilot preschool program and sustained the program to serve at-risk four-year-olds
- Implemented full-day kindergarten divisionwide
- Recognized nine consecutive years with a Meritorious Budget Award from the Virginia Association of School Business Officials
- Implemented the Virginia Tiered Systems of Supports (VTSS) and received the Virginia Department of Education VTSS Leadership Award
- Implemented an instructional coaching model to support high-quality instruction
- Implemented a 1:1 Chromebook initiative equipping all students in grades K-12 with Chromebooks
- Developed and implemented a health and medical sciences career cluster in career and technical education
- Promoted community engagement through the use of project advocate groups for new construction projects and the creation of the FCPS 101 Community Engagement Program which received a 2018 Golden Achievement Award from the National School Public Relations Association
- Constructed and opened the replacement Frederick County Middle School in 2016
- Constructed and opened the 12th elementary school in August of 2020
- Purchased land for the fourth high school and secured funding for the design of the fourth high school
- Secured funding and initiated the construction process for the replacement Robert E. Aylor Middle School project which opened in August of 2021

Executive Director of K-12 Curriculum & Instruction and Secondary Education

Spotsylvania County Public Schools, Spotsylvania, VA

July 2009 – June 2011

- Revised K-12 curriculum maps to include embedded 21st Century strategies
- Organized dropout prevention committee designed to enhance the division's process for improving the on-time graduation rate

- Piloted alternative schedules to provide student interventions/remediation during the school day
- Earned full accreditation status at all 12 secondary schools
- Led a study of options for alternative scheduling in order to provide ongoing student interventions during the school day at the secondary level
- Provided leadership and direction to the division's 10-point grading scale and middle school scheduling committees

Principal

Monacan High School, Chesterfield County, VA

July 2005 – June 2009

- Achieved full state accreditation for four consecutive years
- Met “No Child Left Behind” Adequate Yearly Progress benchmark for the first time in the school's history
- Maintained AYP status for three consecutive years
- Recognized by Newsweek Magazine as one of the best public high schools nationwide for two consecutive years
- Secured Virginia Advanced Study Strategies grant
- Increased Advanced Placement course enrollment from 7.98% in the 2004-2005 school year to 17.43% in the 2006-2007 school year
- Decreased school safety violations by 34% (2004-2007)
- Implemented High Schools That Work initiative, including school-wide literacy plan, advisor/advisee program, and extra help program
- Restructured building level staff development training and SIP process
- Revised ninth grade transition program

Principal

Midlothian Middle School, Chesterfield County, VA

July 2004 – June 2005

- Achieved full state accreditation
- Met “No Child Left Behind” Adequate Yearly Progress benchmark
- Exceeded county and state level average SOL scores (95% plus pass rate in all four core subject areas)
- Implemented quarterly “core values” recognition program
- Created quarterly student academic recognition program
- Revised school improvement process

Principal

Falling Creek Middle School, Chesterfield County, VA

July 2001 – June 2004

- Achieved full state accreditation for first time in school's history
- Maintained full state accreditation for three consecutive years
- Met “No Child Left Behind” Adequate Yearly Progress benchmark for first time in school's history
- Organized Boys & Girls Club after-school program (average daily attendance of 150 students)
- Implemented Title I school-wide reading and math program
- Created summer bridge remediation program attended by 400 students
- Developed quarterly student recognition program
- Restructured school-level and team discipline matrices
- Reduced school's disciplinary infractions from the highest ranking of the county's twelve middle schools to one of the five lowest
- Revised sixth grade transition program

Assistant Principal

Monacan High School, Chesterfield County, VA
1998 – 2001

Assistant Principal

Spotsylvania High School, Spotsylvania County, VA
1997 – 1998

Assistant Principal

Elmont Elementary School, Hanover County, VA
1995 – 1997

Assistant Principal

King William High School, King William County, VA
1994 – 1995

Health and Physical Education Teacher

Manchester Middle School, Chesterfield County, VA
1992 – 1994

Physical Education Teacher

Harrowgate Elementary School, Chesterfield County, VA
1990 – 1992

Adjunct Experiences

Regional Coordinator for James Madison University Educational Leadership Program
July 2018 – Present

Adjunct Professor for James Madison University
School Finance and School Law
2013 – Present

Professional Activities

- Presenter: “Assessment for Learning: Bright Spots from Virginia,” Virginia School Boards Association Annual Convention, November 2019
- Panelist: “Producing Innovative, Entrepreneurial, and Well-Rounded Students,” Virginia Chamber of Commerce 2019 Education and Workforce Conference, October 2019
- Panelist: “Purposeful Partnerships: Comprehensive Work-Based Learning Program/Talent Acquisition through Meaningful Partnerships,” Shenandoah Valley 2019 Annual Business Forum, September 2019
- Presentation: “FCPS 101: An Effective Program to Engage Stakeholders and Develop Public School Advocates,” NSPRA 2019 National Seminar, July 2019
- Panelist: “Assessment for Learning: Bright Spots from Virginia,” NSBA Annual Conference, April 2019
- Presentation: “FCPS 101 Community Engagement,” VSBA Annual Convention, November 2018
- Keynote Presentation: “Frederick County Public Schools Preschool Journey,” Virginia Preschool Initiative (VPI+) Leadership Academy, April 2018
- Panelist: “Addressing Virginia’s High Needs Schools’ Shortage through Sustainably Funded Teacher Residency Programs,” Virginia Commonwealth University School of Education Teacher Shortage Symposium, January 2018

- Panelist: “About Project Tomorrow and Speak Up,” Congressional Briefing in Washington, D.C., September 2017
- Presentation: “Engaging Stakeholders Drive Positive Change,” Region IV Superintendents of Virginia Annual Retreat, September 2017
- Presentation: “Creating the Workforce of Tomorrow through Partnerships,” Top of Virginia Regional Chamber/Winchester SHRUM Chapter Event, January 2017
- Presentation: “Purpose of Business and Education Summit,” Top of Virginia Regional Chamber Business and Education Summit, April 2016
- Panelist: “Examples of a BBA in Practice, Lessons Learned, and Community Voice,” Economic Policy Institute’s Broader, Bolder Approach to Education Relaunch Event on Capitol Hill, February 2016
- Panelist: “Emerging Trends in Health Care & Insurance,” Virginia Business Coalition on Health Forum, October 2015
- Panelist: “FCPS Alternative Assessment Journey,” VASS/VASCD/VDOE/VSUP co-sponsored Alternative Assessments Summit, October 2015
- Keynote Presentation: “FCPS Google Journey,” Google for Education Leadership Symposium hosted by Frederick County Public Schools, April 2015
- Panelist: “Who’s With Me-How to Get Community Buy-in,” VSBA Hot Topic Conference on School Design and Construction, April 2015
- Presentation: “Creating Bright Futures by Better Connecting Schools with the Community,” VSBA Annual Conference on Education, July 2014
- Presentation: “Middle School: All for One and One for All,” VSBA Annual Convention, November 2013
- Participant: Cambridge Strategic Planning Institute Workshop, Reston, VA, October 2013
- Panelist: “Improving Graduation Rates Through Online Learning,” VASS Virtual Schools Virginia Conference, March 2011
- Guest Lecturer: “Qualitative Research,” Virginia Tech Doctoral Cohort, Spring 2011
- Guest Lecturer: “Professional Learning Communities,” UVA Graduate Cohort, Fall 2010
- Certified Trainer: “Poverty Awareness Modules and Effective Instructional Strategies,” Ruby Payne Poverty Awareness Program, 2009
- Presentation: “Online Learning Structures at the High School Level,” Virginia Educational Technology Conference, 2009
- Presentation: “Alternative Scheduling Options to Provide Ongoing Instructional Student Supports During the School Day,” Governor’s Conference on Education, 2009
- Presentation: “Extra Help Program,” National HSTW Conference, 2009
- Guest Lecturer: “Student Mentor Program,” UVA Graduate Seminar, 2009
- Presenter: “Extra Help and Student Mentor Program,” National ACTE Conference, 2008
- Presentation: “Effective Communication Strategies,” Hanover Instructional Leadership Conference, 2008
- Presentation: “High Schools That Work Initiatives,” Metropolitan Educational Research Consortium, 2007
- Presenter/Planner: School Level Instructional Inservices, 2001-2009
- Presenter: Chesterfield County Principal Preparation Program, 2001-2005
- Participant: Chesterfield County Curriculum Academy, 2001-2007
- Participant: Chesterfield County Leadership Retreat, 1998-2004
- Participant: Chesterfield Informational Technology Expo, 2002-2006
- Participant in Training: School Renewal, Clinical Supervision, Writing to Read, Assertive Discipline, and Special Education Law, 1995-1997
- Participant: Central Virginia Leadership Academy, 1994
- Participant: Chesterfield County Principal Preparation Program, 1993-1994

Awards, Honors, and Achievements

- 2018 Finalist for Virginia State Superintendent of the Year
- 2018 Virginia Department of Education's Region IV Superintendent of the Year
- 2017 Northern Shenandoah Valley United Way Volunteer of the Year
- 2016 Project Tomorrow Speak Up Outstanding Superintendent Award (one of 20 school superintendents in the nation recognized for innovative leadership)
- 2016 Bright Futures USA Community Champion Award
- 2009 R.E.B. Distinguished Educational Leadership Award
- 2003 Finalist for Virginia Principal of the Year
- 1991 National Sallie Mae First-Year Teacher Award
- Summa Cum Laude, Virginia Commonwealth University
- Cum Laude, West Virginia Institute of Technology
- Alpha Chi National Honor Scholarship Society

Associations

- Virginia Superintendents Leadership Academy, Executive Coach (July 2020-present)
- National School Public Relations Association (NSPRA), Vice President at Large-Superintendent of Schools (October 2019-September 2021)
- Virginia Association of School Superintendents (VASS), Board of Directors (July 2018-present); Legislative Chair (July 2017-present); Legislative Committee (2014-present)
- American Association of School Administrators (AASA), Governing Board Member (July 2017-June 2020)
- Bright Futures USA Board of Directors (July 2016-present)
- Washington Area Schools Study Council (WASSC) (2015-present)
- Virginia Statewide K12 Education Advisory Council (2014-present)
- Bright Futures-Frederick County/Winchester Board of Directors (2014-present)
- Winchester Medical Center Foundation Board of Trustees (2013-present)
- Mountain Vista Governor's School Governing Board (2011-present); Executive Superintendent (2012-2015; and 2020-present)
- Frederick County Educational Foundation Board of Directors (2011-present)
- Northern Shenandoah Valley United Way Board of Directors (2011-2015); Chairman (2014-2015)
- Winchester/Frederick County Youth Development Center Board of Directors (2011-present)
- Winchester Rotary Club Member (2011-present); Board of Directors (June 2021-present)
- Virginia School Boards Association (VSBA)
- Association for Supervision and Curriculum Development (ASCD)
- National Association of School Superintendents (NASS)
- National Association of Secondary School Principals (NASSP)
- Phi Delta Kappa International (PDK)
- EdLeader21/Battelle for Kids