

# EDWIN C. NICHOLS, JR.

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## PROFESSIONAL EXPERIENCE:

**President, ENspire Consulting, LLC:** Decatur, AL  
2018-present

**Associate Consultant, ERI Services, Inc:** Baton Rouge, LA  
2016-present

**Director of Principally Speaking Network, The Schools Foundation:**  
Huntsville, AL 2016-present

**Community and Media Consultant, Decatur Morgan Hospital:** Decatur, AL  
2016-present

**Superintendent:** Decatur City Schools, Decatur, AL  
2012 - 2016

**Assistant Superintendent:** Decatur City Schools, Decatur, AL  
2003 - 2012

**Principal:** Austin High School, Decatur, AL  
1998 - 2003

**Music Director:** Central United Methodist Church, Decatur, AL  
2000 - 2018

**Director of Bands:** Austin High School, Decatur, AL  
1988 - 1998

**Director of Bands:** Tullahoma High School, Tullahoma, TN  
1986 - 1988

## EDUCATION:

**University of Alabama** Tuscaloosa, Alabama  
Ed.D. Educational Leadership, Completed 2003  
Ed.S. Educational Administration, Completed 2001  
Innovative Leadership Program, Completed 1998

**University of Tennessee** Knoxville, Tennessee  
M.S. Music Education, Completed 1990  
B.S. Music Education, Completed 1984

**Maryville High School** Maryville, Tennessee  
Graduated 1979

**HONORS AND AWARDS:** 2018 University of Alabama Capstone Education Society Harold L. Bishop Award for Leadership  
2018 University of Tennessee Band Lifetime Member Award  
2013 Boy Scouts of America, Whitney M Young Jr. Award  
2008 Council for Leaders in Alabama Schools (CLAS) Leadership Recipient  
2008 Alabama Association of School Personnel Administrators Leadership Award Recipient  
2000 Optimist Club Administrator of the Year, Decatur City Schools  
1998 Rotary Paul Harris Fellow Recipient  
1998 Austin High School Teacher of the Year  
1997 Legion of Honor Recipient, John Phillip Sousa Foundation  
1984-1985 Citation of Excellence, National Band Association  
1992 A.S.B.D.A. Alabama Chapter Outstanding Young Band Director  
1991 Decatur Junior Chamber of Commerce Distinguished Service Award  
1991 Citation of Excellence, National Band Association

**PROFESSIONAL HIGHLIGHTS:**

2018 Founder, ENspire Consulting, LLC  
2014 Chairman of the Board, Decatur Morgan Hospital Foundation  
2014 Class XXIV Leadership Alabama  
2011 President, Decatur Rotary Club  
2011-Present, Adjunct Professor, Samford University  
2008 Presenter at the Education Law Association Conference in San Antonio, Texas  
2008 Member of the Council of Leaders of Alabama Schools Executive Committee  
2008 Member of the Decatur Rotary Club Board of Directors  
2007 Presenter at the ELA Conference in San Diego, California  
2007 President, Alabama Association of School Personnel  
2003 – 2010, Adjunct Professor, University of Alabama  
1999 – Present, Member of the Decatur Rotary Club  
1999-2003 Morgan County Chamber of Commerce Board Member  
1998 President, Decatur Daybreak Rotary Club  
1996 Charter Member, Decatur Daybreak Rotary Club

**Career Highlights:**

After retiring from Decatur City Schools in 2016, I began serving as a leadership consultant with ERI Services an Emergenetics International. In 2018, I formed ENspire Consulting LLC. a consulting and training firm that focuses on team building, communication and strategic planning with a broad mix of private, public, social sector and educational institutions. I have worked with organizations in size from 6 employees in the local Decatur market to international organizations with over 16,000 employees. I have assisted these organizations with:

- Developing their strategic plan
- Workforce and economic development
- Interpersonal relationships in the workplace
- Communication
- Efficiency
- Served as keynote speaker for over 40 organizations during their annual conference and trained over 90 organization in leadership with topics that have ranged from generations in the workplace to interpersonal relationships in the workplace

In 2016, I also began serving as a consultant for the Decatur Morgan Hospital. During my tenure, I have assisted in:

- Developing the hospital strategic plan
- Training administrative and floor level leaders in teamwork and organization
- Served as the media relations contact
- Focused on patient relation experiences in the Emergency Department

I served as the Superintendent of the Decatur City Schools from summer of 2012 through May of 2016. As Superintendent, I was the chief executive officer and secretary of the Board responsible for the efficient administration of the schools according to state law and policies of the Board. The Decatur City School System is comprised of 9,000 students and over 1,100 teachers and support staff. I also had the responsibility of an annual budget of 94 million dollars. While Superintendent:

- I successfully led the district in the development of a system-wide Strategic Plan. This plan was created by holding over 17 community meetings and enlisting feedback from over 1,000 community members. Since the development of the strategic plan, the system has seen an increase of over 200 students in 3 years. This increase follows 7 years in which the district averaged a loss of 100 students per year

- During the last three years of my tenure, the district had a growth in graduation rate of 24%, a decline in discipline of 42% and an increase in student scholarships of over 5 million dollars
- The school district borrowed 92 million dollars' worth of school bonds to build two new high schools without developing a new revenue-funding source and lowering its system-wide expenses by 4 million dollars annually

Since 2003, I have served as an adjunct professor at the University of Alabama and Samford University. In this role, I have taught graduate courses in Educational Leadership, School Finance and Professional Development. In addition, I have presented several educational law seminars for the Council for Alabama Leaders (CLAS). These seminars have instructed principals, assistant principals and other school personnel in such areas as search and seizure, FERPA and legal issues surrounding due process rights for students. I currently serve on the Board of Directors for the Council of Leaders in Alabama Schools (CLAS) and the Education Law Association (ELA). I also have the honor of serving as the vice-chairman of the Dean of Education Advisory Board for the University of Alabama.

Prior to being named the Superintendent, I served as Assistant Superintendent responsible for the personnel, instructional, and technology aspects of the school system. I organized and directed the textbook adoption program, led the task force to create a system-wide drug testing program, and coordinated the SACS and Alabama School Monitoring Program. Prior to that, I was Principal of Austin High School in Decatur, Alabama. While principal, the school experienced an increase in test scores, average daily attendance, and scholarship awards. The graduating class of 2001 culminated a three-year drop in discipline referrals of over 60%.

References available upon request