



Vicksburg Warren School District

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Liz D. Swinford, Ed.D.
Superintendent

Mrs. Debra Hullum
Asst. Superintendent

August 30, 2011

Dr. Daphne Buckley
MS Department of Education
PO Box 771
Jackson, MS 39205-0771

Dear Dr. Buckley,

The Vicksburg Warren School District is applying for the Mississippi School Administrator Program. We believe this program will help us in our goal of creating a diverse pool of administrative applicants to staff administrative vacancies.

At this time, our school district has 30 school based administrators. From this number, approximately 13 can choose to retire effective immediately as they meet the required criteria to do so. This number represents almost half of our school administrators. This is an alarming fact especially since we do not have a large pool of applicants to select from.

We recognize that there are individuals who meet the certification requirements for administrative certificates but are not necessarily the best matches for our school system. As such, we are in the process of creating a pool of candidates that will include teacher that VWSD has identified as teacher leaders within our school system who are interested in administrative careers in an attempt to grow our own. Our vision is to ensure that we can select administrative candidates from a well balanced pool of applicants to select from and achieve better matches for our schools as administrators choose to resign or retire.

Please let me know if you need more information.

Sincerely,


Dr. Liz Swinford, Superintendent
Vicksburg Warren School System