



Board of Directors Meeting AMENDED Agenda

October 17, 2022 at 1:00 PM ET

6302 Martin Luther King Jr. Blvd., Suite 100, Tampa, FL 33619

Hybrid Meeting

<https://us06web.zoom.us/j/87645016245?pwd=WkJjYW1mYWxBZ0xMZ1QwSDdhc0hkUT09>

Meeting ID: 876 4501 6245

Passcode: 763741



Board of Directors Meeting AMENDED Agenda

October 17, 2022

I. WELCOME & INTRODUCTIONS 1:00- 1:30 PM ET

A. Pate

A. Roll Call / Quorum Verification

B. Search for CEO Overview-Presentation - 3

Share expectations for a consistent interview and read finalists' IO psychology reports

C. Gomez,
Spratt
Consulting

II. PUBLIC COMMENT

Individuals wishing to address the Early Learning Coalition of Hillsborough County Board of Directors must complete a Public Comment Request Card and submit it to the official recorder prior to the noticed start time of the meeting. Said comments will be limited to three (3) minutes per individual on a first come, first serve basis, and only at such time as is identified on the official meeting agenda for public comment. All public comment in Public Comment 1 must pertain to an item on the approved agenda. Statements or remarks are to be directed towards the Board and not to either a member of the staff or member of the public. Persons addressing the Board shall refrain from statements, remarks, or conduct that is uncivil, vulgar, profane or otherwise disruptive to the conducting of the Board's business.

III. INTERVIEWS 1:30 - 5:00 PM ET

C. Gomez,
Spratt
Consulting

A. 1:30 - 2:30 PM ET: Dr. Frederick Hicks - 8

B. 2:45 - 3:45 PM ET: Eric Johnson - 16

C. 4:00 - 5:00 PM ET: Chris Letsos - 20

IV. BOARD DEBRIEF and VOTING 5:00 PM ET

A. Pate

A. Vote to Select Chief Executive Officer

A. Pate

V. ADJOURNMENT

Early Learning Coalition of Hillsborough County
Chief Executive Officer
Candidate Presentation



EARLY LEARNING
COALITION OF HILLSBOROUGH COUNTY

PREPARED BY:
Spirit Consulting

October 7, 2022



Table of Contents

Candidate Matrix	3
Interview Notes	4



Candidate Matrix

	<u>Dr. Fred Hicks</u>	<u>Chris Letsos</u>	<u>Eric Johnson</u>
Organization	Early Learning Coalition of Miami-Dade	Florida Department of Children and Families	Hillsborough Community College
Title	SVP of Technology & Cyber Security	Family Well-Being Director	Director of Community & Government Relations
Reports To	Executive Director	Assistant Secretary	College President
Location	Miami, FL	Tampa, FL	Tampa, FL
Organization Size	\$244MM	\$550M	\$70MM
Team Size	6 Direct 40 Indirect	4 Direct 12 Indirect	1 Direct 10 Indirect
Education	DBA, MS, BA	MA, BA	MBA, BA
Relocation Required	Yes	No	No
Onboarding Requirement	4 Weeks	4 Weeks	4 Weeks



Interview Notes

Dr. Fred Hicks

Strengths:

- Coming from the largest Early Learning Coalition in the state.
- Has created a dashboard for his leadership team to know exactly where every provider in their coalition sits in regards to school readiness.
- Has an executive doctorate in business administration in information security.
- Won the Miami Chamber of Commerce Technology Leader Award in 2014 for creating a provider portal and it being adopted state wide.
- Grew up using early learning services and is wildly passionate about the work. Has spent his entire career giving back.
- His CEO and COO endorse his candidacy, and we were referred to him by his CFO.
- Because he is coming from within the industry, he has in depth knowledge of the opportunities for ELCHC and is excited to get started on them.
- Has substantial experience in public relations through many public speaking engagements as well as being an adjunct professor.

Concerns:

- He would require a relocation.
- He applied for the ELC of Broward CEO opportunity four years ago, and felt a gap in his experience was the programmatic or leadership experience needed to be hired for one of these roles. Since then Fred has done work with his executive director to prepare for future opportunities / this opportunity. Fred leads the emergency preparedness department for the ELC of Miami/Dade in addition to his CIO duties. Additionally, he obtained his doctorate since then and feels ready to land this opportunity to be able to impact the children your organization serves.

Chris Letsos

Strengths:

- Grew professionally throughout the Boys and Girls Clubs of Tampa Bay (BGC), which leads 22 child care centers throughout Tampa Bay.
- He was able to raise a substantial amount of capital for BGC by embedding them into the center of their community and building deep relationships across the greater Tampa area.
- Chris was born and raised in Greece and came to the US at a young age. As immigrants, his family didn't have the same privileges that most Americans enjoy. For instance, Chris didn't speak English fluently until the third grade; it was these exposures early in life that have allowed him to connect with people of all different backgrounds. Additionally, he understands how important programs like BGC & ELCHC are to their communities, because he was in these types of programs growing up.
- He's well connected with elected officials, providers, media, and community leaders from his time at BGC, so this would be an easy transition for him.

Concerns:

- At the time he left BGC for Knoxville, his family had just overcome series medical issues, so when he got recruited to lead the Knox Education Foundation, their family was open to having a fresh start and leaving the place they had experienced so much suffering in. While it was a great next step in his career, his family missed Tampa and the roots they had established. When DCF recruited him, they were ready to return to Tampa.



- While he's passionate about the work he is doing for the FL DCF, he recognizes that the ELCHC CEO opportunity is a once in a lifetime opportunity and that is why he is open to leaving after five months with FL DCF. Chris was recruited for the ELCHC CEO opportunity when ELCHC's incumbent CEO Gordon Gillette was hired, but Chris turned down the opportunity to stay at BCG. Having watched ELCHC from a distance, Chris is confident that his leadership skills, technical expertise, and relationships will allow him to excel in the position.

Eric Johnson

Strengths:

- Comes recommended from President Dr. Ken Atwater and Marni Fuente at Hillsborough Community College, as well as Steve Knobl, a former ELCHC CEO.
- His role is lobbying for Hillsborough Community College and he has been doing this for the past eight years. He secures substantial annual funding for the college, and building and sustaining relationships with elected officials is his key strength that he offers the ELCHC. Also, one that he won't have to duplicate, just informing the elected officials of his shift in responsibilities in the community, which he feels will be a big win for ELCHC's brand.
- The college's board of trustees is a five member board, also appointed by the Governor. He frequently works with their board of trustees, so Eric is very familiar with the responsibilities required of him in this regard.
- When he took over his position, the prior work being done in government relations was limited, and he shifted this and integrated it throughout the entire college. From this success he was brought onto the President's executive team. So he feels confident in his ability to shift the culture of the ELCHC to one of development and educating of their providers to create added capacity. As Eric has been proven at building relationships on behalf of the college, he feels confident in his ability to do the same with the provider base.
- He would provide a fresh set of eyes to ELCHC's operation and he feels that by re-establishing community relationships that will allow ELCHC to continue to grow.

Concerns:

- His operations experience at Hillsborough Community College is limited to leading government relations, chairing a committee on enrollment across the college, as well as his board and community work. Of all the executive staff at the HCC, Eric was selected for leading this organizational wide enrollment committee and Dr. Atwater gave him high praise about this work. That said, a strong ELCHC staff will be critical to minimize his learning curve in formal operational responsibilities.



DR. FREDERICK L. HICKS,
CDPSE, MSM, TDS

OBJECTIVE

To lead Early Learning Coalition of Hillsborough County in their mission of providing high quality, equitable and inclusive learning opportunities to every child 's school readiness regardless of where he or she is born.

EDUCATION

St. Thomas University, EDDBA,
Master's in the Science of
Management and a BS in Political
Science from Loyola University in
New Orleans

VITALS

██████████ ██████████ ██████████

████████████████████

████████████████

E fhicks.1000f@gmail.com

9/18/2022

6302 E. Dr. Martin Luther King, Jr. Blvd
Suite 100, Tampa FL 33619

Dear Recipient:

Becoming the CEO of the Hillsborough Early Learning Coalition is the apex of one's career. For the last 30 years, my non-profit children and family employment, education attainment, servant leadership, project management, outcome concentration, love for data, and strong ethical code affords the honor and opportunity to guide an organization toward their highest attainment yet. In particular, increased school readiness scores for the over 18,000 school readiness children and the 9,000 voluntary pre-kindergarten children. Utilizing collaboration of funding sources and increased nexus with childcare providers who serve the children of Hillsborough County, the goal is to bring the community together to keep children first. Applying servant leadership, the above is achieved by listening, earning customer trust & loyalty with tangible solutions, while ensuring teacher training. Collectively we will document child education gains and use data driven performance to energize early learning.

The Hillsborough County Early Learning Coalition's 2021 Needs Assessments provides leveraged data and facts that will guide the successful attainment of higher school readiness scores, continued reduction of the waitlist, and higher Classroom Assessment Scores for providers.

Enclosed is a copy of my resume and an ample list of executive supporters. I look forward to the opportunity to discuss my accomplishments and qualifications as the CEO of the Early Learning Coalition of Hillsborough County.

Sincerely,

Dr. Frederick L. Hicks

Dr. Frederick L. Hicks, CDPSE, TDS

Sunrise, FL 33322

Mobile: [REDACTED], Email: fhicks.1000f@gmail.com, LinkedIn: [Dr. Frederick L. Hicks](#)

Exceptional collaborator with the ability to secure stakeholder trust through [servant leadership](#). Able to lead a full spectrum of technology strategic initiatives across organizational departments, effectively communicating, through organized application implementation, infrastructure integration, consensus building, and the protection of information assets through a cybersecurity culture. Recognized as a natural C-level with an extensive history of proactive servant business results through effective problem solving, on time and within budget project management, procurement and finance knowledge, human asset management of complex technical teams, and innovative versatility. Over 30 years of progressive strategic success serving children and families of South Florida in accordance with federal, state and local legislation.

A leader with a roadmap of verifiable year-after-year success achieving productivity gains, a history of reducing Full Time Employee through automation, and growth objectives within not-for-profits and rapidly changing environments. Extensive experience with highly engineered data systems, which requires a deep understanding of critical business drivers in government/not-for-profits. Highly successful in building relationships with upper-level decision makers, board of directors, seizing control of critical problem areas, and delivering on customer commitments. Always outcomes, customer-focused, and performance-driven. A communication and a statewide technology leader with measurable shifts in organization performance. An energetic forward-thinker and visionary regarding organization direction, technology, system integration, and tangible success.

PROFESSIONAL EXPERIENCE

Early Learning Coalition of Miami-Dade and Monroe (ELCMDM)

Miami, FL, 2008 – Present

Sr. VP. of Technology and Cybersecurity, 2555 Ponce De Leon Blvd, Miami, FL 33134 305.646.7220 2021-Present

Chief Information Officer, 2555 Ponce De Leon Blvd, Miami, FL 33134 305.646.7220 2008-2021 (Promotion)

Successfully implemented a multi-year roadmap through MIS strategic plans including proactive process improvement, paperless initiatives, mobile readiness, childcare provider portal design and implementation, attendance processing, and transition of services from Miami-Dade County to the Early Learning Coalition Coordinated a team of six directors across all units/functions, including HR, finance, program services, inclusion, and payments. The enterprise digital transformation includes cybersecurity by design with compliance for [1002.84 F.S.](#), [1002.68 F.S.](#), [PCI](#), [FERPA](#) and [HIPAA](#) through [NIST](#) frameworks. Compliant with the Florida Department of Education (DOE) policies with no audit findings to date under my tenure as CIO and now Sr. VP. of Technology and Cybersecurity. Data driven decisions and integrity are key tenants of the ELCMDM's overall success. Technology integrates with every ELCMDM internal process, program, and organizational threads to the community, the board of directors, and internal staff's daily activity.

Leadership & Organizing

Through organization-wide consensus building and leadership, successfully designed and implemented a smart proactive paperless design for provider e-agreements, 100% *On-Line* processing which includes: *Attendance tracking and submission*; *Ages and Stages Questionnaires (ASQ)*, *Document tracking*, and *new service centers throughout Miami-Dade County and Monroe*. Successfully completed projects on time and under or at budget. Estimated labor savings of \$500,000 in 2014-15 program year. Ask and received the formation of the board level cybersecurity steering committee which requires monthly reporting and oversight. With C-Suite and BOD support, guided the implementation of the projects under the successive MIS strategic plans.

Strategic Thinking

Successful execution of the ELCMDM transition plan in programmatic, MIS, and service center openings county-wide within the 1st year of transition of services away from Miami-Dade

County/Child Development Services. Aligned with ELCMDM's strategic plan, the ELCMDM 5-Year MIS plan facilitates and guides ELCMDM leaders in formulating new innovative vision and strategic direction to successfully reposition the ELCMDM as the direct service provider for the children of Miami-Dade and Monroe. Provide assurance procurement protocols occur at the highest level of compliance, utilize the MIS Plan to pivot and adjust to new technology solutions such as the rollout of the [provider portal](#), [web author](#), and the implementation of the [ELC strategic dashboard](#). Migrate the data for the ELCMDM [scorecard](#).

Provide extensive analysis of the monthly, quarterly, and annual voluntary pre-kindergarten and school readiness scores with provider, zip code, and trend focus toward a comprehensive plan to improve the scores. Maintain and track daily active enrollments for both school readiness and voluntary pre-kindergarten programs.

**Community and
Regulatory
Knowledge**

In accordance with [1002.68, F.S.](#) School Readiness and [1002.53 F.S.](#) Voluntary Pre-Kindergarten lead the management team in identifying and correcting critical problems; reduced and streamlined overhead expenses through automation, overhauled and improved operating processes and systems. Design and enhance the local partner hub, the statewide enhanced field system modernization (EFSM), testing the regulatory compliance of the system interfaces to maintain and assure compliance. Work with the Early Head Start ([EHS](#)) team to rollout the EHS public portal, ChildPlus, and the web author referral module. Implemented electronic BOD meetings adhering to the Florida sunshine [286.001](#). Strong understanding of Public Officer ethics defined in Florid Statutes §§ [112.313](#), [112.3135](#), [112.3143](#).

**Technology
Knowledge**

Recipient of the 2014 Greater Miami Chamber of Commerce Technology Leader Award. Recognized for extraordinary customer intimacy in understanding and meeting needs through smart innovation. South Florida CIO of the Year [Orbie Finalist](#) in 2022. Maintained a 14-year history of clean cybersecurity and MIS independent audits. Serve on the ELCMDM statewide enhanced field system modernization project change board committee to ensure enhancements. Responsible for the enterprise network of servers, laptops, & other devices. Developed equipment standards and reporting emphasis for the ELCMDM through complex weekly reporting which provides analysis of school readiness, voluntary pre-kindergarten, early head start, and local scholarship program performance, spending, and enrollment levels. Implemented several hardware cost initiatives, a complex telephony and appointment software solution to address the needs of the childcare resource and referral mandate.

Financial Knowledge

Prepare the monthly financial data snapshot report for the BOD Finance Committee which tracts & analyses the spending of the school readiness, voluntary pre-kindergarten, and local Children's Trust scholarship allocations. Create complex Excel and Tableau spreadsheets/visualizations based on the State's [5045](#) expenditure report which reimburses coalitions for tracking the number of children, attendance, OCA allocations/expenditures fiscal year to date. Work with the finance department regarding setting the ELCMDM provider reimbursement rate, fee schedule, and other analysis toward payments. Ensure adherence to internal financial controls and implemented MIS internal controls toward clean audits and regulatory compliance. Building the API between Microix and web author's request form. Programmed the web author request form module. Manage the ELCMDM MIS allocation of \$.65 to \$1M annually for 14 years.

**Human Resource
Knowledge and
Management**

Assist with the utilization and roll out of the Ulti-Pro System, ADP system, and Predictive Index. Mentored and managed a diverse team of in-house staff, manage over 30 contracted information system, telephony, programmers, and cyber personnel. Promoted and evolved the career of a now CIO and a Deputy Director through pushing them to thrive. Aware of [DE&I](#) best practices through participation of the ELC's DE&I initiative. Active participant and representative in several poverty simulations conducted with other non-profits and ELCs.

**America's Institute for Cyber Leadership, AICL
Miami, FL, 2019 – Present**

Research Fellow, 333 S.E. 2nd Avenue, Suite 2000, Miami, FL 561.299.0775

2019-Present

Lead, coordinate summits, conferences, and conduct empirical research via surveys, interviews, field studies and discussions in both the U.S. and remote locations. Serve on the not-for-profit and government committee with a research lens for successful cybersecurity defense and national compliance.

**AICL Cybersecurity
Perspectives on-line
Publication**

Published [article](#) in September 2019, to emphasize experience regarding restoration of information system services after a cybersecurity ransomware and phishing attack. Ransomware attacks and data breaches are here to stay. Successful attacks stem from human errors within organizations. Chief Information Security Officers (CISOs) must garner the support of everyone, especially leadership to counter these attacks. Key to cyber defense of critical systems is employee awareness and training.

**International
Leadership:**

[2018](#) and [2019](#) doctoral and professional education trips to Brussels, Belgium, Amsterdam, Netherlands, and Prague, Czech Republic to garner direction from members of the EU Commission, EU Parliament, NATO EU Committee of Regions, EU Council, EU Data Protection Supervisor, and Economic and Social Committee regarding privacy concerns, GDPR, Smart City initiatives, and artificial intelligence usages. In September 2019, co-chaired, organized, and conducted the AICL [Digital Ethics and ePrivacy Summit](#) held at the EU in Brussels, Belgium through partnering, collaboration, and international teamwork.

**Brussels Smart City
Analysis**

As a registrant for the Smart City Open Data system as a visitor, witnessed the benefits of the open data system, innovation, data sharing, and internet of things (IOTs) in action. Cities in the U.S. are investing millions to add similar and greater functionality here in our back yards. The experience is unforgettable. For more see: <https://www.brussels.be/projects-smart-city>

**University of Colorado in Colorado Springs, School of Business, Adjunct Professor
Remotely/Virtual 2021 – Present**

Adjunct Professor, 1420 Austin Bluffs, Pkwy, Colorado Springs, CO 80918

2021-Present

Special Topics in Cybersecurity Management 'Insider Threat'-Summer 2022
Intro to Information Security-Spring 2022
Cybersecurity Technologies-Fall 2021
Managing Network Interconnections-Summer 2021
Lab Instructor for Test-Out Platform-Spring 2021

**Children Services Council of Broward
Fort Lauderdale, FL, 2001 – 2008**

Director of Technology 6600 W Commercial Blvd, Tamarac, FL 33319, 954.377.1000

2001-2008

Developed and successfully implemented the very first enterprise network through inaugural 5-year MIS business/technology roadmap for the CSC including process improvement, paper reduction, internet mobile readiness, change management, and HR development and growth. Maintain compliance with authorizing statute [FL 461](#), ensure that all of the children living in Broward has access to quality services through strategic innovation initiatives. The enterprise included cybersecurity by design with compliance for [FERPA](#) and [HIPAA](#) through [NIST](#) frameworks.

Successfully complete projects on time and under or at budget toward an excellent client experience. Digital evolution and digital transformation goals all met ahead of schedule.

Leadership & Process Improvement	Designed and implemented a Knowledge Management System, 100% <i>data processing</i> which included: <i>Contract Management; Units of Service Tracking (UOS), Document Archiving, and Statewide SAMIS Coordination</i> , designed CSC's 1 st smart web portal to assist with child adoptions using video and forms. All best practice protocols incorporated into the paperless process itself. Implemented the initial phone system, enterprise network, paper flow, and network security. Authored the inaugural information technology and information system policies and procedures.
Strategic Thinking & Planning	Successful developed and executed the CSC MIS 5-year strategic plan, including PeopleSoft. Helped to the leadership team's internal vision and strategic direction that successfully evolved the CSC during its infancy. Implemented a data collaborative to securely share data with other entities.
Operations Management	A key member of the leadership team responsible to ensure against critical problems; reduced and streamlined processes through automation, implemented operating processes and systems to support the CSC mission and strategic plan. Securely provide smart cyber safe systems. Passed all MIS audits with no findings.
Financial Management Knowledge	With a limited start-up budget, worked with the CFO to ensure purchases were within budget, non-recurring, and operational for multiple years of returns on investments. Setup the Microsoft Dynamics accounting database backup, account structures, and invoicing module.
Customer Loyalty	Provided strategic technology vision to ensure the CSC's success through innovation and automation and data integrity.
Human Resource Management	As the inaugural Director of Technology, I along with the HR director optimized Myers Briggs to hire a team of technology professionals to usher in the new infrastructure, deploy a new system from its roots. To date two of the original hires, remain at the Children Services Council in elevated roles.

**Career Source Broward (BWDB)
Fort Lauderdale, FL, 1998 – 2001**

MIS Director 6301 NW 5th Way, Fort Lauderdale, FL 33309, 954.535.2300

1998-2008

Successfully implemented a 5-year business/technology plan including continuous quality improvement, modernization of network services, "eOne-Stop" development (*a complete computerized version of the workforce application steps, forms, reports, client tracking and related services*). The enterprise included cybersecurity by design with compliance for the Workforce Innovation Action ([WIA](#)), [FERPA](#) and [HIPAA](#) through [NIST](#) frameworks.

Leadership	Built and implemented an automated Broward system wide workforce system (eOne-Stop), 100% <i>data processing</i> which included: <i>Units of Service Tracking (UOS), children and client family tracking, forms, workforce application, support forms, process management, quality assurance, and customer flow.</i>
Strategic Thinking & Planning	Implemented the initial Microsoft enterprise network, eliminated the AS/400 dependency Successful development and execution of the Broward Workforce Development Board (BWDB) 5-year MIS strategic plan, Committee chair for the Broward Information Network (BIN) as a data collaborative between multiple organizations from health to education. Helped the leadership team's internal vision and strategic direction that successfully transitioned the workforce innovation act (WIA) to a One-Stop delivery system of care for children and families.
Operations Management	A key member of the management leadership team responsible to ensure against technical problems; reduced and streamlined processes through automation, implemented operating

Customer Loyalty Community and Regulatory Knowledge	<p>processes and systems to support the Workforce One’s mission and strategic plan. Clean audits for information technology and information systems. Ensure organization scorecards, measures, and reports. Solidifying the data asset for the organization’s planning.</p> <p>Provided strategic technology vision to ensure the Workforce One’s success through innovation and automation and high customer utilization/loyalty survey results.</p> <p>Ensure information security compliance with local, state, and federal data sharing agreements, guidelines, and standards such as FERPA & HIPAA under the Broward Information Network initiative to ensure data integrity, confidentiality, and availability. Compliant with FL Chapter 445.</p>
--	--

EDUCATION

Executive Doctorate in Business Administration in Information Security (EDBA)

ST. THOMAS UNIVERSITY, *16400 NW 32ND Avenue* Miami, FL

May 2021

Dissertation: **Let’s Tell Them We Have Artificial Intelligence and They May Comply: A Learning Investigation of Employee Cybersecurity Compliance Heroes**

Masters of Science (MSM) Management

ST. THOMAS UNIVERSITY, *16400 NW 32ND Avenue* Miami, FL

June 1996

Bachelor of Arts (Bs) In Political Science

LOYOLA UNIVERSITY, *6464 St. Charles Avenue* New Orleans, LA

June 1991

Technical & Instructional Training

Florida Atlantic University

AS/400 Query

Microsoft Access ’97-2007

Microsoft SQL 7.0 - 2K, 05

Tableau Basic, Intermediate, Advanced

Pedagogy/Tech in Cybersecurity Teach

Tableau Desktop Specialist

Novell Certification (4.0 Track)-1999

BETA, 1999

MOUS -98-2003

Microsoft Networking CompUSA, 2002

eTableau-2020

Certificate Pedagogy in Cybersecurity-2021

[Credly](#)-2022

RECENT RECOGNITION

- Miami CIO [Orbie Finalist](#), 2022, more [here](#).
- Featured in Toggle Magazine ([Read](#))-June 2021
- Information Systems Audit and Control Association (ISACA) Academic Scholarship, 2019
- U.S. President’s Volunteer Service Award, Bronze Medal for Multinational delegation work in the EU, [December 2019](#)
- Miami Chamber of Commerce [Technology Leader Award, 2014](#)

SPEAKING ENGAGEMENTS

A New HOPE Conference

2022- “A CRI for [HOPE](#): Cyberminds Research Institute Teaches Avoidance of Being a Social Engineered Victim”

July 23, 2022, Researcher and Presenter

New York City, NY

Broward County Office of Economic and Small Business Development
2022- “Phishing, Ransomware & Small Business: Cyber Security Best Practices”

January 21, 2022, Panelist

Fort Lauderdale, FL

The Florida Association of Early Learning Coalitions Annual Conference
2021-December-Two Sessions: Web Author Solutions for Back Office Functions and Scorecards
&

Topic: “We are at War: Cybersecurity and Privacy Concerns for Early Learning Coalitions
Daytona, FL”

2021-November: 6th Annual Florida International Trade and Cultural Expo ([FITCE](#)),

November 17-18, 2021, Moderator

Topic: “International Trade Leaders in Technology”

Fort Lauderdale, FL

2019- The Florida Association of Early Learning Coalitions Annual Conference

Topic: “Efficiencies in Office Technologies”

Orlando, FL

2019-AICL [Digital Ethics and ePrivacy Summit](#)

[European Union](#)

Brussels, Belgium

BOARDS/ORGANIZATIONS

- Miami-Dade County Mayor Blue Ribbon Children’s Commission Committee 2022-Present
- Greater Miami-Chamber of Commerce Technology Smart Cities Committee-2021-Present
- ISACA Member, 2018-Present
- Florida CIO, 2006-Present
- EFS MOD, Early Learning System Ambassador, August 2010-Present
- Technical Liaison, ELC Cyber Governance Subcommittee 2019-Present
- Actionable Intelligence for Social Policy 2019-Present
- University of Colorado in Colorado Springs Alumni Volunteer 2021-Present
- Chair of the Broward Information Network 1998-2008
- Member of the Community Foundation of Broward 2001-January 2008
- Member of the Service Agency for Senior Citizens 2001-2003 (Agency is Defunct)
- Chair of Tri-County Digital Divide Committee under FL Internet Coast 2004-Defunct
- Member of the Steering Committee of the Coordinating Council Broward 1998-2008

EXECUTIVE SUPPORTERS

- Evelio Torres, CEO of Early Learning Coalition of Miami-Dade/Monroe, 305.646.7220 or 786.294.1228,
etorres@elcmdm.org
- Warren Eldridge, CEO of the Early Learning Coalition of Palm Beach County, 561.514.3300,
Warren.Eldridge@elcpalmbeach.org

- Lesha Buchbinder, CEO of the Early Learning Coalition of Lake, [REDACTED], lbuchbinder@elclc.org
- Dana Cupri, CEO of the Early Learning Coalition of Emerald Coast, [REDACTED], dcupri@elc-ec.org
- Lashone T. Surrency, Executive Director of the Early Learning Coalition of Florida's Gateway, Inc., [REDACTED], lsurrency@elcgateway.org
- Tony Loupe, CEO of the Early Learning Coalition of St. Lucie, tloupe01@elcslc.org
- Rick Beasley, Executive Director of Career Source South Florida, [REDACTED], rick.beasley@careersourcesfl.com
- Angelo Parrino, Senior Vice President and Chief Operations Officer, [REDACTED], aparrino@elcmdm.org
- Mercy Castiglione, CFO of the Early Learning Coalition of Miami-Dade/Monroe, [REDACTED], mcastilione@elcmdm.org
- Reginal Williams, Division of Early Learning, Program Integrity Manager, [REDACTED], regional.williams@oel.myflorida.com
- Cindy Arenberg-Seltzer, Esq. CEO of the Children's Services Council of Broward, [REDACTED], carenberg@cscbroward.org
- Dr. Tejay Gurvirender, Associate Professor of Information Systems, University of Colorado, Colorado Springs [REDACTED], gtejay@uccs.edu
- Johnny Guimaraes, VP of Info. Technology and Data Analytics at Thriving Mind South Florida, [REDACTED], JGuimaraes@stu.edu
- Alexis Perdereaux-Weeks, Deloitte Security Consultant, [REDACTED], alexis.perdereaux@gmail.com
- Jeffrey J. Needle, PA, [REDACTED], jeffrey@needlelaw.com

TECHNICAL ACUMEN

Data Management Systems and Reporting

Expert in SQL and Access, Oracle, Web Author, & JIRA

Networking, Presentation, and Desktop Applications

Basic HTML, Novell 4.10, **MS Office Suite '97 to O-365**, **Strong Access '97-2019**, VBA 6.0, **Windows 2003-12 Server**, Policy Scripting—PC and server installation and troubleshooting, Microsoft Windows XP to 10, Visio 2013+, Basic ASP (learning .Net 3), VSAM, EFS, Microsoft Project, Microsoft Azure, Impromptu, SharePoint Server Administration and Installation, Microsoft Virtual Server, **VMware**, Oracle PeopleSoft ERP, MAC 10X or Higher, Red Hat Linux, **CSC SAMIS**, **Great Plains Query Module**, Document Imaging Solutions, EFS, and Web Author, JIRA ticketing, Cherwell, EZ-APPT, SAGE (Microix) MIP solutions, Security as a Service solutions, Tableau Visualizations and Mining

Data Visualization

Tableau Desktop, Advanced

CONTACT INFORMATION



754.422.3360

September 22, 2022

Christopher Max Gomez
Chief Executive Officer
Spirit Consulting
c/o Early Learning Coalition of Hillsborough County
6302 E Dr Martin Luther King Jr Blvd Suite 100
Tampa, FL 33619

Dear Mr. Gomez,

Thank you for contacting me regarding the open Early Learning Coalition (ELC) of Hillsborough County's Chief Executive Officer position. After our discussion, I am submitting my resume and references for your consideration.

I have reviewed your position description and the qualifications required and now understand the role's unique needs. My proven record of directing senior leadership teams, strategically addressing complex issues and communicating and advocating to government and business leaders will be vital as I lead the organization. I am uniquely positioned to understand and respond to the needs of our community.

During my tenure with Hillsborough Community College (HCC) I have worked directly with the college's President and Board of Trustees and community leaders to create and execute an aggressive legislative agenda that has resulted in over \$100 million in operational and capital funding that has increased educational and workforce development opportunities for the Tampa Bay region. I consistently use a large network of relationships built throughout my career to influence elected officials, government agencies, business leaders and multiple constituencies to positively affect change in the federal and state higher education arenas. I also use my leadership, education expertise and relationship building abilities outside of the college. As a recognized leader in the community, I serve in multiple governance and advisory capacities ranging from transportation, workforce development and K-12 education.

As a father to two young daughters, I am currently experiencing first-hand the positive effects of a strong and supportive early childhood education, I am aware of the many challenges and opportunities that our community experiences. I want to build on the ELC's existing foundation and work collaboratively with the Board, the provider community and Hillsborough County leaders to identify areas for growth and success so all families will have a quality and equitable early learning experience. It is with a personal dedication to community partnership that I find this position so appealing and know that I can bring my leadership skills, strategic thinking and relationship building abilities to the table and accomplish many things. I look forward to continuing this discussion and hiring process. Thank you for your consideration.

Eric Johnson


ERIC K. JOHNSON, MBA

EricJohnson.241@gmail.com

PROFESSIONAL SUMMARY

Accomplished government affairs, community relations and higher education leader. Experienced in advocacy at all levels of government. Proven professional with expertise in developing and executing strategic direction with senior leadership teams and a broad range of constituencies. Strengths include:

**Directing Senior Leadership
Strategic Thinking
Executing Legislative Agendas
Data-Driven and Analytical Problem-Solving**

**Influencing Others to Achieve Outcomes
Building Relationships with Key Leaders
Acquiring Budget Appropriations
Marketing and Communication**

PROFESSIONAL EXPERIENCE

HILLSBOROUGH COMMUNITY COLLEGE, Tampa, FL

Director, Community and Government Relations

2014-present

Develops and executes the college's strategy for all government and community relations priorities. Works directly with the College President, the College's Board of Trustees, elected officials, government agencies, business leaders and multiple federal, state and local constituencies on executing the strategic direction of HCC's legislative and budgetary agenda. Collaborates with College Leadership on strategies that increase student enrollment, retention, and completion.

Key Accomplishments:

- Created a \$104 million positive financial impact to the college through new operational funding for programs that created additional degrees, credentials and new facilities that train the Tampa Bay region's workforce.
- Collaborated with College Leadership, Florida Department of Education officials and community stakeholders on the successful \$10 million Quality Early Education System (QEES) post award implementation, identifying rules, policies and opportunities to expand early learning education professional development pathways.
- Ensured state funding for a new \$26 million state-of-the-art Allied Health Building to address the region's critical healthcare and nursing needs.
- Secured over \$17 million in state appropriations to create and sustain HCC's cutting-edge Advanced Transportation Training Center allowing the college to produce innovative training methods for a highly skilled workforce.
- Continues leading HCC's standing Enrollment Management Committee tasked by the President to develop and enhance data driven enrollment strategies and recommendations through consistent review and continuous improvement of the student life cycle with the goal of increasing student enrollment, retention, and completion.
- Developed and implemented a strategic plan to reorganize and rejuvenate the Community and Government Relations Department.

Adjunct Professor

2019-2020

Presented thought provoking overview of business theory and practice to undergraduate students. Developed learning objectives and measurable goals for *Introduction to Business (GEB1011)*. Instructed a diverse population of traditional students, working adults and returning students with a wide variety of educational backgrounds and experience.

Key Accomplishments:

- Developed new section of *Introduction to Business* using digital learning and interactive instructional materials.
- Presented an overview of the practices and procedures of the business world. Topics included the main functions of business, management, marketing, accounting, and finance.
- Devised course evaluation materials, syllabus and effective learning strategies that enhance learning environments.
- Effectively managed the course and students through mastery of the college's learning management system.

HILLSBOROUGH COUNTY BOARD OF COUNTY COMMISSIONERS, Tampa, FL

Commissioner Aide

2010-2014

Directed all legislative, budgetary, and administrative actions for Hillsborough County's Commission District 2 that contained over 300,000 citizens. Led development of the Commissioner's appropriations and policy strategies. Developed and maintained relationships with state and local elected officials, agency representatives, business leaders and other constituencies associated with Hillsborough County, surrounding counties, the State of Florida, and the federal government.

Key Accomplishments:

- Established a new District 2 administration immediately following the Commissioner's election.
- Ensured \$125 million investment to modernize transportation infrastructure resulting in reduced traffic congestion and increased economic development opportunities.
- Secured \$3 million towards the redevelopment and sustainability of the at-risk areas surrounding the Tampa campus of the University of South Florida.

THE FLORIDA SENATE, Tampa, FL

Senior Legislative Assistant

2006-2010

Directed all legislative, budgetary, and administrative actions for Senate District 12 that contained over 450,000 constituents in Hillsborough and Pasco Counties. Executed negotiations with Members of the Florida Senate and Senate President's Office staff securing successful results of established priorities. Directed and supervised all legislative office staff on the implementation and execution of strategies for the Senator's legislative agenda.

Key Accomplishments:

- Directed staff through creation of statewide criminal and civil justice committee budgets totaling \$19 billion.
- Administered district appropriation requests of \$162 million.
- Spearheaded \$17 million in funding for a research-based prevention and diversion program for at-risk youth.
- Supervised the strategic direction of over 250 sponsored or cosponsored pieces of legislation between 2006 and 2010.

RECOGNIZED LEADERSHIP

- Hillsborough Area Regional Transit Authority (HART), Board of Directors, 2020-present.
- Bay Area Charter Foundation Board of Directors, 2018-present, Vice Chairman, 2019-2020.
- Florida Charter Educational Foundation Board of Directors, 2018-present, Vice Chairman, 2019-2020.
- Leadership Florida, Class of 2019 (Connect Class 9).
 - Statewide Selection Committee Chair, 2020.
 - West Central Region Leadership Councilmember, 2019, 2021.
- Hillsborough County Charter Review Board, Commissioner Appointee, 2020-2021.
- Hillsborough County Citizens Advisory Committee, Chairman, 2018-2020. Board Member, 2017-2020.
- American Association of Community Colleges John E. Rouché Future Leaders Institute Graduate, 2019.
- *Tampa Bay Business Journal* "Up & Comer", 2016.
- Leadership Tampa Bay, Class of 2017.
- Florida College System - Chancellor's Leadership Class of 2016.
- Association of Florida Colleges – HCC Chapter, Excellence Award, 2018.
- East Pasco YMCA, Advisory Board, Chairman, 2012-2017.
- Greater Tampa Chamber of Commerce Policy Advisory Committee Member, 2015-present.
- Plant City Chamber of Commerce Government Affairs Committee Member, 2018-present.
- Federal Bureau of Investigation Citizens Academy, Class of 2017.

PUBLICATIONS

Johnson, Eric, et al. "Going for the Gold." Muma Case Review, University of South Florida Muma College of Business, 28 May 2020, www.mumacaserreview.org/going-for-the-gold/.

EDUCATION

University of South Florida, Tampa, FL, *Master of Business Administration*

Florida State University, Tallahassee, FL, *Bachelor of Arts in Political Science and Interdisciplinary Social Science*

REFERENCES

Dr. Ken Atwater
College President
Hillsborough Community College, Tampa FL
[REDACTED]
katwater@hccfl.edu

Dr. Henry Mack
Senior Chancellor
Florida Department of Education, Tallahassee, FL
[REDACTED]
henry.mack@fldoe.org

Dr. Steve Knobl
Chief Executive Officer
Early Learning Coalition of Pasco and Hernando Counties, Spring Hill, FL
[REDACTED]
sknobl@phelc.org

Brigadier General Chip Diehl (Ret.)
Trustee
Hillsborough Community College, Tampa, FL
[REDACTED]
chipd2005@gmail.com

The Honorable Susan Valdes
State Representative
Florida House of Representatives, Tampa FL
[REDACTED]
Susan.Valdes@myfloridahouse.gov

Marni Fuente
Director, Early Childhood and Community Initiatives
Hillsborough Community College, Tampa, FL
[REDACTED]
mfuente@hccfl.edu

Ramin Kouzehkanani
Chief Information and Innovation Officer
Hillsborough County Government, Tampa FL
[REDACTED]
RaminK@Hillsboroughcounty.org

Chris Letsos

<https://www.linkedin.com/in/chris-letsos>

clletsos@hotmail.com



Professional Profile

Driven, results-focused non-profit executive and community advocate with over ten years of executive experience and over twenty years of professional work in creating opportunities and experiences for all children to succeed. Seeking to lead and grow the work of the Early Learning Coalition of Hillsborough County, as the next Chief Executive Officer.

Professional Experience

Florida Department of Children and Families; Tampa, FL

Family Well-Being Director, May 2022 – Present

Serve as the regional executive point of contact to child and family-well being operations in the Sun Coast region, serving eleven counties in Southwest Florida. Lead the re-organization of the region, focused on building a robust community-based system of care and expanding the scope of work for community alliances in each county and circuit in the region.

Knox Education Foundation; Knoxville, TN

Chief Executive Officer, June 2020 – June 2022

Led the newly formed Knox Education Foundation in providing transformative innovation, student support, and community engagement for students in Knox County. Collaborated with the Board of Education, County and City public officials, philanthropic and community partners, and others to further the work of the school district, while ensuring transparency, and accountability.

Boys & Girls Clubs of Tampa Bay; Tampa, FL

President & CEO, November 2015 – June 2020

Vice President of Club Operations, January 2011 – October 2015

Executive Director, Pasco County, January 2009 - December 2010

Director of Grants & Programs, December 2006 – December 2008

Oversaw strategic planning and operation of the Boys & Girls Clubs of Tampa Bay, in support of organizational mission and goals. Responsible for providing leadership and support to the Board of Directors and Advisory Boards in developing strategic goals, establishing policies, and attaining resources to serve over 20,000 children and youth annually in Hillsborough and Pasco Counties.

Education

Master of Arts in International Affairs - The Florida State University, Tallahassee, FL

Bachelor of Arts in Political Science - University of Florida, Gainesville, FL

Training & Certifications

Bill & Melinda Gates Foundation Leadership Training, 2021
Tennessee Educators of Color Alliance Equity Training, 2021
The Education Trust DEI Training, 2021
JP Morgan Chase Sustainability Training, 2020
Nonprofit Leadership Center Training, Change Leadership, 2019
Community Foundation of Tampa Bay CEO Training, 2017
Boys & Girls Clubs of America CEO Training, University of Michigan, 2016
Boys & Girls Clubs of America Executive Leadership Training, University of Michigan, 2013
Nonprofit Leadership Center of Tampa Leadership Training, 2012

Professional Memberships

Tennesseans for Quality Early Education Committee
Tennessee SCORE Leadership Committee
Tennessee Select Committee on Reading and Literacy
Tennessee Alliance for Equity in Education
The Academy of Boys & Girls Clubs Professionals
Florida After-School Alliance
National After-School Association
Hillsborough County Partnership for Out-of-School Time
Hillsborough County Child Licensing Committee

Skills

Fluent in Greek
Basic Spanish
Proficient in Microsoft Office Applications
Proficient in Blackbaud Applications

Chris Letsos

<https://www.linkedin.com/in/chris-letsos>

cltsos@hotmail.com

[REDACTED]

Professional References

Sheff Crowder, President

Conn Foundation

sheff@connfoundation.org

[REDACTED]

Dr. Amy Haile, Chief Executive Officer

Champions for Children

ahaile@cfctb.org

[REDACTED]

Keith Harris, Chief People Officer

Operation HOPE

Keith.Harris@operationhope.org

[REDACTED]

Ed Narain, Vice-President of External Affairs

AT&T

Edwin.narain@gmail.com

[REDACTED]

Dr. Jon Rysewyk, Superintendent

Knox County Schools

Jon.Rysewyk@knoxschools.org

[REDACTED]