

RESUME

Bettye D. Hyle
1810 Hoot Owl Hill Loop
Tallahassee, Florida 32317
Home 850/656-8582 Work 850/245-7851

PROFILE:

More than 35 years of progressively responsible achievement in organizational development, communications, leadership, management, and personnel resource development. Enthusiastic, highly motivated and self-confident in dealing with a wide variety of people. Extensive successful experiences devoted to facilitation of conflict resolution, problem solving and policy development and strategic planning. Committed to providing a climate for positive change.

EDUCATION: M.S.E.; Mental Retardation, Arkansas State University 1967 B.S.E.; Elementary Education/Special Education, Arkansas State University 1963

CERTIFICATION: Administration and Supervision; Mental Retardation

POSITIONS HELD:

Project Team Leader, Student Support Services/Shared Services Network Projects,
University of South Florida, 1997-Present
Project Director, Shared Services Network Resource Center - Institute for School Reform,
University of South Florida, 1996-1997
Educational Consultant: Florida Developmental Disabilities Council, November 1995-May
1996
Adjunct Instructor, Florida State University, January 1996-May 1996
Bureau Chief, Florida Department of Education; Division of Public Schools, Bureau of
Student Services and Exceptional Education, Tallahassee, Florida, 1992-1995
Adjunct Instructor, University of Central Florida, Orlando, Florida, 1990-91, Florida State
University 1996
Director of Exceptional Education, Orange County, Florida, 1981-1992
Principal, Exceptional Education Center, Orange County, Florida, 1976-1981
Project Administrator for Program Development for Profoundly Mentally Handicapped,
Orange County, Florida, 1975-1976
Federal Funds Coordinator, Batesville, Arkansas, 1970-1971
Teacher, 1963-1992 various locations including: North Little Rock, Arkansas; Cocoa,
Florida; Blytheville, Arkansas; Batesville, Arkansas; Harrisburg, Arkansas; Orlando,
Florida

ADMINISTRATIVE SKILLS AND EXPERIENCE:

PROJECT TEAM LEADER, Student Support Services and Resource Center Project UNIVERSITY OF SOUTH FLORIDA, 1996-PRESENT

- Provide leadership for overall facilitation of project initiatives including the coordination of staff schedules and activities
- Serve as liaison between project and Florida Department of Education.
- Overall project management and facilitation of the Shared Services Network Resource Center project/ include the facilitation of the development of training modules and materials for schools and communities involved in collaborative initiatives. 1996-2008

- Development of presentations and providing direct technical assistance to the current SSN districts as well as those interested in the collaboration way of work is a primary responsibility. 1996-2008
- FLDOE Contact for 504 Technical Assistance

CONSULTANT, 1996-97

- To various school districts regarding issues of special needs students/ 504, ESE litigation and due process, referral and placement, management organization and quality teams
- To Leon County Schools and the Florida Alliance for Assistive Technology, 1996
- Co-authored position paper on Assistive Technology in Education for Florida, 1995

EDUCATIONAL CONSULTANT, FLORIDA DEVELOPMENTAL DISABILITIES COUNCIL, NOVEMBER 1995-MAY 1996

- Provide staff support to the Employment Task Force and Supported Employment Advisory Council

ADJUNCT PROFESSOR, FLORIDA STATE UNIVERSITY, JANUARY 1996-MAY 1996

- Co-taught "Introduction to ESE"

STATE DIRECTOR OF EXCEPTIONAL EDUCATION AND STUDENT SERVICES; FLORIDA, 1992-1995

- Provided leadership and vision for the direction of exceptional education in the fourth largest state in the nation
- Supervised the daily management of federal budgets, totaling more than 105 million dollars and involving more than 160 projects
- Supervised more than 70 staff (professional, support, and technical)
- Provided leadership for the development of the Strategic Plan for Exceptional Students involving more than 400 parents, professionals, and advocates from around the state. Provided front line marketing to establish the plan, to create the alliance necessary to implement, and to actualize the objectives. This plan serves as a model for other state efforts in strategic planning across the nation
- Organized a division-wide seminar on reform and student outcomes
- Initiated and carried out on-going forums with Vocational Rehabilitation/ HRS Developmental Services, Department of Juvenile Justice, Board of Regents, and other department divisions in order to identify issues and develop consensus
- Directed the initial redesign and simplification of the Florida's educational finance process for exceptional education.
- Supervised the establishment of an alternative assessment process for exceptional students
- Provided leadership for the establishment of a process to include greater numbers of under-represented populations within school district s' gifted programs
- Directed the establishment of regional partnerships for Personnel Development between universities and school districts in order to create local issue identification and a problem solving process
- Provided for mediation training and a process to be utilized by districts and parents
- Directed semi-annual statewide meetings for District Administrators of Student Services and Exceptional Education for the purpose of training and information sharing
- Established a Speakers' Bureau utilizing teachers throughout the State for the purpose of encouraging persons to enter the field of exceptional education

- Initiated, in cooperation with the University of South, the Vision 2000 Conference on Special Education, inviting researchers and practitioners in collaborative planning. Tampa, 1994
- Managed the Florida State Employees Charitable Campaign for the Division of Public Schools 1994
- Provided continuing assistance and information to school districts on recent federal interpretations, programmatic design, and administrative issues
- Served as liaison to the federal government regarding issues related to persons with disabilities
- Established a partnership with the National Council for Exceptional Children and the states of Michigan, Virginia, and Florida to develop a Speakers Bureau for recruitment of teachers
- Provided leadership in the development of alternative teacher training models, allowing school districts to provide an alternative method of certifying teachers
- Reorganized the Bureau into quality teams with the focus on the implementation of the Strategic Plan and Section Plans
- Provided leadership on the Division of Public Schools Division Leadership Team
- Collaborated with the Coalition for Exceptional Students to influence legislative and administrative policy

DIRECTOR OF EXCEPTIONAL EDUCATION: ORANGE COUNTY, FLORIDA, 1981-1992

- Responsible for the development and oversight of all programs serving exceptional students in the fifth largest school district in Florida
- Provided supervision for 30+ staff (professional and support)
- Supervised the development, delivery and evaluation of training for 800+ staff in the district
- Served as chair for the Florida Diagnostic and Learning Resources System and assisted in the planning of program support services for a five county region
- Mediated and provided techniques for conflict resolution for staff in working with parents and schools
- Participated in problem-solving regarding personnel concerns that require the involvement of legal staff
- Provided supervision for the planning and day-to-day operation of district internal budgets and a federal budget of more than five million dollars
- Initiated innovative projects and provided direct training to staff for implementation

PRINCIPAL: ORANGE COUNTY, FLORIDA, 1976-1981

- Developed procedures and training requirements for new and existing staff, supervised the delivery of the training modules, and evaluated the results
- Provided consultation to the state department of education regarding training skills required for staff that provides services to the population of children in the school
- Managed school budget and provided direction for the ordering and dispensing of supplies and equipment
- Supervised and evaluated 80+ staff on an annual basis
- Worked with parent groups and community business partners to gain resources for the school
- Interviewed and recommended personnel appointments for all staff at the school (teachers, aides, therapists, custodians, and secretarial)
- Developed a goal setting process by assessing needs and establishing priorities for the

school

PROJECT ADMINISTRATOR: ORANGE COUNTY, FLORIDA, 1975-76

- Responsible for the development of the project to develop programs for serving students who were profoundly mentally handicapped and provide implementation for a tri-county area
- Supervised, trained, and evaluated teachers, aides, and therapists in home delivery of services to young people with profound disabilities
- Successfully developed and promoted plan for the initiation of a school program

FEDERAL FUNDS COORDINATOR: BATESVILLE, ARKANSAS, 1970-71

- Developed and provided oversight and fiscal management of federal funds for the school district
- Evaluated impact of projects and implemented revisions

ORGANIZATIONS AND COUNCILS

- International Council for Exceptional Children- Florida State Federation, President 1988-89
- Florida Federation Council for Exceptional Children, Advisor, 1992-1996
- Florida Council for Administrators of Special Education
- Florida PTA- Lifetime member
- Florida Association of School Administrators Association for Retarded Citizens
- University of South Florida External Advisory Committee 1990-1992
- Florida Developmental Disabilities Council 1992-95
- Florida Mental Health Planning Council 1992-95
- Florida Coordinating Council on the Americans with Disabilities Act 1992-95
- State Transition Policy Board 1993-98 chair, 1996-97
- Florida Mental Health Institute Board 1992-95
- Supported Employment Task Force
- Career Blueprint Advisory Committee
- National Association for State Directors of Special Education 1992-95
- 7-PAK, (seven largest states) Directors of Special Education 1992-95
- Florida Association of Student Services Administrators
- Florida's Implementation Team for Interagency Agreement for Children in Foster Care
- Governor's Suicide Prevention Council
- Bureau of Exceptional Education and Student Services representative to KidCare Council
- State Compact Council on Interstate Educational Opportunity for Military Children

PRESENTATIONS: 1993-Present

NATIONAL

- "Shared Services- Florida's Plan for Collaboration" National Drop Out Prevention Conference/ New Orleans
- "Inclusion and the Community's Responsibility" and "Change Process and Public Schools", Minot State University, Minot, ND
- "Parent-School Partnerships", General Session Panel Presentation
- International Council for Exceptional Children Annual Conference, Orlando, FL
- "System for Collaboration for Teachers of Severely Emotionally Disturbed", International Council for Exceptional Children, Atlanta, GA
- "Re-authorization of IDEA", (Panel) National Association of State Directors of Special Education Annual Conference, Little Rock, AR

- “Project TREE, Technology in Florida”, National Council for Education for Exceptional Children, Indianapolis, IN
- “Florida’s Assessment System for Exceptional Students”, International CEC, Denver, CO
- “School Discipline”, Project Forum, Alexandria, Virginia
- “Transition Services in Florida”, National Association of State Directors of Special Education, Grand Rapids, MI
- “Change Process and Strategic Planning for Teachers of Tomorrow”, (Keynote) Teacher Education Division, Council for Exceptional Children National Conference, Orlando, FL
- “Legal Stresses Among Us”/ Legal Issues in Special Education, Miami, FL
- “Assistive Technology - Planning for Your State”, Albuquerque, NM
- “Stress Management, Are you Managing?” Dallas- Carrollton-Farmer’s Branch School District

STATE

- “The Perfect System - Does it Exist?” School-to-Work Transition Conference, Indian River Community College
- “Assistive Technology in Education”, Statewide Assistive Technology Conference, Orlando, FL
- “Recruitment and Retention of Quality Personnel”, Florida Council for Exceptional Children Annual Leadership Seminar, St. Petersburg, FL
- “Change and the Perfect System”, Dade County Mainstream Personnel of the Year Awards Dinner, Miami, FL
- “Strategic Planning and Transition Services”, State Transition Advisory Board
- “Strategic Planning and Front Line Advocates”/ (Keynote) Florida Professional Association of Staffing Specialists, Bradenton, FL
- “Communication, the Key to a Partnership between Parents and Schools”, State Parent Training Project Session, Tampa, FL
- “To Be the Best”, (Keynote) Orange County Council for Exceptional Children, Teacher of the Year Ceremonies, Orlando, FL
- “Strategic Planning/Change Process and You”, State CEC Leadership Conference, Panama City, FL
- “Your Role in School Improvement”, (Keynote) Florida Association of School Psychologists State Meeting, Miami, FL
- “Assistive Technology - Access to Inclusive Settings”, Florida Assistive Technology Conference, Tampa, FL
- “Moving Toward More Inclusive Settings”, Florida Inclusion Conference/ Daytona Beach, FL
- “Partnership for Change”, Hillsborough Teachers, Tampa, FL
- “Strategic Planning, It’s Not an Event”, Florida Association of Exceptional School Administrators, Tallahassee, FL
- “You Can Make a Difference”, Mental Health Linking Forces, Miami, FL
- “Strategic Planning and Blueprint 2000”, Pinellas County District Staff, Clearwater, FL
- “Working Together - True Partnerships”, Family Network on Disabilities Conference, San Destin, FL
- “Student Services: Key to Success for Schools”, (Keynote) Florida Association of Student Services Administrators, St. Petersburg, FL
- “How to Include At-Risk Students in School Improvement Plans”, Seminar for Orange County School Advisory Councils, Orlando, FL
- “The Family and the School, Partnership Required”, Family Network on Disabilities, Tampa, FL
- “The DOE’s Assistance in Program Evaluation”, Brevard County Schools parent group,

Melbourne, FL

- “Florida’s State of the State”, 7-Pak (seven largest states) Tampa, FL
- “Strategic Plan”, Statewide Conference Pre-K, Tampa/ FL
- “Strategic Plan and Building the Alliance”, Developmental Disabilities Council, Orlando, FL
- “The Strategic Plan and Families” (Keynote) Family Network on Disabilities Statewide Conference, Clearwater, FL
- “The State of the State - Where do WE go from here?"/ State Advisory Committee, Tampa, FL
- “Strategic Planning and Inclusion - Your Proactive Stance”, Florida Association of School Administrators State Conference, Saddlebrook, FL
- “Change Agents - Trail Blazers”, Regional Meeting - select schools. Ft. Lauderdale, FL “Everything You Need to Know- Almost”- New Directors’ Training
- “How Shared Services Network “Way of Work” Will Work for Your Community”, Visions Conference/ Orlando
- “Issues for Consideration - Where We Agree to Agree”, Advocacy Center, Tallahassee, FL
- “I.D.E.A./ 504, and ADA, What Do They Mean to You”, District Staff Training, Okaloosa County, FL
- “State of the State for Exceptional Education, What it Means to the School Psychologist”, Florida Association of School Psychologists, Orlando, FL
- “Quality I.E.P. Development”, Collier County Schools
- “Shared Services Networks - Can it Work For You?” - Visions Conference, Orlando, FL
- “Becoming a Team”, St. Lucie County ESE and Student Services Departments
- “Hot Topics We Can’t Ignore!” Indian River County Administrative Staff
- “The Change Process and You”, St. Lucie County Administrative Team
- Provided various appearances in video productions and teleconference situations for training and information
- 504 trainings in various school districts and Administrator Management Meetings
- Foster Care focus in School Districts/ Interagency Agreement- Administrator Management Meeting