

Mr. John A Heintz

Chicago, IL 60640

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Prepared for: Steve Sanchez
Las Cruces Public Schools
Aug 11, 2016 3:54 PM

Las Cruces Public Schools Online Application

Heintz, John - AppNo: 28704

Date Submitted: 8/4/2016

Personal Data

Name: Mr. John A Heintz
 (Title) (First) (Middle Initial) (Last)

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

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

Email Address:
 (Title) (First) (Middle Initial) (Last)

Postal Address

Permanent Address

Number & Street:
 Apt. Number: IN
 City: Chicago
 State/Province: IL
 Zip/Postal Code: 60640
 Country: United States of America
 Daytime Phone:
 Home/Cell Phone:

Present Address (until indefinite)

Number & Street:
 Apt. Number:
 City: Chicago
 State/Province: Illinois
 Zip/Postal Code: 60640
 Country:
 Phone Number:

Employment Desired

Open Vacancy Desired:

JobID: 4878	Superintendent: Superintendent at Administration Building	Date Last Submitted 8/4/2016	Experience in Similar Positions Clinical/Internship
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Experience

Please list ALL WORK experience beginning with the most recent.

Current or Most Recent Position	Employer Contact Information	Supervisor/Reference Contact Information
Niles Township District 219 Assistant Superintendent for Operations and Chief Legal Officer	7700 Gross Point Road Skokie, IL 60077 847-626-3000	Nanciann Gatta
Date From - Date To:	07/2014 - 12/2015	Full or Part Time: Full
Reason for Leaving:	new board	
Responsibilities/Accomplishments at this Position	Headed human resources, labor relations, business office and legal staff. Brokered first-of-its-kind intergovernmental agreement aligning K-12 curriculum outcomes. Successfully negotiated union contract cycles and preserved labor peace.	

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information
Niles Township District 219 Assistant Superintendent of Human Resources and Chief Legal Officer		7700 Gross Point Road Skokie, IL 60077 312-626-3000		Nanciann Gatta
Date From - Date To:	07/2009 - 06/2014	Full or Part Time:	Full	
Reason for Leaving:	promoted			
Responsibilities/Accomplishments at this Position	Headed human resources, labor relations and legal staff. Led district strategy. Designed, negotiated and implemented teacher evaluation system including student performance data. Preserved labor peace through overhaul contract negotiations.			
Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information
The John Marshall Law School Adjunct Professor of Law		315 S Plymouth Court Chicago, IL 60604 312-427-2737		Jodie Needham
Date From - Date To:	08/2012 - 07/2014	Full or Part Time:	Part	
Reason for Leaving:	ongoing post			
Responsibilities/Accomplishments at this Position	Designed and taught unprecedented flipped law school elective class in school law.			
Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information
Scariano, Himes and Petrarca, Chtd. Associate Attorney		180 N Stetson Suite 3100 Chicago, IL 60601 312-565-3100		A Lynn Himes
Date From - Date To:	08/2007 - 07/2008	Full or Part Time:	Full	
Reason for Leaving:	Pursue post-juris doctoral studies in the Netherlands			
Responsibilities/Accomplishments at this Position	Represented school boards through numerous state and federal compliance cases. Negotiated labor contracts for contracts valued over 150 million. Drafted publications for administrators on Illinois school legislation.			
Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information
Niles North High School English teacher		9600 N Lawler Skokie, IL 60077 312-636-3000		Nanciann Gatta
Date From - Date To:	08/2005 - 08/2007	Full or Part Time:	Part	
Reason for Leaving:	Attend law school full time			
Responsibilities/Accomplishments at this Position	Pioneered International Baccalaureate-style oral and written research projects.			

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Cornfield and Feldman Legal Associate		25 E Washington Suite 1400 Chicago, IL 60602 312-236-6686		Gil Cornfield	
Date From - Date To:	06/2006 - 08/2006	Full or Part Time:	Part		
Reason for Leaving:	Summer intern work				
Responsibilities/Accomplishments at this Position	Represented Illinois labor unions including Illinois Federation of Teachers.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
American School of Paris English and writing teacher		41 rue Pasteur St Cloud, FR 92210 +33-1-41-12-82-82		Aaron Hubbard ahubbard@asparis.fr	
Date From - Date To:	08/2003 - 08/2005	Full or Part Time:	Full		
Reason for Leaving:	Return to US to finish law school				
Responsibilities/Accomplishments at this Position	Developed literature programs for International Baccalaureate and underclass curricula.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Highland Park High School Director of Debate		4220 Emerson Avenue Dallas, TX 75205 214-780-3700		Jean Rutherford kellyw@hpsisd.org	
Date From - Date To:	03/1996 - 07/1997	Full or Part Time:	Full		
Reason for Leaving:	Accept promotion in Chicago area				
Responsibilities/Accomplishments at this Position	Improved direction of nationally-prominent policy debate program.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Notre Dame High School Director of Forensics		13645 Riverside Drive Sherman Oaks, CA 91423 818-933-3600		Principal connelly@ndhs.org	
Date From - Date To:	06/1995 - 03/1996	Full or Part Time:	Full		
Reason for Leaving:	Accept promotion in position in Dallas				
Responsibilities/Accomplishments at this Position	Rebuilt forensics program to national prominence.				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Niles West High School English teacher and debate coach		5701 Oakton St Skokie, IL 60077 312-626-3000		Kaine Osburn	
Date From - Date To:	08/1990 - 06/1995	Full or Part Time:	Full		
Reason for Leaving:	Accepted Director of Forensics position in Sherman Oaks				
Responsibilities/Accomplishments at this Position	Led debate teams to final rounds in three most competitive national tournaments in 1995.				

Education

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

High School Attended: Thornton Fractional North High School, Calumet City, IL
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

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
IL - Concordia University Chicago	06/2013 05/2015	Superintendent program Hrs: 33	Hrs:	Superintendent endorsement	05/2016
University of Chicago, Chicago, IL	06/2010 03/2012	Business administration Hrs: 60	Hrs:	MBA	03/2012
University of Leiden, Leiden and the Hague, the Netherlands	08/2008 06/2009	Public international law Hrs: 60	Hrs:	Advanced LLM	06/2009
DePaul University, Chicago, IL	03/2008 07/2009	Education administration Hrs: 30	Hrs:	Licensure	06/2009
The John Marshall Law School, Chicago, IL	01/2000 08/2007	Law Hrs: 60	Hrs:	JD	05/2007
Northwestern University, Evanston, IL	08/1992 07/1997	English literature Hrs:	Hrs:	MA	04/1997
IL - University of Illinois, Urbana-Champaign	08/1985 06/1990	Teaching of speech and English Hrs: 124	Hrs:	BA	06/1990

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Education Continued

Overall GPA Major GPA	Undergraduate	Graduate
Highest Degree Attained Ed.D/Ph.D/etc.	Number of graduate hours beyond your highest degree:	Grad Program Of Study Law, Education, Management, Literature, Languages

List honors, awards or distinctions you have earned:

Lead Editor of The John Marshall Law Review
 Tournament of Champions and National Forensics League Top Policy Debate Coach
 Graduated from University of Illinois with honors
 Pullman and State Scholar at University of Illinois

Certification

Do you hold National Board for Professional Teaching Standards certification? **No**

Do you hold or anticipate a New Mexico certificate?

Certificate is anticipated

How do you plan to obtain a New Mexico certificate?

I currently hold an out-of-state certification that will be transferred to New Mexico.

Type	Date Anticipated	Expiration Date	Status
Administrative Services Credential ()	9-1-2016		Will Apply For When Eligible

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

- | | | |
|--|----|-----------------------------|
| * Have you applied for a New Mexico certificate? | No | |
| * List the date you applied for certification: | | |
| * Have you received a deficiency statement? | No | |
| * Have you passed the Basic Skills Exam? | No | If pending, date test taken |
| * Have you passed the Content Area Exam? | No | |

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Certification (cont.)

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

State	Type	Certificate Number	Expiration Date	Current?
IL	Superintendent License	1961677	6/30/16	Yes

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

PK-12 Superintendent, K-12 Administrative, 6-12 English, Language Arts, Speech, Theatre, Secondary ed

Language Skills

Do you know any language other than English? Yes

Language(s): French and Spanish
Oral Level: Polite
Written Level: Polite

Referrals

How did you hear about employment with us?

Other: CA Assn of Admin

Additional Information

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

Leading a public school district such as Las Cruces is a life passion. I am willing to come to Las Cruces for a preliminary interview at my own expense, as I understand the significant costs associated with setting up face-to-face personal interviews with out-of-state candidates. My professional qualifications are diverse, and I know the best way to review them is through a conversation while sitting in the same room.

Upload any additional documents.

Disclosures

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

Professional Status

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

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Disclosures continued

* 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:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District? No

Name:

Position:

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying? Yes

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records.

* Can you provide documentation that you can legally work in the United States for the entire school year? Yes

* Have you ever been convicted of a criminal offense other than a minor traffic violation? No

If yes, explain, giving dates:

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

* Have you ever had any indicated finding of child abuse filed in your name? No

If yes, explain, giving dates:

* Does your name appear on any Sex Offender Database in any state or country? No

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Equal Opportunity Employer

Las Cruces Public Schools is an Equal Opportunity Employer. Las Cruces Public Schools ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation or disability. Las Cruces Public Schools 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, Authorization, Waiver, and Release

I hereby certify that the information contained in this application is true, accurate and complete, to the best of my knowledge and belief. I understand and agree that any misrepresentation or willful omission of facts shall be sufficient cause for disqualification of my application or for termination of my employment. Failure to provide all or part of the information requested may result in the refusal of the Las Cruces Public Schools District to further consider me for possible employment.

I hereby authorize the Las Cruces Public Schools District and its agents to investigate my work history and education history and to conduct personal inquiries. I understand that the Las Cruces Public Schools District will send a copy this Agreement and Authorization to each individual or entity from whom it is seeking a reference or background information.

I hereby authorize the party receiving a copy of this signed form (including a photocopy or facsimile copy) to provide and release complete information as may be requested, and I hereby waive any claim of confidentiality I might have with regard to such information.

I hereby release any person or entity providing information or records in accordance with this Agreement, Authorization, Waiver, and Release from any and all claims or liability for compliance.

I AM ALSO WAIVING ANY RIGHT OF ACTION, CAUSE OF ACTION OR OTHER MEANS OF REDRESS I MAY HAVE AGAINST ANY PERSON OR ENTITY SUPPLYING EMPLOYMENT-RELATED INFORMATION--INCLUDING BUT NOT LIMITED TO INFORMATION CONCERNING MY BACKGROUND, WORK HISTORY, AND DISCIPLINARY HISTORY--TO THE LAS CRUCES PUBLIC SCHOOLS DISTRICT UNDER A GUARANTEE OF CONFIDENTIALITY.

I understand and agree that if I am considered as a finalist for, or I am actually recommended for employment, I will submit to a criminal background investigation, including mandatory fingerprinting, at my expense, to determine my acceptability for employment. Criminal convictions shall not automatically bar an applicant from obtaining employment with the School District, but pursuant to the Criminal Offender Employment Act of New Mexico (NMSA 1978, 28-2-1, et seq.), such convictions may be the basis for refusing employment. I understand that any employment offer is contingent upon the satisfactory completion of all background checks.

I understand that the information contained in this application and the information submitted by me or obtained pursuant to this agreement and authorization is confidential, for the exclusive use of the Las Cruces Public Schools District and its agents for employment decisions, and will not be transferred to any other entity without my written authorization unless required to be disclosed upon request by either New Mexico or federal law.

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I, John Heintz, agree to all of the terms above.

I agree

A new Board of Education for Niles Township HSD 219 took office in June 2015 and began an investigation of the prior Board's administration, including the superintendent and most of the administration. No wrongdoing was found. A separation agreement was signed on November 18, 2015. The separation permitted the Board to seek new leadership consistent with its vision.

If you do a web search for John Heintz, several negative articles will appear. I can assure the Board that the matter has been entirely cleared up with no wrongdoing found, though the search results bring up the same old articles. I welcome the opportunity to discuss with the Board the event, the politics involved and the lessons I learned.





Illinois State Board of Education

James T. Meekel, Chairman
Tory Smith, Ph.D., State Superintendent of Education

Educator Licensure Information System

Welcome, Public User - Sign Out

[Home](#)

Recent Educators:

Credentials

[Home](#) > [Educator](#)

Primary Information

Full Name: **John A. Heintz**

Gender: **Male**

Profile

Deceased: **No**

Show All

Licenses

Select	License ID	License	Status Code	Status Desc	Entitlement	Application Date	Orig Issued	Issued	Expires	ROE	Registered Thru
Select	1961677	PEL	I	Issued		08/04/2016	10/25/1990	07/01/2013	06/30/2021	15	2021

Illinois Approved Program / Endorsements For Selected License

Description	Grade	Status Description	Issued	Major?	Illinois Approved Program?	Approved Program Grade	Endorsement?	Entitlement	Application Date
General Administrative	Kindergarten through Grade 12	Issued	06/29/2009	No	Yes		Yes	IL-DPU (06/29/2009)	
English	Senior HS - Grade 9 through Grade 12	Issued	10/25/1990	No	No		Yes	IL-UIU (05/18/1990)	
Language Arts	Middle School - Grade 6 through Grade 8	Issued	10/25/1990	No	No		Yes	IL-UIU (05/18/1990)	
Speech	Senior HS - Grade 9 through Grade 12	Issued	10/25/1990	No	Yes	6-12	Yes	IL-UIU (05/18/1990)	
Speech/Theatre	Middle School - Grade 6 through Grade 8	Issued	10/25/1990	Yes	No		Yes	IL-UIU (05/18/1990)	
Secondary Education	Grade 6 through Grade 12	Issued	07/01/2013	No	Yes		No		
Superintendent	PreKindergarten through Grade 12	Pre-Completion of Program		Yes	Yes	P-12	Yes	IL-CON (02/17/2016)	02/17/2016

Approvals

Approval Code	Approval	Endorsement	Grade	Application Received	Status	Approval Granted Date	End Date

Designations

Source	Status	Endorsement	Grade	Candidate Number	Issue Year	Expires
ISBE	I	Principal Evaluator - Growth (Module 1-5)			2012	
ISBE	I	Principal Evaluator - Observation (Module 1-3)			2012	
ISBE	I	Teacher Evaluator - Growth (Module 1-5)			2012	
ISBE	I	Teacher Evaluator - Non-Growth (Module 1-4)			2012	
ISBE	I	Teacher Evaluator - Observation (Module 1-3)			2012	

Registration

Fiscal Year	School Year	Region Code	Region	License Code	License	Certificate Number
2016	2015-2016	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2015	2014-2015	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2014	2013-2014	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2013	2012-2013	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2012	2011-2012	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2011	2010-2011	05	Region 05 North Cook ISC 1	PEL	Professional Educator License	
2011	2010-2011	06	Region 06 West Cook ISC 2	PEL	Professional Educator License	
2011	2010-2011	07	Region 07 South Cook ISC 4	PEL	Professional Educator License	
2010	2009-2010	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2009	2008-2009	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2008	2007-2008	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2007	2006-2007	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2006	2005-2006	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2005	2004-2005	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2004	2003-2004	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2003	2002-2003	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2002	2001-2002	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2001	2000-2001	14	COOK ROE - SUBURBAN	PEL	Professional Educator License	
2021	2020-2021	15	CITY OF CHICAGO	PEL	Professional Educator License	
2020	2019-2020	15	CITY OF CHICAGO	PEL	Professional Educator License	
2019	2018-2019	15	CITY OF CHICAGO	PEL	Professional Educator License	
2018	2017-2018	15	CITY OF CHICAGO	PEL	Professional Educator License	
2017	2016-2017	15	CITY OF CHICAGO	PEL	Professional Educator License	
2011	2010-2011	15	CITY OF CHICAGO	PEL	Professional Educator License	
2010	2009-2010	15	CITY OF CHICAGO	PEL	Professional Educator License	

Previous Qualifications

Endorsement Code	Endorsement	Grade	Status Code	Status	Region Code	Region	Issued

Lapsed Licenses

License ID	License	Status Code	Lapsed Date	Reinstate Date	Reinstate Method
No Records Found					

TRANSCRIPT OF ACADEMIC RECORD



CONCORDIA UNIVERSITY CHICAGO

7400 Augusta St.
River Forest, IL 60305

Student No:
Record of: John A. Heintz
Current Name: John A. Heintz

Date of Birth:

Date Issued: 25-JUL-2016
Page: 3

Chicago, IL 60640-6872

Issued To: John Heintz

Chicago, IL 60640-6872

Course Level: Graduate
First Admit: Fall 2014
Last Admit: Summer 2015

Current Program

Program : CERT - Ill Teacher Certi
College : School of Graduate Studies
Major : Superintendent Endorsement

Degrees Awarded Illinois Teacher Certification 07-MAY-2016
Primary Degree

Program : CERT - Ill Teacher Certi
Major : Superintendent Endorsement

SUBJ NO.	C	COURSE TITLE	CRED	GRD	PTS	R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

Sul0-W112 University of Chicago
EDL 7110 Strat of Ed Leadership (1.5)
EDL 7220 HR Admin & Bargaining (1.5)
EDL 7220 HR Admin & Bargaining (1.5)
EDL 7230 Educational Finance
Ehrs: GPA-Hrs: QPts: GPA:

W107-W109 DePaul University
EDL 7110 Strat for Ed Leadership (1.5)
EDL 7120 Resrch-Bsd Decision Mkg (2cr)
EDL 7120 Resrch-Bsd Decision Mkg (1cr)
EDL 7240 Superv Theory & Prac (2cr)
EDL 7240 Superv Theory & Prac (1cr)
EDL 7250 Legal Iss for Schl Dist (2cr)
EDL 7250 Legal Iss for Schl Dist (1cr)
Ehrs: GPA-Hrs: QPts: GPA:

INSTITUTION CREDIT:

***** CONTINUED ON NEXT COLUMN *****

Issued To: John Heintz

Chicago, IL 60640-6872

SUBJ NO.	C	COURSE TITLE	CRED	GRD	PTS	R
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Institution Information continued:

Summer 2015

EDL 7140 O Organizational Change
EDL 7210 O Policy Analysis
EDL 7300 O Ethics for Educational Leaders

Ehrs: GPA-Hrs: QPts: GPA:
Cum: GPA-Hrs: QPts: GPA:

Spring 2016

EDL 7100 O The Superintendency
EDL 7891 H Pro CareerSuperintendent Track

Ehrs: GPA-Hrs: QPts: GPA:
Cum: GPA-Hrs: QPts: GPA:

***** TRANSCRIPT TOTALS *****
Earned Hrs GPA Hrs Points GPA

TOTAL INSTITUTION

TOTAL TRANSFER

OVERALL

***** END OF TRANSCRIPT *****

A PHOTOCOPY OF THIS TRANSCRIPT

In accordance with the Family Educational Rights and Privacy Act of 1974, information from this transcript may not be released to a third party without the express written consent of the student.

Constance K. Pettinger, Registrar

JOHN HEINTZ

Chicago, IL 60640, United States

August 4, 2016

Board of Education of Las Cruces Public Schools
c/o Dr. Steven Sanchez, Interim Superintendent

Dear Dr. Sanchez,

My professional experience spans three states, four countries, twenty-five years and all aspects of education: curriculum, operations, communications and leadership. I have credentials in education, law and administration that have been validated by experience in increasingly responsible roles in schools. I am currently heading academics and operations for a new institution of higher education in Spain. Prior to this work, I led a team that managed a budget over \$180 million, a staff over 600 employees and operations of a school with a \$24,000 annual expense per pupil.

I bring five areas of strength to my work.

My **diverse** experiences make me an effective and non-traditional school leader. I have made a 26-year commitment to public education as an educator, attorney and administrator. Few superintendents bring to their work two law degrees, an MBA and school experience from Illinois, California, Texas and France. I bring this direct school experience and an entrepreneurial spirit. I brokered two first-of-their-kind agreements between historically adversarial local governmental units. One agreement in particular created for the first time in fifty years ensured the community a K-14 guaranteed and viable curriculum. I have taught in multi-lingual environments and have significant work, academic and personal experiences in no fewer than six countries worldwide.

My **leadership** spans the four core areas of school leadership: diversity, curriculum, operations and communications. Representing many school districts at my law firm ignited my leadership by exposing me to more district leaders than most superintendents experience. I developed partnerships with education, business, union, legislative and government agency leaders to ensure the schools were integrated with the community, state, country and world.

I have expertise in **talent** recruitment and retention. An example: over two years, my team created a new hiring and evaluation system. The system vetted job descriptions and tied expectations to evaluations for over 200 positions. The number and quality of applicants increased immediately. The improved transparency of the system improved school culture within a year of implementation.

Few superintendents bring together my successes in **management**. I implemented a successful five-year strategic plan for increased student achievement between 2009-2014. I was chief architect of two school restructurings resulting in \$400,000 savings with no service reductions. Costs associated with compliance problems reduced by 40% over the six years I was in office.

Most of all, my **communication** skills are first-rate. I take complex problems and explain them in simple terms. For example, I brokered a K-14 curriculum agreement by showing that student achievement was harmed through failure to collaborate. I advised a Senator on draft legislation regarding school data privacy by highlighting the positions of Google, Microsoft and my community. I proposed win-win school funding legislation to the President of the Illinois Federation of Teachers. I insisted on clear language in union and vendor contracts. Communication on my team is great, as well. I create a joyful workplace because I empower people to succeed. I mentored colleagues offering honest, if not always popular feedback.

I have degrees from the University of Chicago, the University of Leiden in the Netherlands, Northwestern University, and the University of Illinois. Education has been my entire professional life. I enjoy developing the systems needed to achieve organizational objectives and improve academic achievement.

Igniting the potential among the youth of Las Cruces is the work of a lifetime for me. The prospect of moving from Chicago to Las Cruces is thrilling. I have always loved New Mexico and find exciting the prospect of collaborating with the Las Cruces community. I welcome having the opportunity to offer more information as you review candidates.

Truly,

A handwritten signature in black ink, appearing to read "John Heintz", with a stylized flourish at the end.

John Heintz

JOHN HEINTZ

Chicago, IL 60640

EDUCATION

CONCORDIA UNIVERSITY, River Forest, Illinois
Superintendent Licensure Endorsement, 2016

UNIVERSITY OF CHICAGO, Chicago, Illinois
Master of Business Administration, 2012

UNIVERSITY OF LEDIEN, Leiden and the Hague, the Netherlands
Advanced LL.M. in Public International Law, 2009

DEPAUL UNIVERSITY, Chicago, Illinois
Illinois School Administrative Licensure, 2009

THE JOHN MARSHALL LAW SCHOOL, Chicago, Illinois
Juris Doctor, 2007

NORTHWESTERN UNIVERSITY, Evanston, Illinois
Master of Arts in English Literature, 1997

UNIVERSITY OF ILLINOIS, Urbana, Illinois
Bachelor of Arts in the Teaching of Speech and English, 1990

PROFESSIONAL EXPERIENCE

LYDIAN, INC., Mount Prospect, Illinois
Co-Founder

December 2015 – current

- Led academics at international higher education start-up in Basque region of Spain.
- Assisted clients solve growth challenges in the technology, human capital, leadership, education, finance and operations spaces using research-based, long-term strategic planning and implementation systems.

NILES TOWNSHIP HIGH SCHOOL DISTRICT 219, Skokie, Illinois July 2014 – December 2015
Assistant Superintendent for Operations and Chief Legal Officer

- Implemented first-of-its-kind accountability system tying program and human capital decisions to Board of Education strategic plan.
- Negotiated ground-breaking intergovernmental agreement for common strategic goals.
- Headed operations for organization with 600+ person faculty and staff.
- Negotiated contracts, including union agreements, valued at over \$160 million in 2014.

NILES TOWNSHIP HIGH SCHOOL DISTRICT 219, Skokie, Illinois July 2009 – June 2014
Assistant Superintendent for Human Resources and Chief Legal Officer

- Designed, built and implemented a first-of-its-kind technology plan tying talent recruitment, training, infrastructure and organizational targets.
- Implemented popular performance review program.
- Led school reorganization tying accountability to staff empowerment.

JOHN HEINTZ

THE JOHN MARSHALL LAW SCHOOL, Chicago, Illinois January 2013 – June 2013
Adjunct Faculty

- Offered unique education law elective course taught by practicing in-house counsel.
- Pioneered novel course delivery model employing classroom flipping.

SCARIANO, HIMES, AND PETRARCA, Chicago, Illinois June 2007 – June 2008
Associate Attorney

- Represented school boards through numerous state and federal compliance cases.
- Negotiated labor contracts for contracts valued over \$150 million.
- Drafted publications for administrators on Illinois school legislation.

NILES NORTH HIGH SCHOOL, Skokie, Illinois August 2005 – August 2007
English Teacher

- Pioneered International Baccalaureate-style oral and written research projects.

CORNFIELD AND FELDMAN, Chicago, Illinois June 2006 – August 2006
Legal Associate

- Represented Illinois labor unions including Illinois Federation of Teachers.

AMERICAN SCHOOL OF PARIS, Paris, France August 2003 – August 2005
Writing and Literature Teacher

- Developed literature programs for International Baccalaureate and underclass curricula.

HIGHLAND PARK HIGH SCHOOL, Dallas, Texas March 1996 – August 1997
Director of Debate

- Improved direction of nationally-prominent policy debate program.

NOTRE DAME HIGH SCHOOL, Sherman Oaks, California June 1995 – March 1996
Director of Debate

- Rebuilt forensics program to national prominence.

NILES WEST HIGH SCHOOL, Skokie, Illinois August 1990 – June 1995
English Teacher and Debate Coach

- Led debate teams to final rounds in three most competitive national tournaments in 1995.

ORGANIZATIONS AND LEADERSHIP

American Association for Supervision and Curriculum Development
American Association of School Administrators
American Bar Association
Council of School Attorneys
Gay, Lesbian and Straight Education Network Chicago Speakers' Bureau Co-Founder
Illinois Association for Supervision and Curriculum Development
Illinois Association of School Administrators
Illinois State Bar Association
International Association for K-12 Online Learning
International Society for Technology Education
Rehabilitation Institute of Chicago Foundation Board Inductee Member
University of Chicago Alumni Association Member
University of Leiden Alumni Network Member

INTERESTS

Basketball	Disabled advocacy	Cycling
Camping	Dance	Reading
Computer activities	Eating out	Courses of study
Electronics	Exercise	Film
Hiking	Languages	Motorcycles
Mountain biking	Reading	Running
Scuba diving	Skiing	Snowboarding
Spending time with family	Storytelling	Swimming
Symphony	Theatre	Traveling
Writing	Yoga	

PRESENTATIONS AND WRITINGS

Political Currency and Hard Currency: The No Child Left Behind Law Turns Three. The John Marshall Law Review. 03/11/2006.

Emerging Transgender Issues in High Schools. Northwest Personnel Association. 14/03/2014.

A Taste of Their Own Medicine: Getting Health Clinics Up and Running. National School Board Association Conference. 14/06/2014.

Recommended Closure of the Detention Facility at the US Naval Station at Guantanamo Bay, Cuba. University of Leiden Advanced LLM paper, 11/11/2008.

Humanitarian Law Applied & Violated in December 2008 and January 2009 in Gaza and South Israel. University of Leiden Advanced LLM paper. 16/02/2009.

Integration Principle: Intl. Environ., Human Rights, and Trade, Development and Pvt. Reduction Law, University of Leiden Advanced LLM paper, 06/05/2009

Sovereignty versus the Environment: The Qualification of Sovereignty in International Law, University of Leiden Advanced LLM paper, 27/05/2009

The Political Reasons for and Consequences of NATO's Decision of 12 September 2001, University of Leiden Advanced LLM paper, 02/10/2009

The D219 Local Growth Model. Advance Illinois. 07/03/2013

Education Reform Sets the Stage with Senate Bill 7 for D219 Local Growth Model. Illinois Association of School Administrators. 22/11/2013

Peer Assistance and Review. Oak Park Community School District 97. 13/03/2014.

REFERENCES

Robert Silverman, Former President, Niles Township High School District 219 Board

Sheri Doniger, Former Vice-President, Niles Township High School District 219 Board

Nanciann Gatta, Former Superintendent, Niles Township High School District 219

Kaine Osburn, Deputy Superintendent of Schools

Jim O'Connor, Project Manager

Jack Murphy, School Attorney

Michael Gibbs, Clinical Professor of Economics

Jeff Kaminski, Senior Vice President, Horton Benefit Solutions