	File in Personnel F		
Organization: <b>Beaufort County S</b> ssigned To: <b>User - TLB9460</b> <u>how History</u> <u>Remove Applicants or Employees</u>		Employee <mark>: ANTHONY HEITER</mark>	Fisonnel Fi
₩ DATE INITIATED:	01/23/2019		
<b>₩ EMPLOYEE #:</b>			
🟶 TYPE OF REQUEST:	RESIGNING	·····································	•
Additional Information:			
Characters Available: 250	CHOOL OR DEP	ARTMENT USE - Please Provid	de All Required
Information.			<u>ac All Required</u>
₩ NAME: (First Name, Last Name)	Anthony Heite	er	
✤ Position Title:	First Grade		
* School / Location:	Hilton Head I	Elementary v	
🏶 Employee Group:	Certified	▼	
₩ Employment Status:	Full-Time		
First Day Of Work:			
Last Day Of Work:	01/22/2019		
Is this PAF related to a Special Education position?	<ul><li>○ Yes</li><li>● No</li></ul>		
Resignation or Retirement Lett	er Attached:		
Anthony Heiter.pdf Added 1/23/2019 7:18:00 AM			view delete
Hours Per Day:		۲	
Days Per Year:	<b>None</b> (1997) (1		
<b>₩</b> ORG #:	10011262		
₩ OBJ #:	511000		/ (XØ))
PROJ #:			
POSITION CHANGE:			
Old Position:			Page

New Position:	
✤ Principal's / Hiring Manager's Email Address:	Dale.Crawford@beaufort.k12
🟶 DATE SUBMITTED:	01/23/2019
PRINCIPAL'S / HIRING MAN Type your name and then click t	
Signed:Dale Crawf	
	08:20:13 GMT-0500 (Eastern Standard Time);1/23/2019 -01-23 13:20:13Z;207.144.99.79
APPROVAL PROCESS	
This PAF Request Has Been:	APPROVED v
Reason PAF was Disapproved:	
Characters Available: 250	
Munis Processing:	Teresa Baird
ATE:	01/23/2019
	HAS BEEN APPROVED/DENIED BY:
	HAS BEEN APPROVED/DENIED BY: he button to digitally sign.)
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Certified Salary Classification:

Page 2

23/2019	Personnel Action Form (PAF)					
۱.	Certified Years of Experience:					
	Classified Salary Level:					
	Classified Salary Step:					
	Additional Information:					
	Characters Available: 250					
	(Type your name and then click the button to digitally sign)					
	Signed:Teresa L. Baird					
	Stamped:Wed Jan 23 2019 08:39:56 GMT-0500 (Eastern Standard Time);1/23/2019 7:39:57 AM;2019-01-23 13:39:57Z;207.144.99.102;User - TLB9460 - Teresa.Baird@beaufort.k12.sc.us					

Save as Draft

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Submit Form

# Crawford, Dale F

From:Walton, Alice WSent:Tuesday, January 22, 2019 5:59 PMTo:Crawford, Dale FSubject:Fwd: Letter to confirm resignation

Make effective 1/22/19.

Alice W. Walton Beaufort County School District Human Resources 843-322-2419 Office 843-812-8374 Mobile

Sent from my iPhone

Begin forwarded message:

From: Anthony Heiter Date: January 22, 2019 at 5:00:35 PM EST To: <u>alice.walton@beaufort.k12.sc.us</u> Subject: Letter to confirm resignation

Dear Alice, below you will find my letter of resignation.

This communication will serve as my resignation from teaching at Hilton Head Island Elementary School IB

I appreciate the opportunity to have served the students, staff, and community these years with integrity and commitment. Thank you for this opportunity and I wish you success in the future,

Sincerely,

Anthony R Heiter

**Beaufort County School District Online Application** Heiter, Anthony - AppNo: 6591 Date Submitted: 5/21/2015 **Personal Data** Name: Mr. Anthony R Heiter (Title) (First) (Middle Initial) (Last) Other name(s) under which transcripts, certificates, and former applications may be listed: Other: (Title) (Middle Initial) (Last) OK Email Address: **Postal Address** Permanent Address Present Address (until 07/3/2015) Number & Street: Number & Street: Apt. Number: Apt. Number: City: City: State/Province: State/Province: Zip/Postal Code: Zip/Postal Code: Country: Country: Daytime Phone: Phone Number: Home/Cell Phone: Employment Desired Open Vacancies Applied For: Date Last Experience in Submitted **Similar Positions** JobID: 2215 Certified - Elementary School: First Grade-Spanish Immersion at 5/21/2015 years Hilton Head Island Elementary School **Position Desired:** Experience in **Similar Positions Certified - Elementary School** 1. Fifth Grade 6 years 2. First Grade 6 years 3. Fourth Grade 7 years 4. Kindergarten 6 years 5. Second Grade 2 years 6. Spanish -14 years 7. Third Grade 7 years **Certified - Middle School** 1. Spanish 6 years

# **Date of Birth**

Please provide your date of birth.

\* Date of Birth: (mm/dd/yyyy)

54

Date Submitted: 5/21/2015

# Experience

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Please list "ALL" of your work experience beginning with the most recent.

Current or Most I	Recent Position	Employer Contact Information		Supervisor/Refer	Supervisor/Reference Contact Information	
Township	Metropolitan School District of Pike Township Second Grade Teacher		6901 Zionsville Road  ,    317.297.7896 (fax) Indianapolis, IN 46268 317 293.0393		Director of Human	
Date From - Date To:	08/2012 - 06/2015	Full or Part Time: Full		Last Annual Salary:	48,000.00	
To: Reason for Leaving:	Moving to Hilton Head Island for family relocation					
May we contact this employer?	Yes					
Responsibilities/ Accomplishments at this Position	Second grade genera for first year while w	al education classroom te vaiting for position to op	eacher. Started out h en for full time 2nd	ired as weekly 5 day bu grade classroom.	ilding substitute teacher	
Previous Position Held		Employer Contact I	nformation	Supervisor/Reference Information	ence Contact	
Virginia Beach City Public Schools 3rd Grade Spanish Immersion Teacher		-	George Mason Drive Dr. Amy Cashwell nia Beach, VA 23456-0038 757-263-1419			

		757-263-1000		Amy.Cashwell@VBSchools.com	
Date From - Date To:	08/2012 - 06/2013	Full or Part Time:	Full	Last Annual Salary:	47,000.00
Reason for Leaving:	Moved to Indiana for	r family responsibility			
May we contact this employer?	Yes	Yes			
Responsibilities/ Accomplishments	Taught 3rd grade in t	Spanish Immersion Prog	gram.	and and a second se	
at this Position					

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Indianapolis Public S Inquiry Schools #302 K-8 Language B, Spa International Baccala	2 & #184) anish Teacher,	120 East Walnut Stre Indianapolis, IN 462 (317) 226-4000	••	Mr. Joseph Turne	ſ
Date From - Date To:	08/2006 - 06/2012	Full or Part Time:	Full	Last Annual Salary:	47,000.000
Reason for Leaving:	Moved to Virginia w	ith family			
May we contact this employer?	Yes	Yes			
Responsibilities/ Accomplishments at this Position	Responsible to teach and the International	all K-8 students in Spar Baccalaureate Primary	hish classes in acco Years and Middle	ordance with the Indiana I Years Programs.	Department of Educati

Date Submitted: 5/21/2015

# Student Teaching

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Student Teaching/Internship	
School District	
Location	
School Phone #	
School Year	
Date Completed (mm/yyyy)	
Length of Experience	
Grade Level(s)/Subject Area(s) Taught	
Name and Phone of Cooperating Teacher or Field Supervisor	
Name and Phone of Add'1 Cooperating Teacher or Field Supervisor	
Name and Phone of University Supervisor	
Academic Grade Received	

#### Additional Student Teaching/Internship

School District	
Location	
School Phone #	
School Year	
Date Completed (mm/yyyy)	
Length of Experience	
Grade Level(s)/Subject Area(s) Taught	
Name and Phone of Cooperating Teacher or Field Supervisor	
Name and Phone of Add'l Cooperating Teacher or Field	
Supervisor	
Name and Phone of University Supervisor	
Academic Grade Received	

# Education

Please tell us about your educational background beginning with the most recent.

High School Attended:	Notre Dame High School, West Haven CT
Graduation Status:	H.S. Diploma

# Colleges, Universities and Technical Schools Attended:

# **Education Continued**

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected	Graduated
IN - Oakland City University	09/2006 05/2007	Arts in Teaching /Education Hrs:	Hrs:	Master of Arts in Teaching	05/2007	
IN - Oakland City University	09/2005 05/2006	¢ Concentration: Human Resource Man Hrs:	Hrs:	Bachelor of Science in Business Administrat	05/2006	
CT - Sacred Heart University	09/1982 05/1984	Psychology Hrs:	Hrs:		01/9999	

Date Submitted: 5/21/2015

# Certification

Do you hold National Board for Professional Teaching Standards certification? Do you hold or anticipate a South Carolina certificate?

How do you plan to obtain a South Carolina certificate?

# Certificate is anticipated

I currently hold an out-of-state certification that will be transferred to South Carolina.

Туре	Date Anticipated	Expiration Date	Status
(01) Elementary (Professional)	mm/dd/yyyy		Current
(07) Spanish (Professional)	mm/dd/yyyy		Current

No

# Please list any other endorsements and/or verifications documented on your certificate(s):

Highly Qualified Teaching Status Designation

#### \* Have you applied for a South Carolina certificate?

\* List the date you applied for certification:

Do you hold a current out-of-state certificate? Yes

State	Туре	Certificate Number	Expiration Date	Current?
IN	Professional Educator's	1591231	07/31/19	Yes
	License			

Yes

#### List your out-of-state certified teaching/administration fields:

Elementary/Primary Generalist - Elementary / Primary Elementary / Intermediate Generalist and more...

Overall GPA Major GPA	Undergraduate 3.5/ 3.5/	<b>Graduate</b> 4.0/ 4.0/
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study

MA/MS/etc.

#### List honors, awards or distinctions you have earned:

A.Awarded as Indianapolis Public Schools, Teacher of the Year 2008

B.Highly Qualified teaching status by Praxis examinations.

C.Named Indianapolis Public Schools, top 10 Teacher of the Year 2008

D.Recognized as Center For Inquiry school #302 Teacher of the Year 2008

E.Responsible for the Language B portion of successful authorization for the International Baccalaureate program for Primary Years Program at two schools and the Middle Years Programs at two schools. Also, the successful 3-year re-evaluation process for the first PYP and MYP schools. Center for Inquiry was the first school in the State of Indiana to earn and achieve the International Baccalaureate Primary Years Program authorization designation/status.

F.2010 Rising Star Finalist for Excellence in World Language Instruction and Professional Contributions (IN-NELL)

G.Level I and level II training for the International Baccalaureate Primary Years Program

H.Level I and level II training for the International Baccalaureate Middle Years Program

I.Graduate of The Way Household Ranch High Country Rodeo School Rodeo/bullfighting course 1989.

J.Awarded Oakland City University Exemplary Student Award 2005-2006

Date Submitted: 5/21/2015

# **Extracurricular Activities**

No activities entered.

Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

#### Statement

Tip: Use your word processor to copy and paste in your answers. Copy your answers from the word processor and then hit CTRL+V for PC or OpenApple+V for Mac to paste.

1. Describe the classroom conditions that best facilitate student learning and the strategies you would use to assure maximum learning for all students.

Students are respected by teacher and are able to communicate their questions, concerns, and also give valuable input for building a strong, vital, and healthy classroom community. Students take responsibility and ownership with pride in our work and maintain a robust camaraderie and interaction between all. Clear communication and classroom management expectations are set forth from the beginning and upheld through the year. Learning and behavior expectations are held with high regard and students take accept the role they play in a successful classroom.

2. In what ways are you qualified to address the issue of diversity as a part of your instructional program?

I have a passion to teach, that is the catalyst for all I do. My passion supersedes any apparent cultural barriers. In the least common denominator, regardless of culture, we all strive to be life-long learners. Recognizing cultural diversity is a helpful tool in being an effective educator. Being a part of one's culture, embracing and gaining exposure to all cultures, makes for better connections between students and educators. I am a world traveler/teacher and have also taught in inner city schools. Diversity is an inescapable and gladly welcomed part of who I am as a teacher.

3. From your point of view, how important is technology in education? What technology-related skills would you integrate into your curriculum?

Technology is extremely important to education; it helps to bring information to life and can visually illustrate important information in a vivaciously vivid fashion. Technology can bring words to life with pictorial displays and an interactive experience to learning. Examples of technology utilized would be, Smart board (or similar means of hands on interaction), certainly PowerPoint, Prezi, endless internet resources, YouTube, research tools, electronic communication with pen pals in other countries. There really are almost limitless possibilities to technology in the classroom coupled with practical and relevant lessons for inquiring minds engaged in a relationship of learning amongst teacher, student, and resources.

# Language Skills

Do you know any language other than English? Yes

Language(s):	Spanish
Oral Level:	_
Written Level:	Fluent

Date Submitted: 5/21/2015

# **Professional References**

	Reference 1	Reference 2
Name:	Mr. Rod Draving	Mr. Joe Lampert
School/Org:	Deer Run Elementary School	MSD of Pike Township Schools
Current Position:	Asisstant Principal	Director of Human Resources
Home Phone:		
Cell Phone:		317-691-4315
Work Phone:	317-299-1266	317-387-2210
Mailing Address:	5401 North High School Road	6901 Zionsville Road,
	Indianapolis, IN 46254	Indianapolis, IN 46268
Work Email:	RDraving@pike.k12.in.us	JFLampe@pike.k12.in.us
Relationship to Candidate:	Assistant Principal to teacher	Employer (hired applicant three years
_	-	ago)
Years Known:	1	3
	Reference 3	Reference 4
Name:	Joseph Turner	Dr.Linda Marley
School/Org:	Indianapolis Public Schools	Oakland City University
Current Position:	Not sure of current title	Professor of Education
Home Phone:		
Cell Phone:		812-677-7505
Work Phone:	317-341-1773	812-749-1297
Mailing Address:	Not aware of current mailing address	138 N. Lucretia
	Center for Inquiry School #2	Oakland City, Indiana
	725 N. New Jersey Street	47660
	Indianapolis, IN 46202	
Work Email:		LMarley@oak.edu
Relationship to Candidate:	Principal	Professor and professional mentor
Years Known:	9	7
	Reference 5	
Name:	Dr. Amy Cashwell	
School/Org:	Virginia Beach City Public Schools	
Current Position:	Director of Curriculm	
Home Phone:		
Cell Phone:		
Work Phone:	757-263-1419	
Mailing Address:	2512 George Mason Drive	
	Virginia Beach, VA	
	23456-0038	
Work Email:	Amy.Cashwell@VBSchools.com	
Relationship to Candidate:	Principal	
Years Known:	1	

# Referrals

#### How did you hear about employment with us?

Other: Contacted district directly due to personal interest in location.

Date Submitted: 5/21/2015

# **Prior Residential Address Information**

Date From	Date To	Street Address	City	County	State	7 in Code

# Additional Information

List any additional information which will help in determining your professional qualifications for a position.

I am experienced in, and can help to organize and implement school talent shows. I am a confident public speaker and have functioned as a Master of Ceremonies when needed.

I also am a great liaison between our school and parents, I can function as a Spanish interpreter if needed as well.

I can also teach music lessons in drumset and percussion. Leading drum circles and organizing students for exposure and learning to tap into their interests with exciting applications of music appreciaiton.

#### **Disclosures**

Contract Status	
* Are you currently under contract?	Yes
If Yes, which district?	Pike Township
If Yes, when does it expire?	End of this school year
When may your present employer be contacted?	As soon as deemed necessary - ASAP
Professional Status	
* Have you ever had a teaching certificate or teaching license revoked or suspended?	No
If Yes, explain:	
* Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment?	No
If Yes, explain:	a and the second second second
* Are you a relative of any board member, administrator, or supervisor who is currently serving the Beaufort County School District?	No

Beaufort County School District Online Application Heiter, Anthony - AppNo: 6591

Date Submitted: 5/21/2015

Disclosures continued		
Name:		
Position:		
Relationship:		
* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation?	Yes	
List any accommodations:		
* Have you ever been employed by Beaufort County School District?	No	
If "YES" when were you employed and what position did you hold?	······	

# Legal Information

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Yes
No
litation will be considered. This information will
No
No
1

# Equal Opportunity Employer

Beaufort County School District is an Equal Opportunity Employer. Beaufort County School District ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Beaufort County School District has a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the Department of Human Resources.

# Applicant's Acknowledgment and Agreement

By checking the box below, I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application to be employed or volunteer.

In connection with my application for employment, my continued employment, or in connection with my desire to engage in volunteer activities, I have been advised and I hereby consent and authorize Beaufort County School District and its agent, at any time during or subsequent to my application process, to conduct an investigative consumer report that may include, but are not limited to, a criminal record check, employment and education verifications, personal references; personal interviews; my personal credit history; and driving record. I do hereby consent to Beaufort County School District's use of any information provided on this form or during the application process in performing the investigative consumer report. Beaufort County School District has informed me that I have the right to review and challenge any negative information that would adversely impact a decision to offer employment or volunteer opportunities. I agree to release, indemnify and hold harmless Beaufort County School District and any reporting agency used with regard to any information reported by the reporting agency. According to the Fair Credit Reporting Act, I am entitled to know if employment or the opportunity to volunteer is denied because of information obtained from a consumer reporting agency. If so, I will be notified and given the name, address, and phone number of the agency which provided the information. In addition, I have been informed that I will have a reasonable opportunity to clear up any mistaken information reported within a reasonable time frame established within the sole discretion of Beaufort County School District. Under the Fair Credit Reporting Act, I have been advised that upon request I will be provided the name, address and telephone number of the reporting agency as well as the nature, substance and source of all information. I acknowledge that facsimile, copy or email shall be as valid as the original.

I hereby authorize Beaufort County Schools to conduct a personal and professional background check for the purposes of my application of employment/volunteering at Beaufort County Schools. Beaufort County Schools may contact any references, past and current employers, church, youth organizations, agencies where volunteer service has been completed, and any individual or organization which might be relevant to my desired position. I hereby release all of the above stated persons from any and all liability for damages that might occur during the Beaufort County Schools contact with the individuals for purposes of employment or volunteer services.

I understand that confidential information about a student may be shared with me. I further understand that any information about a student is not to be discussed with anyone other than teacher or other staff members responsible for the education of the student.

I also hereby give complete permission for Beaufort County Schools to conduct a criminal background check, arrest records check, abuse registry check, and driving record check for the purposes of employment/volunteering.

I waive any right that I may have to inspect any information provided about me by the persons previously mentioned. I have also read and understood the above stated information within this release and am signing below of my own free will.

I understand that a criminal background check will be conducted prior to and during my service. I authorize investigations of all statements contained within my application.

I agree to observe all of Beaufort County School's guidelines and policies.

I UNDERSTAND AND ACKNOWLEDGE THAT THE BEAUFORT COUNTY SCHOOL DISTRICT EXPECTS EMPLOYEES TO MAINTAIN A PROFESSIONAL RELATIONSHIP WITH STUDENTS AT ALL TIMES. NO EMPLOYEE WILL ENGAGE IN IMMORAL OR CRIMINAL CONDUCT OR COMMIT OR ATTEMPT TO INDUCE STUDENTS OR OTHERS TO COMMIT AN ACT OR ACTS OF IMMORAL OR CRIMINAL CONDUCT. IF IT APPEARS AN EMPLOYEE MAY HAVE VIOLATED THE LAW, THE DISTRICT WILL COOPERATE WITH THE LAW ENFORCEMENT AGENCIES.

# Beaufort County School District Online Application

Heiter, Anthony - AppNo: 6591

Date Submitted: 5/21/2015

I declare that I have not perpetrated physical abuse, sexual abuse, emotional abuse, or neglect against a minor or a vulnerable adult and that I have never been accused of these acts.

I understand that I can withdraw my application from the employment/volunteer process at any time.

I understand and agree that false statements and/or omissions regarding past conduct and/or present situation may be grounds for denial to be employed or serve as a volunteer and that refusal to inform Beaufort County Schools of the contents of a sealed criminal record will result in the automatic denial of my employment/volunteer application.

I, Anthony Heiter, agree to all of the terms above.

I agree

# Anthony R. Heiter

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# Objective

Seeking employment as certified and licensed Spanish teacher (full/partial immersion and/or traditional) for any and all grades pertaining to K-9.

# Education Master of Arts in Teaching Degree May 2007 Oakland City University, Oakland City, IN **Bachelor of Science in Business Administration** May 2006 Oakland City University, Oakland City, IN • Concentration: Human Resource Management Awards: Oakland City University Exemplary Student Award 2005-2006 **Teaching Experience Second Grade Teacher** May 2013 to present Metropolitan School District of Pike Township Indianapolis, IN **Building Substitute Teacher** February 2013 to end of school year 2013 Metropolitan School District of Pike Township Indianapolis, IN • K-5 Permanent Building Substitute Teacher **Indianapolis Bi-lingual Account Executive** February 2013 to present **Card Payment Solutions** Indianapolis, IN • Sales and service in establishing POS and credit card processing systems for local merchants.

August 2012-February 2013

# **Third Grade Spanish Immersion Teacher**

**Christopher Farms Elementary School** 

Virginia Beach City Public Schools

Virginia Beach, Virginia

- Enriched students with a rigorous and engaging teaching for science and mathematics fully in the Spanish language for the partial immersion elementary program.
- Collaborated with third grade team and other colleagues to implement curriculum for stimulating learning and growth for students.
- Formulated and taught lesson/unit plans that produced promote highly effective growth mindset students.

# Spanish Teacher

Aug. 2006- end of school year, 2012

Indianapolis Public Schools, Center for Inquiry at #302 and #384,

Indianapolis, IN

- Developed and executed inquiry based Spanish curriculum for grades K-8 at two schools.
- Stimulated students with a rigorous and engaging method of teaching and learning to understand and communicate in Spanish.
- Formulated and taught lesson/unit plans for students that produce and promote growth in utilizing the Spanish language.
- Facilitated the Language B programs for two schools to full authorization of the International Baccalaureate Primary Years Program and the International Baccalaureate Middle Years Program.
- Strengthened ESL students and their families' relationships with the schools by providing communication and interpreting services as liaison weekly.
- . Translated, interpreted, and communicated for all K-8 ESL parent teacher conferences.

# **Drug and Alcohol Counselor/Instructor**

Broad Ripple Counseling Center, Indianapolis, IN

- Rehabilitated and counseled hundreds of clients in need of mental health assistance for their recovery from alcohol and substance abuse.
- Demonstrated authority to concisely conduct therapy sessions for clients in the mental health fields of substance abuse, domestic violence, anger control, and in psychosexual offender programs.
- Assisted as Spanish interpreter for court ordered and client initiated polygraph testing. ٠

Oct. 2003-Present

- Instructed hundreds of youth and adult classes in two languages as the lead teacher for the PRIME FOR LIFE alcohol and substance abuse educational program.
- Collected, processed, and deposited all funds received at counseling center for class sessions and group meetings.

# English as a Second Language (ESL) Facilitator

M.S.D. Washington Township Schools,

John Strange Elementary School,

Indianapolis, IN

- Achieved the success of establishing an English as a Second Language program at an elementary school.
- Demonstrated the ability to do "pull in" and "pull out" lessons for entire elementary ESL student population.
- Moderated as parent liaison for ESL students and families.
- Scheduled student times to meet for ESL services.
- Pioneered new "la Escuelita" Preschool program for M.S.D. Washington Township, June 2005

# Spanish Adult Education Teacher

J. Everett Light Career Center,

Indianapolis, Indiana

• Developed and instructed adult learning Spanish programs for M.S.D. Washington Township school employees and adult education evening classes.

# After School Spanish Teacher

John Strange Elementary School,

Indianapolis, IN

- Instituted and instructed after school Spanish classes for elementary school students grades 1-5, sponsored by
- Parent Teacher Organization.

# Spanish Enrichment Program Instructor

Indy Parks and Recreation,

Indianapolis, IN

- Operated for Indy Parks and Recreation Department to teach four summer-long enrichment programs of "Fun with Magic and Spanish".
- Motivated students to learn Spanish and invest in summer learning.

Nov. 2002-May 2006

Oct. 2004 - May 2006

Nov. 2004 - May 2006

June 2009 - July 2012

# Accomplishments

# A. Awarded as Indianapolis Public Schools, Teacher of the Year 2008

B. Highly Qualified teaching status by Praxis examinations.

**\*** 

- C. Named Indianapolis Public Schools, top 10 Teacher of the Year 2008
- D. Recognized as Center For Inquiry school #302 Teacher of the Year 2008
- E. Responsible for the Language B portion of successful authorization for the International Baccalaureate program for Primary Years Program at two schools and the Middle Years Programs at two schools. Also, the successful 3-year re-evaluation process for the first PYP and MYP schools. Center for Inquiry was the first school in the State of Indiana to earn and achieve the International Baccalaureate Primary Years Program authorization designation/status.
- F. 2010 Rising Star Finalist for Excellence in World Language Instruction and Professional Contributions (IN-NELL)
- G. Level I and level II training for the International Baccalaureate Primary Years Program
- H. Level I and level II training for the International Baccalaureate Middle Years Program
- I. Graduate of The Way Household Ranch High Country Rodeo School Rodeo/bullfighting course 1989.

# Leadership and Community Service

**Volunteer:** Heart and Education Teacher Outreach (**HETO**) Program (two trips, June 2010 and Feb 2008) <u>www.heartineducation.org</u>. Taught at multiple schools and orphanages and instructed teachers in Honduras, Central America. In addition to this, brought U.S. student donated learning supplies to Honduran students of economically less financially privileged communities.

# Personal

Bilingual: Spanish
Musician: Drums, percussion, piano, vocal, and guitar. Songwriter
Magician/ Entertainer
Actor, Narrator
Amateur Herpetologist
Ran a small llama farm. Llamas and their fiber were used for school inquiry programs and 4H Club

# References

Dr. Amy Cashwell
School principal for Christopher Farms Elementary School (currently Virginian Beach Schools Chief Academic Officer for Teaching and Learning)
2828 Pleasant Acres Drive
Virginia Beach, Virginia 23453 (757) 263-1419

Amy.Cashwell@VBSchools.com

Mr. Joseph Turner Principal at Center for Inquiry School #302 725 North New Jersey Street Indianapolis, Indiana 46202 (317) 226-4202 turnerjr76@gmail.com

Dr. Michael Johnson 6208 N. College Avenue Indianapolis, IN 46220 (317) 251-9777 <u>michaeljohnsonphd@indy.rr.com</u>

Mr. Randy Miller School Principal for Deer Run Elementary School (Recently moved as new principal to IPS school district) Elder W. Diggs School 42 1002 W. 25th St. Indianapolis, IN 46208 (317) 226-4242 millerrd@myips.org

# **Candidate Summary Report**

Candidate:	Anthony Heiter
Date Tested:	4/26/2015 8:54:15 PM

ID:

# **Score Summaries**

Job Requirement	Score Level	Graph
Fairness and Respect	Average	a second a second <b>4</b>
Concern for Student Learning	High	en e
Adaptability	High	a en la companya de la companya de la <b>7</b>
Communication and Persuasion	High	e al de la companya de la companya El companya de la comp
Planning and Organizing	Average	en en en en en en en en <b>4</b>
Cultural Competence	Average	A MARINE CONTRACTOR AND A 4
Overall	Average	e de la companya de l

# Description of Scores

Dimension Definition and Score Interpretation	Score
<b>Fairness and Respect:</b> Ensures that fairness is central to all interactions. Acts with integrity and keeps own word. Recognizes that treating others "fairly" does not always mean "equally" (takes individual circumstances into account). Believes that others matter and deserve respect. Respects and values differences among people, including cultural differences.	4
<b>Score Interpretation:</b> Scores in this range mean that the individual values treating others fairly ar respect. The individual strives to understand and respect the opinions of others (students; other teac parents). He or she typically approaches others with honesty and integrity and appreciates diversity. individual is likely to be effective within this area, approximately 25% of individuals scored higher on dimension.	hers, While the

Dimension Definition and Score Interpretation	Score
<b>Concern for Student Learning:</b> Likes students and enjoys interacting with them and teaching them. Receives satisfaction from seeing students learn and provides them with positive feedback when they do well. Considers each student individually in developing learning plans. Seeks to motivate students to set and achieve high standards.	8
<b>Score Interpretation:</b> Scores in range indicate that the individual derives great personal satisfaction interacting with and teaching students and seeing them learn. When developing learning plans, the inconsiders each student individually. He or she is very effective at providing feedback to students where well and encouraging these students to set and achieve high standards. The individual also demonstration concern for underperforming students and strives to engage and motivate them in the classroom. He scored within the top 25% of this dimension.	ndividual o perform ates

Dimension Definition and Score Interpretation	
<b>Adaptability:</b> Flexibility and creatively adapts to changing situations. Alters tactics as appropriate to accomplish goals. Able to derive creative solutions to problems. Handles stressful situations calmly.	7
<b>Score Interpretation:</b> Scores within this range indicate that the individual is highly flexible and ca	

adapt to changing situations. He or she is able to alter strategies and try out new approaches as needed to accomplish his/her goals in the classroom. The individual is also adept at deriving creative solutions to problems and is highly effective in handling stressful situations in a calm manner. This score indicates that he or she falls within the top 25% of candidates on this dimension.

Dimension Definition and Score Interpretation	Score
<b>Communication and Persuasion:</b> Speaks clearly and articulately. Able to present points of view in a diplomatic but persuasive manner when interacting with parents and others. Understands how comments may resonate with a listener and is able to phrase comments empathetically but clearly. Speaks with inflection and conveys interest in addition to information.	8

**Score Interpretation:** Scores within this range mean that the individual is highly effective at presenting in both one-on-one and group situations. Not only does he or she speak clearly and articulately, but he or she also considers the listener's perspective when framing presentations. The individual presents lessons to students in a manner that is interesting and makes the material come alive. Additionally, he or she is both diplomatic and persuasive when interacting with parents, students, and colleagues. This score indicates that the individual falls within the top 25% of job candidates on this dimension and is likely to be highly effective in this area.

Dimension Definition and Score Interpretation	Score
<b>Planning and Organizing:</b> Plans ahead. Thinks through the objectives of interactions with students and how those will support the year's final goals. "Wings it" only when learning needs require this flexibility. Thorough in preparation and follow-through (e.g., grading papers).	4

**Score Interpretation:** Scores within this range indicate that the individual is an effective planner. He or she thinks through student objectives and develops lesson plans to achieve these goals. While the individual typically plans ahead, he or she is able to "wing it" as student needs require. The individual is also good at following through on lesson plans and returning student work in a timely manner. While the individual is likely to be effective within this area, 25% of job candidates score higher on this dimension.

Dimension Definition and Score Interpretation	Score
<b>Cultural Competence:</b> Has an understanding and awareness of his/her cultural background and how the cultural background of others (students in particular) affects learning. Understands that cultural background also influences teaching style. Recognizes that students often interact with others who have similar cultural backgrounds.	4

**Score Interpretation:** Scores within this range indicate that the individual understands the importance of cultural diversity and is sensitive to the cultural backgrounds of other individuals. He or she strives to incorporate diversity into the classroom and lesson plans and is cognizant of the way in which culture can affect what a student learns and how that information is interpreted. While the individual is likely to be effective within this domain, 25% of job candidates scored higher on this dimension.

Dimension Definition and Score Interpretation	Score
<b>Overall:</b> Summation of all of the above characteristics.	6
<b>Score Interpretation:</b> Scores in this range mean that the individual is likely to be an effective pe	erformer, but

is unlikely to be in the top ranks of teachers in terms of his or her overall performance.

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# **Interviewer Report**

ID:

Candidate:	
Date Tested:	

Anthony Heiter 4/26/2015 8:54:15 PM

Job Requirement	Score Level
Fairness and Respect	Average
Concern for Student Learning	High
Adaptability	High
Communication and Persuasion	High
Planning and Organizing	Average
Cultural Competence	Average
Overall	Average

#### **Fairness and Respect**

- 1. Students sometimes complain that the teacher is not fair. How would you interpret and respond to such a complaint? **Strong response:** *Teacher understands the varying needs of students. Primarily, students want to know that they are heard and valued as individuals.*
- 2. In your opinion, which is more important, treating all students equally or considering students' special needs? Why? **Strong response:** *Realizes that it is necessary to teach multiple learning styles, but to also treat all students fairly. Teaching a student in a different way which meets the student's needs does not mean that they are not being fair to other students. Meeting the needs of students is ultimate fairness.*

#### **Concern for Student Learning**

- 1. Describe a time when you had to deal with an unmotivated student? How did you handle the situation? Were you effective in motivating the student? **Strong response:** *Meets the student at his/her learning needs. Provides the student with an incentive to learn; makes learning fun. Is enthusiastic about his/her subject matter and his/her own learning.*
- In your opinion, how should a teacher go about developing a good working relationship with his/her students? What approaches/methods would you use to develop a good relationship with your students? Strong response: Understands the importance of forming relationships with students, but also realizes that there are boundaries to the relationship. Mentions methods such as asking students about interests outside of the classroom, attending extra-curricular school activites, helping students with work before or after class, etc.

#### Adaptability

- 1. Describe a time when you were faced with a stressful situation. What was the situation and what did you do to cope? **Strong response:** *Explains the effective techniques for dealing with stressful situations, putting things in perspective, resoving the situation rather than ignoring it, etc.*
- 2. In your opinion, in what ways should creativity be used in your role as a teacher? Why? **Strong response:** *Discusses the value of creativity in the classroom to explain concepts in new ways, hold students' interest, develop interesting lectures and group activities, etc.*

#### **Communication and Persuasion**

- 1. If a parent disagreed with some of the ways you were teaching, how would you respond? **Strong response:** *Seek to understand the nature of disagreement; try to be positive about aspects of their stance and attempt to establish a collaborative dialog; show movement as appropriate, but remain firm if their view is not on-point.* Page 22
- 2. Tell me about one of the best presentations you ever made. What made it so good? What was the reaction

from the audience? **Strong response:** *Discusses the content of th the presentation (e.g., fun, interesting) as well as presentation skills such as making eye contact, speaking clearly in an appropriate tone, not reading from presentation slides, etc. Recalls positive feedback from the audience.* 

# **Planning and Organizing**

- 1. Describe a time when you had to deviate from one of your lesson plans. What necessitated the deviatioin? What did you do? Was it effective? **Strong response:** Accurately assessed the need to deviate from a lesson plan in a timely manner. Able to switch plans on the spur of the moment and effectively deal with ambiguity without sacrificing the quality of the lesson.
- 2. Would you say you're a planner or that you work better "off the cuff"? **Strong response:** *Emphasizes need for planning, but also notes that there is a need to go "off plan" when the situation warrants it.*

#### **Cultural Competence**

- You are assigned to teach a course in which the students are from two very distinct cultural backgrounds. There is a lot of animosity between each of these two groups of students and they rarely interact with each other unless forced. How would you encourage students from the different backgrounds to work together? Strong response: Cross-cultural learning activities and meaningful involvement with members of the other group will promote understanding and help to deepen understanding. Recognizes that the students need to know each other beyond the scope of the classroom exercises.
- 2. Do you think that it is effective or appropriate to overtly recognize your own cultural background while teaching? Why or why not? **Strong response:** *Realizes that cultural background is not something that should avoided in the classroom and that it can actually facilitate the learning experience for students.*

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Ce	rtified	

For: Heiter, Anthony	Completed By: Reference = Dr. Amy Cashwell	Sent On: 4/28/2015 6:41am CT
Sent By:	-	Completed: 4/30/2015 3:28pm CT

Anthony Heiter is an applicant for a professional teaching position. The information that you provide will help us make important staffing decisions. Thank you for your time and input.

\* What position did the applicant occupy?

grade 3 spanish Immersion Teacher Sept 2012-Feb 2012

\* Between what dates did you work with the applicant? (Or between what dates have you known the applicant's work?)

In what capacity did you work with the applicant?

I served as principal, he was a teacher.

	1	2	3	4	5	Comments/Remarks
1. Professional	(Low)			37		
Judgment				X		
2. Professional					37	
Attitude					X	
3. Cooperation				X		
4. Emotional				X		
Composure			$  \rangle \rangle$			
5. Time			$\left( \begin{array}{c} x \end{array} \right)$			
Management						
6. Knowledge in				X		
Field of Work						
7. Planning and				X		
Preparation						
8.				Х		
Problem-Solving						
Skills	4					
9.					Х	
Initiative/Personal						
Motivation						
10. Interpersonal	~			Х		
Relations						
11. Teaching				. X		
Ability				~~~		
12. Student Evaluation Skills				X		
				77		
13. Behavior				Х		
Management Skills						
14. Acceptable				X		
Role Model				А		
					l	

\* On a scale of 1 to 10 (low to high), how would you compare the applicant to other employees you have supervised or worked with in similar positions?

How would you describe this candidate's teaching style?

High energy and creative

7

# Certified

For: Heiter, Anthony	Completed By: Reference = Dr. Amy Cashwell	Sent On: 4/28/2015 6:41am CT
Sent By:		Completed: 4/30/2015 3:28pm CT

Describe a time when the candidate faced a significant challenge in the classroom and how she/he worked to overcome the challenge.

the position was challenging (teaching in Spanish to English speaking students). he overcame this by using lots of hands-on activities and real world examples in his teaching.

* If the applicant were to apply/reapply for employment in your district today, would you recommend hire/rehire?	Yes	
* Do you know of any reason why the applicant should not be employed to work with students?	No	1
Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?		

d.

# Certified

For: Heiter, Anthony	Completed By: Reference = Joseph Turner	Sent On: 4/28/2015 6:41am CT
Sent By:		Completed: 5/5/2015 8:21pm CT

Anthony Heiter is an applicant for a professional teaching position. The information that you provide will help us make important staffing decisions. Thank you for your time and input.

\* What position did the applicant occupy?

Spanish teacher	yr
Aug 2006 to June	2012

\* Between what dates did you work with the applicant? (Or between what dates have you known the applicant's work?)

In what capacity did you work with the applicant?

I was Anthony's supervisor as principal of Center for Inquiry International Baccalaureate School Kg - 7th grades

	1	2	3	4	5	Comments/Remarks
	(Low)	·				
1. Professional				X		
Judgment					·	
2. Professional				X		
Attitude						
3. Cooperation					X	
4. Emotional					X	
Composure						
5. Time					X	
Management						
6. Knowledge in					X	
Field of Work						
7. Planning and				Х		
Preparation						
8.				X		
Problem-Solving						
Skills						
9.					X	
Initiative/Personal						
Motivation						
10. Interpersonal					X	
Relations						
11. Teaching					X	
Ability						
12. Student				X		
Evaluation Skills						
13. Behavior					X	
Management						
Skills						
14. Acceptable					X	
Role Model			L			

\* On a scale of 1 to 10 (low to high), how would you compare the applicant to other employees you have supervised or worked with in similar positions?

9

How would you describe this candidate's teaching style?

Very creative and capable, engaging for students of a wide range of ages and abilities.

	Certified	
For: Heiter, Anthony Sent By:	Completed By: Reference = Joseph Turner	Sent On: 4/28/2015 6:41am CT Completed: 5/5/2015 8:21pm CT

Describe a time when the candidate faced a significant challenge in the classroom and how she/he worked to overcome the challenge.

Anthony came to me for advise when a parent challenged his teaching style. He was willing to hear and take advice.						
* If the applicant were to apply/reapply for employment in your district today, would you recommend hire/rehire?	Yes	:				
* Do you know of any reason why the applicant should not be employed to work with students?	No					
Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?						

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	Certified	
For: Heiter, Anthony	Completed By: Reference = Dr.Linda Marley	Sent On: 4/28/2015 6:41am CT
Sent By:		Completed: 4/29/2015 9:07pm CT

Anthony Heiter is an applicant for a professional teaching position. The information that you provide will help us make important staffing decisions. Thank you for your time and input.

\* What position did the applicant occupy?

\* Between what dates did you work with the applicant? (Or between what dates have you known the applicant's work?)

In what capacity did you work with the applicant?

Anthony was my student in a graduate class. He made a lasting positive impression on me, though our time together was short. I have rarely found someone in my classroom with such strong leadership qualities. He created a loving bond among his cohort which I have never experienced since. He is a remarkable human being with a heart for helping people. He was also honored as the Indianapolis Teacher of the Year. Clearly others see the same wonderful qualities in Anthony that I see!

	1	2	3	4	5	Comments/Remarks
1. Professional	(Low)				X	
Judgment					А	
2. Professional		-			X	admirable
Attitude						admirable
3. Cooperation					X	
4. Emotional						excellent
Composure					Λ	excenent
5. Time					X	
Management					А	
6. Knowledge in					X	
Field of Work					A	
7. Planning and					X	
Preparation						
8.				·····	. X	
Problem-Solving						
Skills						
9.					X	
Initiative/Personal						
Motivation						
10. Interpersonal					X	outstanding
Relations						Ū
11. Teaching					X	
Ability						
12. Student					Х	
Evaluation Skills						
13. Behavior					X	
Management						
Skills						
14. Acceptable					X	exemplary
Role Model						

\* On a scale of 1 to 10 (low to high), how would you compare the applicant to other employees you have supervised or worked with in similar positions?

10

student

summer 2005?

How would you describe this candidate's teaching style?

Anthony works to maximize each student's learning through loving prodding him or her to reach his or her potential.

- Alt	Certified	
For: Heiter, Anthony	Completed By: Reference == Dr.Linda Marley	Sent On: 4/28/2015 6:41am CT
Sent By:		Completed: 4/29/2015 9:07pm CT

Describe a time when the candidate faced a significant challenge in the classroom and how she/he worked to overcome the challenge.

Teaching in the city, Anthony had to face frequent behavior challenges. His calm demeanor, supportive actions and words and overall ability to secure the confidence of his students reduced the frequency of unwanted behaviors exponentially.

* If the applicant were to apply/reapply for employment in your district today, would you recommend hire/rehire?	Yes
* Do you know of any reason why the applicant should not be employed to work with students?	No
Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?	no

4 	Certified	
For: Heiter, Anthony Sent By:	Completed By: Reference = Mr. Rod Draving	Sent On: 4/28/2015 6:41am CT Completed: 4/29/2015 6:27am CT

Anthony Heiter is an applicant for a professional teaching position. The information that you provide will help us make important staffing decisions. Thank you for your time and input.

*	What	position	did	the	applicant	occupy?	
---	------	----------	-----	-----	-----------	---------	--

*	Between what dates did you work with the applicant? (Or between what dates have you
kı	nown the applicant's work?)

2nd grade teacher 8/1/14 - 5/1/15

In what capacity did you work with the applicant?

I am the assistant principal

	1	2	3	4	5	Comments/Remarks
1 D C 1 1	(Low)					
1. Professional					X	
Judgment						
2. Professional					X	
Attitude						
3. Cooperation					X	
4. Emotional					X	
Composure						
5. Time				X		
Management						
6. Knowledge in					X	
Field of Work						
7. Planning and				X		
Preparation						
8.					X	
Problem-Solving						
Skills						
9.					X	
Initiative/Personal						
Motivation						
10. Interpersonal	-				X	
Relations						
11. Teaching				X		
Ability						
12. Student					X	
Evaluation Skills					А	
13. Behavior					X	
Management					А	
Skills						
14. Acceptable					X	
Role Model						
Kole Model						

\* On a scale of 1 to 10 (low to high), how would you compare the applicant to other employees you have supervised or worked with in similar positions?

9

How would you describe this candidate's teaching style?

Anthony has a very hands on teaching style. He likes to keep his kids moving with various activities where they are actively involved. He is extremely talented in the areas of music and magic and uses these to motivate his students.

	Certified	
For: Heiter, Anthony Sent By:	Completed By: Reference = Mr. Rod Draving	Sent On: 4/28/2015 6:41am CT Completed: 4/29/2015 6:27am CT

Describe a time when the candidate faced a significant challenge in the classroom and how she/he worked to overcome the challenge.

Anthony has a very challenging ED studnet in his classroom. Earlier this year, this students became enraged in his classroom and started hitting students. Anthony was able to get his other students out of the classroom and was able to calm this student down. He was very calm throughout this ordeal.

* If the applicant were to apply/reapply for employment in your district today, would you recommend hire/rehire?	Yes	
* Do you know of any reason why the applicant should not be employed to work with students?	No	-
Can you think of anyone else who would be important to contact before making an employment decision regarding this applicant?	Laquita Gardner	

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Users Guide (being revised)		Summary	Certificatior Change Addre		Credentials   Quick Searc	Document :h   Log O		ience	
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District Contact	Certification								
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	Degree	Year	College		R - Reciproc	lty	IN - India	ana	
	Bachelor	2006	Indiana						
	Master's	2007	Indiana	]					

Email CPS Administrator regarding any technical difficulties.

05/21/2015

05/21/2015

05/12/2015

05/08/2015

	Certification Division of School Effe	on Portal Syster	m SOUTH CAROLINA STATE DEPARTMENT OF EDUCATION
Users Guide (being revised)		Summary   Certification   C Change Address   Renew Ce	redentials   <b>Documents</b>   Experience ertificate   Renew Credits   Log Out
Reports Forms	Last 4 SSN digits Name: Educator ID: Certificate No.	Anthony Richard Heiter 506951	Select CID or SSN then enter a CID or SSN
District Contact		Documents	s/Correspondence
	Docume	nts Received on File	Correspondence Sent
	Logged	Description	Title Date Sent
	05/21/2015		No data available.
	105/21/2015	Social Security Card	

Social Security Card

Fee Payment

App - Academic

Certificates - out of state

Email <u>CPS Administrator</u> regarding any technical difficulties.

# Deas, Reginald M

Mcaden, Jill M	Monday, June 01, 2015 12:01 PM	Deas, Reginald M	spoke to principal - Heiter
From:	Sent:	To:	Subject:

l just spoke to Mr. Heiter's principal - Mr. Elmore.... "I have been dreading this call. We don't want to lose him, he is a tremendous educator."

Jill M. McAden Principal Hilton Head Island Elementary An authorized International Baccalaureate School 30 School Road Hilton Head, SC 29926 Jill.mcaden@beaufort.k12.sc.us 843-342-4100



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