

Hazard, Young, Attea & Associates Online Application

Heatley, Edmond - AppNo: 823

Date Submitted: 2/26/2014

Personal Data

Name: Heatley DR Edmond T
(Last) (First) (Middle Initial)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Last) (First) (Middle Initial)

Email Address:

Postal Address

Permanent Address

Number & Street: [REDACTED]
City: Jonesboro
State: GA
Zip Code: 30236
Phone Number: [REDACTED]
Fax Number: [REDACTED]
Cell Number: [REDACTED]

Work Address

Number & Street: 14 Waller's Point Road
City: St. David's
State: BDA
Zip Code: DD 03
Phone Number: 441 536-7867
Fax Number: 441 278-3348

Where would you prefer to be contacted: Home

Employment Desired

You are viewing a printout showing your responses to all positions you have applied for. Although all of your positions appear here, they will not all appear when actually submitted for consideration.

Orleans Parish School District / Superintendent

Current Personal Data



Current Employer:	Bermuda Ministry of Education
Current Position:	Commissioner
Years in Position:	6 months
Enrollment:	6,200
Number of Staff:	1450
Annual Budget:	\$117,000,000
Current Gross Income:	\$190,000
Type of District/Organization:	K - 12
Most Recent Degree From:	University of Southern California
Degree Earned:	Ed.D.

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Administrative Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Bermuda Ministry of Education Commissioner	Jonesboro, GA	0913 Present	Warren Jones/ Permanent Secretary 
CEO/Superintendent of Schools Significant accomplishments in this position: Led the day to day operations of the Nation educational system. in doing so created a college and career pathways program that utilizes business partnerships which foster student internships and work experience opportunities. Restructured the Ministry of Education to ensure more effective, efficient and greater support to schools. Authored 2013 Parliamentary amendments to the Education Act of 1996, supporting 21st Century learning and special education inclusion to equal access for all students. Increased public education approval rates from 23% to 93%. Reason For Leaving: Last Annual Salary: \$190,000 Last Annual Gross: Enrollment: 6,500 District Type: K - 12			
Leadership Laboratory, Inc. President/CEO	Morrow, GA	09 Pres	Self Employed
Significant accomplishments in this position: Provided Executive Cognitive Coaching and Mentoring to aspiring and new Superintendents and Cabinet Level positions. Served as a critical friend in the areas of curriculum and instruction, personnel management, plant management, financial management, and parent and community involvement. Reason For Leaving: Last Annual Salary: \$190,000 Last Annual Gross: Enrollment: N/A District Type: K - 12			
Clayton County Public Schools Superintendent	Jonesboro, GA	0709 0912	Dr. Pam Adamson / Board President, 
Significant accomplishments in this position: During my tenure, I led the regaining of full SACS accreditation for the District; Partnered with Juvenile Courts, the County Sheriff, County Police Chief, Probation, Faith-Based Community; Mental Health, etc. to create System of Care Process; Created the 500 Men Standing in the Gap Organization, Increased Graduation for ALL sub groups; Balanced Budget (was \$142,000,000 in the red); Increased daily attendance for both staff (94%) and students (97%), and Increased the number of Highly Qualified Teachers to 99.8%. Reason For Leaving: Have a greater impact on educational policy and advocacy on a State level; Ensure student success. Last Annual Salary: \$250,000 Last Annual Gross: Enrollment: 51,300 District Type: K - 12			

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Admin Experience Continued

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Chino Valley Unified School District Superintendent of Schools	Chino, CA	07/02 10/05	Bobby Grizzle / Board President
<p>Significant accomplishments in this position:</p> <p>During my tenure the district received recognition for two Title I Achieving Schools; 3 California Distinguished Schools; 1 National Blue Ribbon School; Also, out of 35 schools the district maintained 5 schools with API scores over 900 and 10 additional schools over 800, with an additional 4 schools poised to exceed 900 and another 7 over 800 that following year.</p> <p>Reason For Leaving: Seeking a large urban district with a focus on student achievement and community involvement</p> <p>Last Annual Salary: \$226,000 Last Annual Gross: Enrollment: 33,500 District Type: K - 12</p>			
Oceanside Unified School District Associate Superintendent - Human Resources	Oceanside, CA	0702 1005	Kenneth A. Noonan / Superintendent
<p>Significant accomplishments in this position:</p> <p>I facilitated and built positive working relationships with employee bargaining units. I successfully navigated the district through two administrative layoff hearings with No Discrepancies. Due to my leadership and direction, the district now has 100% NCLB compliant teachers, as well as 99% of teachers certified to teach second language learners.</p> <p>Reason For Leaving: Increase in Duties and Responsibilities; To gain experience in H/R; Prepare for Superintendency</p> <p>Last Annual Salary: \$185,000 Last Annual Gross: Enrollment: 24,000 District Type: K - 12</p>			
Grant Joint Union High School District Assistant Superintendent - Educational Services	Sacramento, CA	07/00 06/02	Larry Buchanan, Ed.D. / Superintendent
<p>Significant accomplishments in this position:</p> <p>I successfully led the District out of the Comete process. A process that is designed to ensure that ALL students are being educated in an appropriate manner, but the emphasis is on second language learners. I was also instrumental in aligning ALL district funds, as well as categorical funds to district goals and objectives.</p> <p>Reason For Leaving: Increase in Duties and Responsibilities; Accepted Upper Management Position</p> <p>Last Annual Salary: \$135,000 Last Annual Gross: Enrollment: 14,500 District Type: High School</p>			
Clovis Unified School District (Clovis West High School)	Clovis, CA	07/98 06/00	Garry Gianonni / Principal
<p>Significant accomplishments in this position:</p> <p>Created an environment in which students and community were empowered to become a part of the school and the educational process. Contributed to the school being recognized as a California Distinguished School.</p> <p>Reason For Leaving: Increase in Duties and Responsibilities; Accepted Upper Management Position</p> <p>Last Annual Salary: \$82,000 Last Annual Gross: Enrollment: 47,000 District Type: K - 12</p>			

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Professional Experience

Employer and Position Title	Location: City, State	Dates: From - To	Primary Supervisor/Board Pres.
Norfolk Public Schools (Norview High School) / Teacher and Coach	Norfolk, VA	7/96 6/98	Marge Stealy / Principal (REDACTED)
<p>Significant Accomplishments at this position: Honored as the "Rookie of the Year"; Was a member of the "Critical Friends" a panel of teachers that assisted other teachers with their lesson plans and instructional delivery models and pedagogy. Implemented a "School within a School" to assist dropouts to return to school and obtain their high school diploma.</p> <p>Reason For Leaving: Relocated due to family member's health; Accepted position as a Learning Director</p> <p>Last Annual Salary: \$55,000.00 Last Annual Gross:</p>			
United States Marine Corps (Active & Reserves)	Various,	02/83 03/04	
<p>Significant Accomplishments at this position: Selected as the 1994 and 1995 General Intelligence Training Instructor of the Year. The recipient of several awards for distinguished services.</p> <p>Reason For Leaving: Honorable Discharge</p> <p>Last Annual Salary: \$45,000.00 Last Annual Gross:</p>			

Education

High School Attended: Pittsburg High School, Pittsburg, CA

Colleges, Universities and Technical Schools Attended:

Name and location	Major	Degree	Date Conferred
University of Southern California	Educational Leadership	Ed.D.	2003
Old Dominion Univeristy	Education, Special Education	MS	1995
Southern Illinois University	Education, Curriculum & Instruction	BS	1994

List honors, awards or distinctions:

2011-Outstanding Servant Leader in Education, Clayton County Ministers Association
2011-Candidate for Superintendent of the Year, Georgia School Superintendents Association
2009-Superintendent of the Year, ACSA Region 12 (San Bernardino and Riverside Counties)
2008-Selected as the Outstanding Administrators, by the California League of High Schools
2008-Graduate of the Broad Superintendent's Academy
1997-Rookie Teacher of the Year, Norview High School
1994 and 1995-General Intelligence Training Instructor of the Year

Please list your professional memberships - please indicate leadership roles you may have had with any of them.

Governor's Superintendents Advisory Board-Member;
Clayton County Chamber of Commerce-Executive Board Member;
Clayton County Archway Collaborative-Executive Board Member;
Clayton County Board of Health-Executive Board Member;
Association of California School Administrators (ACSA)-Urban Education Committee, Chairperson (Past) and Legislative Policy Committee (Member)
West Ed-Past Board Member
Educational Insights-Past Board Member
National Minority Teacher Recruitment Center, New York-Past Board Member
National Alliance Black School Educators (NABSE)-Member

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Please list your professional memberships - please indicate leadership roles you may have had with any of them. (continued)

North County Times African American Round Table-Past Member
Association for Supervision and Curriculum Development (ASCD)-Member
National Association of Secondary School Principals (NASPP)-Member
American Association of School Administrators (AASA)-Member

Please list your community and civic memberships and participation.

500 Men Standing in the Gap (Founder/Creator)
Clayton County Collaborative-Member
100 Black Men-Member (Atlanta Chapter)
National Junior Basketball League (NJBL)-Past Board Member
Oceanside 10 Point Program-Executive Board Member (Former)
Rotary Club-Member
Kappa Alpha Psi Fraternity, Inc.-Member

Please list any publications you may have, including your doctoral and/or master's dissertations, if appropriate.

Doctrnal Dissertation - How Schools and Districts Use Data To Improve Instruction and Student Achievement

Please list major presentations made to national, state or regional audiences.

2012-AASA Conference: Accreditation Lost and Accreditation Regained;
2012-AASA Conference: Improvement is not a Random Act;
2011-National Alliance for Black School Educators Conference: Improvement is not a Random Act;
2007-Closing the Achievement Gap Summit (Co-presenter)-"District-wide Efforts to Close the Achievement Gap";
2006-Quality Educational Journey (Co-presenter);
2004-National Alliance of Black School Educators-Reconnecting School Districts and Communities;
2003-California School Personnel Commissioners;
Association State Conference: Becoming an Employer of Choice;
2003-California State University, San Marcos: How the Community can Support the Educational System;
2002-Preparing for the Entry Level Administration Position, Sacramento County Office of Education (Expert Panel Member)

Please list significant workshops or conferences which you would like to highlight.

2012-AASA Conference: Accreditation Lost and Accreditation Regained;
2012-AASA & NABSE Conferences: Improvement is not a Random Act;
2007-Closing the Achievement Gap Summit (Co-presenter);
2004-National Alliance of Black School Educators: Reconnecting School Districts and Communities;
2003-California State University, San Marcos: How the Community can Support the Educational System

Certifications

Do you hold the appropriate certificate for this position?

Yes

Type	State	Certificate Number	Expiration Date	Active?
Educational Leadership	GA	907528	06/30/2014	Yes
Professional Clear Administrative Services	CA	050043075	08/01/2014	Yes
Special Ed Curriculum	GA	907528	08/01/2014	Yes

Please list all of the endorsements and/or verifications documented on your teaching/administrative certificate(s):

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Statement

TCA1. Please share why you are interested in this position and your unique qualifications for it.

I am excited about the State Superintendent position because of the possibility to serve such a diverse population where the stakeholders and staffs are so supportive of the State and are committed to academic rigor and relevance. I possess the vision, leadership skills, inter-personal qualities, educational background, and breadth of successful experiences that will provide the organizational and educational leadership, as well as the motivational skills needed to achieve the district's goals and exceed the stakeholder's expectations.

My professional experience in education, both public and military, spans more than 25 years. For the past 7 years I have served and currently serve as a Superintendent, the most recent three years I have served the Clayton County Public Schools (Jonesboro, Georgia) and prior to that the Chino Valley Unified School District (Chino, California). During this time, I have been able to build highly effective executive and instructional teams that have made significant impacts on organizational efficiency and ultimately student achievement. Clayton County Public Schools, an urban school district, serves 51,300 students. The student population is 72% African American, 16% Hispanic, 4.8% Asian, 4% Caucasian, and 3.2% other. Over 84% of students are eligible for free/reduced meals and over 18% are English Language Learners.

TCA2. Please list the five accomplishments in your professional career of which you take the greatest satisfaction and why you do so.

Under my leadership, District accreditation was fully restored, after losing it four years prior to my arrival, from the Southern Association of Colleges and Schools (SACS) at the District Level and for all of its 67 schools and programs. At the same time, I led the reduction of the operating budget by more than \$142 million over the past three years by reorganizing and reallocating resources and eliminating NO instructional programs. This reduction from \$747 million to \$505 million allowed the system to become more focused and supportive of school sites, parents, and students. Though our team was able to streamline the organization while increasing support and accountability, we did so while increasing educational options and programs to students. During this same period I led the District in increasing the graduation rate by more than 10 percentage points, while increasing the percentage of schools making Annual Yearly Progress targets. Under my leadership, the District also increased the number of students taking and passing college readiness exams, as well as the Georgia Work Ready Certification test.

Open Ended Questions

This section only displays when selecting a specific job code.

Language Skills

Do you know any language other than English? No

Professional References

	Reference 1	Reference 2
Name:	Dan Shinoff	Kem Kimbrough
School/Org:	Stutz Artiano Shinoff and Holtz Law Firm	
Current Position:	Practicing Partner	Former County Sheriff
Home Phone:		
Cell Phone:		
Work Phone:	619-232-3122	770-471-1122
Mailing Address:	San Diego, CA 92106-6113	Jonesboro, GA 30236
Email:		
Relationship to Candidate:	Professional Colleague	Professional Colleague
Years Known:	12	5

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Professional References cont.

	Reference 3	Reference 4
Name:	Dr. Harold Cebrun	Tasha Mosley
School/Org:	Rialto Unified School District	State Court of Clayton County
Current Position:	Retired Superintendent of Schools	Solicitor General
Home Phone:		
Cell Phone:		
Work Phone:		770-477-3380
Mailing Address:		
	Rialto, CA 92376-3598	Jonesboro, GA 30236
Email:		
Relationship to Candidate:	Professional Colleague	Professional Colleague and Friend
Years Known:	12	5

General Information

List any additional information which will support your candidacy.

Are you presently under contract?

Yes

When does contract expire?

With a 30 day notice

Have you ever failed to have your contract renewed, be rehired, been asked to resign a position, or resigned to avoid termination?

No

If yes, explain.

Have you ever had a credential or certificate revoked, suspended or annulled in any state, territory or foreign country?

No

If yes, explain.

Where did you hear of our vacancy?

HYA Website

Referrals

How did you hear about employment with us?

HYA Website

Recruited by HYA associate

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Legal Information

1. Are you eligible to work in the United States? Yes
2. Have you ever been convicted of a felony or misdemeanor involving a sex offense or a controlled substance? No
If yes, explain, giving dates:
3. Have you ever had any indicated finding of child abuse filed in your name? No
If yes, explain, giving dates:
4. Have you ever been convicted of any crime? No
If yes, explain, giving dates:

Confirmation

I authorize the organization(s) to which I am applying and Hazard, Young, Attea & Associates, Ltd. to contact my references or any other references deemed necessary to ascertain the merits of my candidacy for this position. I authorize references to discuss my application and/or release information concerning me, and agree to hold them, the District, and the consultants harmless for providing and/or utilizing any information requested and/or provided.

I also request that my application and interest in the administrative position remain as confidential as possible under the applicable laws of the state. I understand that my candidacy may become a matter of public record when I am presented to the Board. I further understand that elements of my resume may be available to the public and the news media at such time. However, I request that reasonable effort be taken to maintain the confidentiality of this application and other documents and information which accompany my application for the position for which I am applying. (Note: In some states, such as Florida, there can be no confidential written correspondence. Please call HYA if interested in one of these positions.)

If you answer "yes" to any of the above questions, you must submit official copies of court records including disposition of the case(s).

I hereby affirm that there are no misrepresentations, omissions or falsifications in the foregoing statements and answers, and that the entries made by me are true, complete and correct to the best of my knowledge and belief. I acknowledge that any misrepresentations, omissions or falsifications might be grounds for dismissal if employed for this position.

Edmond T. Heatley
(agreed online)