



Dr. Kermit E. Belcher

OBJECTIVE

To advance the DeKalb County School System as the Chief Information Officer, leveraging a demonstrated history of collaborative leadership and extensive experience. Committed to establishing a safe, secure, and reliable digital learning environment for students and staff, I have devoted my career to bridging the access and opportunity gap for all students. Eager to continue pursuing this passion for the DeKalb County School District.

EDUCATION

Morehead State University, Morehead, KY
College of Science and Technology

Doctorate of Education, Administrative Educational Leadership

Master of Science, Career and Technical Administration

Bachelor of Science, Technology Education

Rank I, Administration and Supervision; Certified Principal P-12

Superintendent Certification, Certified Superintendent P-12

WORK HISTORY

Deputy Chief Technology Officer

DeKalb County Public Schools, Stone Mountain GA
March 2024 - Present

Chief Information Officer

Jefferson County Public Schools, Louisville KY
June 2018 - Nov 2023

Assistant Superintendent / Chief Information Officer

Mason County Schools, Maysville, KY
August 2013 - 2018

Chief Information Officer

Mason County Schools, Maysville, KY
July 2001 - 2013

High School Technology Teacher/ Assistant Principal

Marion County Schools, Lebanon, KY
July 1996 - 2001

Experience

Deputy Chief Technology Officer DeKalb County Schools, Stone Mountain, GA

Chief Information Officer Jefferson County Public Schools, Louisville, KY

Successfully led Jefferson County Public Schools (JCPS) through the pandemic and beyond, guiding a comprehensive digital transformation. As the Chief Information Officer (CIO), my responsibilities included leading the Information Technology Team, which is composed of three branches: Integration, Innovation, and Information. The JCPS Information Technology Team prioritizes customer service to guarantee the implementation of technical systems for students, schools and staff. Ensuring a secure digital learning environment, robust network, coupled with technical support and equitable resources, established a foundation for closing the access and opportunity gap for students.

Everyone:1

In 2018 Jefferson County Public Schools had 12,800 mobile devices for students. At that time, one of my goals upon accepting the JCPS CIO position was to provide equity through access by ensuring all students received an instructional device. I'm proud to say that currently all 97,000 JCPS students have a Chromebook to enhance instruction.

- Created a shared responsibility model scaled across all JCPS schools, which resulted in a sustainable 1:1 program at the 30th largest school district in the nation.
- Created a *Digital Transformation Handbook* as a best practice guide for schools.
- Developed a life cycle management system based on a four year instructional device refresh cycle for students and staff.

Internet Access

While serving as JCPS CIO, we closed the digital divide for all JCPS students by partnering with T-Mobile on an innovative approach that provides connectivity to students anytime/anywhere. This collaboration led to one of the largest shared data plans by a school district in the nation leveraging LTE Chromebooks connected with T-Mobile 5G. As a result, JCPS students are able to extend learning opportunities beyond the school day with access to connected devices.

- Allocated 80,000 5G connected LTE Chromebooks to JCPS students.
- Leveraged E-Rate and Emergency Connectivity Funding to complete a \$33 million dollar network upgrade enhancing connectivity, telecommunications, and ease of access to mobile devices.
- Developed a business continuity and disaster recovery plan leveraging cloud technologies.
- Created a critical application and system dashboard for transparency and troubleshooting.
- Implemented a help desk solution to enhance ticketing and inventory management.

Digital Privacy, Safety, and Security

Providing a balanced approach to protect JCPS student and staff data privacy, while supporting instruction, and daily operations can be challenging. Education institutions across the nation are being targeted by cybersecurity attacks. As JCPS CIO, one of the top priorities of the JCPS IT Department is to protect students and staff from various cybersecurity threats.

- Created a dedicated cybersecurity team to mitigate risk.
- Adopted the National Institute of Standards and Technology (NIST) framework.
- Adopted policies and procedures to achieve IT objectives and guidelines.
- Led the state of Kentucky by proactively implementing two-factor authentication for staff.

Student Interactive Learning

Closing the access and opportunity gap is imperative to ensure that students have opportunities for success. During my tenure as JCPS CIO, all schools were provided equitable resources to support student interactive learning. These resources are essential to creating interactive, learner-centered classrooms for all JCPS students.

- Equipped all JCPS schools with digital content to enhance instruction.
- Implemented Audio Enhancement in all JCPS classrooms including voice amplification, safety notifications, paging and intercom system - \$33 million dollar project.
- Provided all JCPS classrooms with interactive panels to support student interactive learning - \$13 million dollar project
- Developed digital citizenship curriculum for JCPS students, staff, and families.

Assistant Superintendent **Mason County Schools, Maysville, KY**

- Coordinated Mason County Schools initiative in becoming the first district in Kentucky to offer a complete K-12 Project Lead the Way pipeline.
- Developed a graduate profile based on 21st Century Skills framework to ensure equity and deeper learning opportunities for all students.
- Collaborated with staff to implement the Leader in Me, a teacher and student leadership program based on Steven Covey's *Seven Habits of Highly Effective People*.
- Led instructional initiatives including deeper learning opportunities such as project based learning and graduate profile, vertical and horizontal curriculum alignment, focus on novice reduction and transitioned from MAP to iReady.
- Collectively managed a budget of \$27 million. Reviewed all purchase orders and payments, monitored trend data for the district's overall budget, and equalized school site based decision making council allocations.
- Constructed a \$4 million dollar STEAM Academy for Mason County High School students. Course offerings included Computer Science, Engineering, Agricultural and Medical pathways.

Chief Information Officer
Mason County Schools, Maysville, KY

- In 2012, Mason County was one of the first districts in the nation to provide 1:1 iPad instructional devices for students grade 9-12.
 - Published an iPad 1:1 Integration Guide available for download on Apple iTunes.
 - Applied for and received over \$3.4 million dollars from Erate for connectivity.
 - Implemented cybersecurity plans and systems, acceptable use policy, and digital citizenship for students and staff.
 - Provided Wi-Fi on school buses for students traveling to school and long range trips.
 - Intelligent classrooms - Purchased teacher laptops for all teachers, equipped classrooms with SMARTBoard interactive panels, sound systems, Apple TVs and projectors.
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Assistant Principal
Marion County Schools, Lebanon, KY

- Initiated requirement for all seniors to complete senior capstone projects by demonstrating understanding to a community panel.
 - Promoted positive school culture for students and teachers.
 - Worked continually to manage discipline, promote a safe and positive learning environment for all students.
 - Sponsored MCHS Student Ambassadors, a student-led group focused on making school improvement and valuing student voice.
 - Collaborated on various initiatives resulting in continuous improvement in student performance.
 - Conducted teacher evaluations, classroom walkthroughs, and planned professional development.
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High School Technology Teacher
Marion County Schools, Lebanon, KY

- Selected to Who's Who Among American Teachers.
- Incorporated classroom School-to-Work business initiative, project based learning, and performance based assessments.
- Computer Aided Drafting and Graphic Communications teacher.
- Site Based Decision Making Council Member.
- Certified Kentucky Teacher Internship Program Resource Teacher.