

March 23, 2023

Dear Chair Lither and Collier County School Board Members,

I am genuinely excited to be considered to lead the Collier County schools and work with a School Board that so closely mirrors the values I have always lived by.

I am an experienced education leader with 18 years of service in the Clay County Schools as a Board member and as Superintendent. I also have 32 years of service in the US Army, culminating in the rank of Lieutenant Colonel. As Superintendent, I consistently led by the values and characteristics that Collier County seeks. After stepping away from Clay County Schools after the 2016 election, I have seen shifts away from the core values that I upheld during my tenure. Values consistent with those of Collier County schools.

I am encouraged to see traditional and conservative values returning to Florida Schools, and to see parents and communities across Florida taking their schools back to ensure our next generation receives a quality education. I could not be more excited to be considered for this opportunity to positively impact our Florida students.

I have diligently reviewed the "Desired Superintendent Characteristics" Collier County seeks for its next Superintendent and have provided below a sampling of how I have consistently modeled these characteristics over my 32 years of public service.

**I have a track record of prioritizing student achievement and driving results in a complex and diverse school district by demonstrating effective decision making and valuing relationships. Examples include:**

- Increased graduation rates by 10%, passing the national average for the first time in Clay County history.
- One of seventeen districts in U.S. designated as a Ford Next Generation Learning Community in 2014.
- Doubled career and technical education programs as part of the Academies of Clay bringing the total number to 30 district wide.
- Increased ranking in science to the top ten districts in both fifth and eighth grade and increased student achievement in mathematics through targeted teacher content knowledge professional learning.
- Increased ranking into the top ten districts in the state for third grade reading for the 2015-16 SY.
- Partnered with faith leaders of varying denotations and ethnicities, collaboratively we built bridges while tailoring programs to meet the needs of a diverse student body.

**Data drivers to Academies:**

Every student accountability statistic was better among students in a theme-based learning Academy than traditional high school students.

Graduation rate 7.4% higher.

Attendance was 2% better

GPA was 3/10 of a point higher

**In first year of implementation graduation rate for jumped:**

Female students by 10%

ESE students by 7.5%

Free/Reduced lunch students by 5.4%

Multiracial students by 5.6%

Asian students by 7.6%

**After two years of implementation, District EOC scores rose:**

Algebra I EOC scores by 7%

Eleventh (11) grade ELA FSA scores by 3%

High school Writing Scores by 6%

Students passing AP exams with a score of three or greater increased by 4.7%

I have demonstrated an ability to foster an open environment and improve academic results in Clay County school district, while consistently demonstrating a high degree of integrity and leveraging high emotional intelligence to navigate a complex political and social environment. Examples include:

- Compiled decades of exemplary Army Officer Evaluations demonstrating my commitment to the Army Leadership Values of **Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage**.
- Maintained an open-door policy my entire tenure in Clay County, providing all 5,000 employees and the entire community with full access to me including giving them my cell phone number.
- Implemented a Collaborative Classroom model, where students were encouraged to use their voice, respectfully challenge, and use authentic inquiry to develop critical thinking.

I am a systems thinker and an inspiring leader who builds and empowers talented teams, puts students at the center of every decision and maximizes the citizen's fiscal resources that have been entrusted to the school board. Examples of these accomplishments include:

- Created 14 new career and technical academies through partnerships with the business community and the Florida Legislature, which covered 100% of the cost of these programs.
- Restored the School Board's fund balance to the required state requirement and drove efficiency with the number of employees used in the classroom (Clay ranked 2<sup>nd</sup>).
- Developed a grant-writing team to bring over \$20 million in competitive STEM-related grants.
- Led a team of innovators in STEM education resulting in an additional \$7.5 million for Clay County through Department of Defense Education Act grants (DODEA) over five years.
- Saved over \$2M in costs by implementing more efficient traffic circulation procedures and overhauling district transportation department, consisting of 200 buses that transported 17,000 students daily.
- Implemented a real-time GPS system on busses for improved safety, payroll accountability, and improved customer service.
- Leveraged positive data trends from first two years of results as Superintendent to win a \$1.17M special appropriation for Clay County Schools.

In closing, my team and I took Clay County Schools from good to great! I look forward to continuing our discussions and sharing more about my background and accomplishments. It would be an honor to serve the Collier County community and this Board to help your students and school district to become the model for Florida.

Sincerely,



Charlie Van Zant

# CHARLIE VAN ZANT

Keystone Heights, FL 32656 | (352) 682-1726 | charlievanzant66@gmail.com

*"Strong core values, a clear vision, and an unwavering mission focus"*

## HIGHLIGHTS OF SKILLS & EXPERIENCES

- Leading the largest employer in Clay County – collaborating with, training, and motivating 5,000 team members, 37,000 students and their parents.
- Advocating for students in the FL Legislature for 20 years, resulting in over 1 million dollars in additional funding.
- Working collaboratively with city, county, state, and federal officials on numerous initiatives to improve teaching and learning, resulting in a 10% gain in high school graduation rate.
- Developed Florida Youth Challenge Academy at Camp Blanding. Key partners included FL Dept. of Education, Dept. of Juvenile Justice, Clay County School District, Dept. of Children and Families, and Dept. of Military Affairs.
- Established and implemented extensive cost saving and efficiency improvement initiatives.
- Identifying and quantifying opportunities for process improvement, defining goals, proposing solutions, and supporting active projects to implement desired improvements.

## PROFESSIONAL EDUCATION EXPERIENCE

**CLAY COUNTY SCHOOL DISTRICT**, Green Cove Springs, FL

1998 – 2016

### ***Superintendent of Schools (2012 – 2016)***

*Personally responsible for leading and training all administrators to be Servant Leaders. Responsible for oversight of all K-12, virtual education, and adult learning academic programs for 37,000 students. Provided leadership and collaboration with schools and departments to foster student-focused and results-oriented environment for all instructional programs, including basic education PreK-12, virtual education, exceptional student education, adult and community education and charter schools.*

- Lobbied Florida Legislature for increased funding to Develop 14 new academies gaining \$1M for these newly created academies as a result of increased industry certifications.
- Planned and executed \$400M budget with oversight of 5,000 school district employees.
- Generated \$15M in grants from Federal and State sources to enhance STEM opportunities
- Supervised district transportation department, consisting of 200 buses, transporting 17,000 students daily.
- Closely interfaced with County and other transportation planners for safe and efficient bus routes and ensured maximum operational readiness of all transportation vehicles.
- Introduced robotics educational opportunities and established 39 Robotics Clubs in Clay County Schools.
- Boosted graduation rate by 10%, increased industry certifications by 83%, doubled amount of business partnerships, and balanced the budget.
- Saved nearly \$1M by eliminating top tier positions, enabling school district to provide teachers a raise.
- Successfully secured internships in various fields of studies/professions and vocations for students as a direct result of establishing partnerships with several area businesses.

## CERTIFICATIONS

**Certificate of CEO Leadership Development – FL DOE / SUPERINTENDENTS ASSOCIATION**  
**Commercial Pilot License with Instrument Rating – FAA**

-continued-

**School Board Member (1998 – 2012)**

- Final approval on budget and policy decisions for a district with rapid growth over 14 years.
- Oversaw design and construction of 14 new schools and managed redistricting through successful collaboration with state, county and city agencies.

**METEOR EDUCATION, Gainesville, FL**

2017 - 2019

***Executive Director of Business Development***

*Full accountability for directing strategic sales planning, expansion, business development, bid preparation, and relationship establishment/management functions. Analyze company goals and data and utilize results to establish short and long-term plans and budgets.*

- Instrumental in increasing company's revenues by establishing and cultivating key relationships within Florida market; currently led company expansion into Alabama and Georgia markets.
- Improved operational efficiency by conceptualizing, planning, and developing Standard Operational Procedures for \$100M nationwide education company.

**CORE COMPETENCIES**

Human Resources Operations • Organizational Leadership • Personnel Development/Leadership • Employee Engagement • Strategic Planning • Change Management • Risk Analysis • Multi-Million Dollar Budgetary Oversight • Complex Problem Solving • Cross-Functional Team Leadership • Cost Savings • Productivity Improvement • Program Development • Policy and Implementation Leadership and Teambuilding • Relationship/Partnership Development

**MILITARY SERVICE EXPERIENCE**

**UNITED STATES ARMY, FL NATIONAL GUARD**

1989 – 2022

**U.S. Army Forces Command (FORSCOM), Fort Bragg, NC**

2020 – 2022

***HR Officer in charge of Policy, Personnel, and Programs (P3)***

*Responsible for core HR functions for U.S Army largest Combatant Command consisting of over 725K active and reserve component Soldiers. This includes enlisted and officer strength management, active and reserve readiness management, casualty operations, personnel operations, personnel policy, and the FORSCOM Personnel Services Assessment and Training Team. Develop policy, procedures, and implementing guidelines to ensure all essential personnel services are executed to standard. Provide oversight for retention management, evaluations, military bands, and voting assistance.*

- Restructured of Reserve Component Management Team to create greater efficiency.
- Provided key advice to improve Reserve and National Guard HR Issues across the spectrum.
- Mentored junior HR Officers in how to better prepare units for combat from HR perspective.

***Joint Force Headquarters FLARNG, ST Augustine, FL***

2018 – 2020

***Government Relations Liaison Officer***

*Serves on special assignment to the Assistant Adjutant General for Plans and Training (ATAG-TIP). Plans, organizes, staffs, directs, and all activities of ATAG-TIP in relation to Federal, State and Local elected officials. Operates in a legislative liaison role. Coordinates and synthesizes information flow for ATAG in the aforementioned areas. Makes technical and executive decisions for the ATAG-TIP in all areas of functional responsibility. Represents the ATAG-TIP at meetings, conferences, official functions, and community events on his behalf.*

- Spearheaded efforts to increase Soldiers education benefits with great success
- Coordinated with Federal, State and Local officials to relocate National Guard units and expand relationship with Keystone Airport.

***Deputy Commander, Camp Blanding Joint Training Center, Starke, FL (2016 - 2018)***

- Personally lead Officer / Leader Professional Development.
- Coordinated with Federal, State and Local officials to increase visibility of Camp Blanding events, functions, and contributions to community. Served as Liaison coordinating for public officials' attendance.
- Coordinate strategic plans for Florida's premiere training installation and manage human resources, engineering, public works, IT, and logistics.

***Airfield Commander, Camp Blanding Joint Training Center, Starke, FL (2011 - 2016)***

- Revised installation crash rescue (MEDEVAC) plan and closely partnered with local government agencies and area hospitals to refine accurate, timely patient care.
- Led strategic redesign effort and devised plan to collocate Army Air Traffic Control unit into civilian airport, in close collaboration with FAA, state, and local government entities.

***Aviation Operations, Special Operations Task Force, Bagram Airfield, Afghanistan (2010 - 2011)***

- Coordinated, planned and developed air movements, attack, MEDEVAC, and logistical support for over 500 Special Forces personnel deployed to Operation Enduring Freedom.
- Successfully oversaw and coordinated 50+ lifesaving MEDEVAC missions plus close combat attack support for SF Troops under extremely high stress situations in enemy territory.

**Previous positions with US Army:**

Human Resources Supervisor, Camp Blanding Joint Training Center, Starke, FL (2009 - 2010)

Human Resources Officer, Mobilization-Cell, St. Augustine, FL (2008 - 2009)

Human Resources Officer, & Mission Pilot, Udairi Army Airfield, Kuwait / Iraq (2006 - 2007)

Human Resources Officer, & Pilot, Cecil Field, Jacksonville, FL (2004 - 2006)

**EDUCATION**

**Master of Arts in Organizational Leadership - Regent University**

**Bachelor of Arts in Political Science - University of Florida**

**MILITARY SERVICE RECOGNITION AWARDS**

Legion of Merit, Bronze Star Medal, Meritorious Service Medal, Air Medals, Army Commendation Medal w/ 1OLC, Army Achievement Medal, Army Reserve Component Achievement Medal, National Defense Service Medal, Operation Enduring Freedom Medal (Afghanistan), Operation Iraqi Freedom Medal, Global War on Terror Expeditionary Medal, Global War on Terror Service Medal, Overseas Service Medal, NATO Medal, Armed Forces Reserve Medal

**PROFESSIONAL AFFILIATIONS | COMMUNITY INVOLVEMENT**

Member Keystone Airport Board | Chairman of Deacons and Football Coach at Trinity Baptist Church | Advisory Board Member Haven Hospice | Aircraft Owners and Pilots Association (AOPA) | FL National Guard Strategic Plans Team | Member, Army Aviation Association, National Guard Officers Association



Candidate: Mr. Charles Van Zant

Position/district: Collier County PS Superintendent of Schools

Date: March 2023

Charles Van Zant Jr. is a nontraditional/hybrid candidate with teaching, school board member, elected school superintendent, private sector, and military leadership and governance experience. He is known leader who leads with conviction. He served on the 37,000-student clay county school board for 14 years before being elected superintendent of the district from 2012 to 2016. Van Zant also served as a deputy commander for the camp Blanding joint training Center for two years that's part of this long service in the Florida National Guard. References describe him as a leader with a vision with the ability to build and motivate a team to achieve the vision. Candidate Van Zant as the executive Director for business development for an education organization for two years.

References included a former military supervisor, former direct report and county commissioner and a community leader.

1. How would you describe the candidate's leadership style and ability to work with diverse stakeholder groups that have different priorities?
  - Passionate with a strong sense of purpose
  - Effective communicator and presenter; polished
  - Is a listener who will consider the position of others before making a decision
  - Focused and will not lose sight of the mission
  - Excellent internal/external stakeholder communicator
  - Clear vision and will collaborate to build consensus
  - Will hold others accountable for actions and results
  
2. When I google the candidate what am I going to find that people are saying about the candidate?
  - The Florida Commission on ethics cleared Van Zant of allegations by a former high school principal who accused him of plagiarizing her research for financial gain. The commission determined on both counts there was no probable cause to believe that Van Zant sent violated state law. (The Florida -Times union 6/14/17)
  - Clay County superintendent election runs in 2012, 2016 and 2020.
  - Clay County education news as School Board member from 1998 to 2012 and as superintendent from 2012 to 2016,
  - His military service and deployment

(When Googling not to be confused with the former Florida representative with the

same first and last name; Charles Van Zant, father of the candidate)

3. What do you consider the candidates greatest strengths?

- Visionary
- He can assess concerns, deficiencies, and work toward solutions
- Team builder
- Will defer to subject matter experts
- Ability to develop community partnerships, i.e., Business Roundtable
- Develops and communicates clear, concise visions
- Likeable and down to earth
- Strong character
- Ability to connect people and resources to achieve end goal
- Can and will make tough decisions
- Decisive leadership
- Salt of the earth
- Affable
- Will sit down at the table and work with anyone
- Loyal
- Can speak and converse at any level
- Empathetic
- Honest

4. What do you consider the candidates greatest challenges or areas for improvement?

- Sometimes when caught off guard will need to take a step back – especially if the goal is misunderstood
- Although he has continued to serve in a leadership role with the Florida National Guard, his last service as a school district leader was 2016.
- His strong passion may be interpreted as aggressive

5. How will the candidate react in a crisis?

- Calm, cool and collected. Will not overreact.
- Will lead, step up, calm the situation, and move toward a solution
- Will lead, communicate, get all the information, and will take command.
- Has proven himself in Florida natural disasters with leadership service in the FL National Guard
- He will take charge

6. Would you describe the candidate as an educational leader or manager or both and why?

- a. Educational leader – he will lead and have team members manage with accountability.



- b. Leader and manager – he understands the rules and will get the job done; team members will be held accountable to the rules; however, he is willing to take situational calculated risks
  - c. Will manage while leading
7. Is there anything else you would like to share about the candidate and who else might be able to provide an assessment or another prospective on the candidate's leadership skills?
- Courageous will stand behind convictions
  - Brought Junior ROTC and 14 academy programs to the district
  - Conservative, traditional values
  - Talent developer who will mentor others to leadership positions
  - Motivates team members and a confidence builder
  - Non-traditional leader, school board member, superintendent, and retired lieutenant colonel in the Florida National Guard
  - One of the best in my command during 38 years of service
  - Effective in lobbying at the state level (Tallahassee)



# Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

## Personal Data

**Name:** Mr Charles E Van Zant Jr  
(Title) (First) (Middle Initial) (Last) (Suffix)

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

**Other:** Mr Charles E Van Zant Jr  
(Title) (First) (Middle Initial) (Last) (Suffix)

**Email Address:** charlievanzant66@gmail.com

## Postal Address

Permanent Address	Present Address (until indefinitely)
Number & Street: P.O. Box 2206	Number & Street: P.O. Box 2206
Apt. Number:	Apt. Number:
City: Keystone Heights	City: Keystone Heights
State/Province: FL	State/Province: FL
Zip/Postal Code: 32656	Zip/Postal Code: 32656
Country: United States of America	Country: United States of America
Daytime Phone: (352) 6821726	Phone Number: (352) 6821726
Home/Cell Phone: (352) 6821726	

## Employment Desired

Open Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 1206 <b>School District/Cooperative:</b> Collier County Public Schools - Superintendent at Collier County Public Schools	3/24/2023	18 years

## Social Media

Please list an relevant social media links below:

Facebook:

<https://www.facebook.com/charlie.vanzant>

Twitter:

LinkedIn:

<https://www.linkedin.com/in/charlie-van-zant-872a8612/>

Personal Website:

<https://www.charlievanzant.com>

Other:

## Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

### Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Primary Supervisor/Reference Contact Information	
HR Officer in charge of Policy, Personnel, and Programs (P3) \$ 3.3 BILLION FOR U.S. FORCES COMMAND Unit		750,000 U.S. Army Personnel in U.S. Forces Command Fort Bragg, NC 28303 (910) 570-6129		COLONEL (RETIRED) TOM SEIFERT (910) 570 6129 tom.seifert.civ@mail.mil Director, Policy, Personnel, and Programs	
<b>Date From - Date To:</b>	11/2020 - 04/2022 (Total Yrs: 1.5)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Retirement from Military after 32 plus years				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	<ul style="list-style-type: none"> <li>- Led human resources effort pertaining to; Policy, Personnel, and Programs for 75% of the total U.S. Army Active, Reserve and National Guard, no budget responsibilities.</li> <li>- Restructured of Reserve Component Management Team to create greater efficiency.</li> <li>- Provided key advice to improve Reserve and National Guard HR Issues across the spectrum.</li> <li>- Mentored junior HR Officers in how to better prepare units for combat from HR perspective.</li> </ul>				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Government Relations Liaison Officer Serves on special assignment to the Assistant Adjutant General Organization		14,000 FI Army National Soldiers in FL St. Augustine, FL, FL 32084 3526821726		General Trey Chauncey (386) 688-1066 charlievanzant66@gmail.com Assistant Adjutant General for Plans and Training	
<b>Date From - Date To:</b>	09/2018 - 10/2020 (Total Yrs: 2)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Assignment Complete, change of duty station				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	<ul style="list-style-type: none"> <li>- Wrote Standard Operation Procedure, School Charter and other documents to prepare and revise the Multijurisdictional Counterdrug Training Academy to align with National Accreditation standards</li> <li>- Received commendation and National Accreditation from the National Guard Bureau</li> <li>- Spearheaded efforts at state capitol to increase funding for Soldiers education benefits with great success.</li> <li>- Coordinated with Federal, State and Local officials to relocate National Guard units and expand relationship with Keystone Airport.</li> </ul>				

## Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

### Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Executive Director of Business Development, METEOR Education Organization		P.O. Box 2206 Gainesville, FL 32656 3526821726		Bill Latham (352) 373-3387 BLatham@meteoreducation.com CEO, MeTEOR Education	
<b>Date From - Date To:</b>	11/2017 - 11/2019 (Total Yrs: 2)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Transitioned to Independent Contractor and to Active Military Service				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	- Instrumental in increasing company's revenues by establishing and cultivating key relationships within the Florida market; led company expansion into Alabama and Georgia markets. The company went from \$84 million gross revenue in 2017 to a \$100 million dollar company in 2018. - Improved operational efficiency by conceptualizing, planning, and developing Standard Operational Procedures for MeTEOR Education, a nationwide company.				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Superintendent of Clay County School District \$380,000.00 Organization		37,000 Green Cove Springs, FL 32043 (904)336-6500		Mrs. Johnna Mckinnon (904) 610-1080 johnna.mckinnon@comcast.net School Board Chair 2014-2016	
<b>Date From - Date To:</b>	11/2012 - 11/2016 (Total Yrs: 4)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Term of Office expired				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	- Lobbied Florida Legislature for increased funding to Develop 14 new academies gaining \$1M for these newly created academies resulting in increased industry certifications. - Planned and executed \$380M budget with oversight of 5,000 school district employees. - Generated over \$27 million in grants from Federal and State sources to enhance STEM opportunities- -- Supervised district transportation department, consisting of 200 buses, transporting 17,000 students daily. - Introduced robotics educational opportunities and established 39 Robotics Clubs in Clay County Schools.				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
School Board Member, Clay County, FL \$400,000.00 Organization		37,000 Green Cove Springs, FL 32043			
<b>Date From - Date To:</b>	11/1998 - 11/2012 (Total Yrs: 14)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Became School Superintendent				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	- Final approval on budget and policy and other duties outlined in Florida Statutes 1001.42. -Oversaw design and construction of 14 new schools and managed redistricting through successful collaboration with state, county and city agencies during period of rapid school district growth.				

## Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

### Experience Continued

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Deputy Commander, Camp Blanding Joint Training Center Organization		Training Site for 14,000 Florida National Guard Soldiers Starke, FL 32091 (904) 682-3682		Colonel Matt Johnson (904) 584-0029 charlievanzant66@gmail.com Installation Commander	
<b>Date From - Date To:</b>	12/2016 - 09/2018 (Total Yrs: 2)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	New Assignment within the National Guard				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	- Coordinated with Federal, State and Local officials to increase visibility of Camp Blanding events, functions and contributions to community. Served as Liaison coordinating for public officials attendance. -Coordinate strategic plans for Florida's premiere training installation and manage human resources, engineering, public works, IT, and logistics. - Received FL Commendation Medal for my performance during Hurricane Matthew and Irma response				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Aviation Operations, Special Operations Task Force Unit		Eastern Afghanistan		General John Pelleriti (904) 814-1415 john.a.pelleritti.mil@mail.mil Commander U.S. Special Operations Command, South	
<b>Date From - Date To:</b>	07/2010 - 07/2011 (Total Yrs: 1)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Rotated out of combat theater				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	- Awarded the Bronze Star for distinguished service in combat zone. -Coordinated, planned and developed air movements, attack, MEDEVAC, and logistical support for over 500 Special Forces personnel deployed to Operation Enduring Freedom. - Successfully oversaw and coordinated 50+ lifesaving MEDEVAC missions plus close combat attack support for SF Troops under extremely high stress situations in enemy territory.				

### Language Skills

Do you know any language other than English? No

### Languages (cont.)

Please list any additional Languages below

**Language 2:**

Can you communicate using any other world languages?

If yes, please indicate which language(s)

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# Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

## Languages (cont.) continued

Please indicate your skill level below.

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

**Language 3:**

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.


Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

**Language 4:**

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.


Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

## Certification

Do you hold or anticipate holding an education license or certificate?

**Certificate is held**

Type	Certificate Number	Expiration Date	Status
Administrative Certificate (Superintendent)	FL DOE, CEO / School Superintendent Leadership		

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

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

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

# Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

## Education

Please tell us about your educational background beginning with the most recent. The following information belongs in your uploaded resume: honors, awards, distinctions, publications, presentations, and professional memberships.

**Highest Degree Attained:** MA/MS/etc.

### Colleges, Universities and Technical Schools Attended:

Name and location	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree
VA -Regent University	Organizational Leadership Hrs: 33	Hrs:	Master of Arts
FL - State University of Florida, University of Florida	Political Science Hrs: 126	Hrs:	Bachelors of Arts

## Statement

Tip: It is best to type your responses directly into the text areas for each question. Only plain text is supported. All bulleted lists and many quotation marks, apostrophies, and special symbols will not convert correctly when the application is printed. To avoid these errors and the resulting string of strange symbols and characters DO NOT COPY & PASTE from Word unless using plain text.

1. Please explain how your past personal and professional experience makes you a unique candidate?

I think you will agree that my personal and professional experience makes for a great fit for Collier County and puts me in a unique position to bring the school system in alignment with the Board's Vision.

First, as a senior leader, with a Master of Arts in Organizational Leadership from Regent University, I am a passionate advocate for education. I have demonstrated my commitment to education and leadership by dedicating over 20 years of my life to advocating for students and serving in various leadership roles, including School Board Member (1998 - 2012), Superintendent of Schools (2012 - 2016), and Executive Director of Business Development for an education company. My extensive military service has honed my leadership skills, including human resources operations, organizational leadership, personnel development/ leadership, employee engagement, strategic planning, change management, and risk analysis.

My leadership experiences demonstrate that I have been highly successful in a community with similar demographics, values, and challenges to Collier County. During my time as Superintendent of Schools for the Clay County School District, I led all administrators to be effective servant leaders and managed the oversight of all K-12 academic programs for 37,000 students. I implemented extensive cost-saving and efficiency improvements that saved nearly \$1M, enabling the district to provide teachers a raise. Furthermore, during my tenure as Superintendent of Schools, graduation rates jumped by 10% and industry certifications increased 83%.

As someone who prioritizes student achievement, I have a proven track record of advocating for students and securing funding for their benefit. During my time as Superintendent of Schools for the Clay County School District, I lobbied successfully for increased funding and secured grants from Federal and State sources to enhance STEM opportunities. Additionally, I have extensive experience in overseeing transportation departments, ensuring safe and efficient bus routes, and supporting drivers in transport.

As a systems thinker, I understand the importance of accountability, collaboration, and fiscal responsibility. I prioritize placing students at the center of every decision, seek input from all stakeholders, and maintain organizational accountability when making operational decisions. Through a focus on process improvements, I have identified opportunities for the reduction of waste and inefficiencies, resulting in cost savings and productivity improvements. Furthermore, I have extensive experience developing and leading cross-functional teams to achieve common goals.

I genuinely believe that my experience and skills align with your desired leadership characteristics, and I am eager to serve as your next Superintendent of Schools. If given the opportunity, I look forward to working collaboratively with the district staff, parents, students, community members, and the School Board to achieve positive student outcomes.



# Hazard, Young, Attea & Associates Online Application

Van Zant, Charles - AppNo: 932

Date Submitted: 3/24/2023

1. Please explain how your past personal and professional experience makes you a unique candidate?

## Professional References

	Reference 1 of 3	Reference 2 of 3
<b>Name:</b>	General Paul Chauncey	Gavin Rollins
<b>Cell Phone:</b>	(386) 688-1066	(352)328-4892
<b>Email:</b>	chaunceyp@windstream.net	gavinrollins@gmail.com
<b>Relationship to Candidate:</b>	Former Supervisor / Assistant Adjutant General / Military Evaluator	Former employee
<b>Years Known:</b>	20	18
	Reference 3 of 3	
<b>Name:</b>	Alexandra Compere	
<b>Cell Phone:</b>	(904) 562-0991	
<b>Email:</b>	Alexandra.Compere@gmail.com	
<b>Relationship to Candidate:</b>	Former Clay Student, Family benefited from my time as Superintendent	
<b>Years Known:</b>	11	

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## Disclosures

### Contract Status

\* Are you currently under contract?

No

If Yes, which employer?

If Yes, when does it expire?

When may your present employer be contacted?

### Professional Status

\* Have you ever been suspended (paid or unpaid), terminated/dismissed, been asked to resign, resigned to avoid termination, or resigned to avoid discipline or an allegation of misconduct from any position while serving in a school or school district?

No

If Yes, explain:

\* Have you ever had a credential, certification, or license revoked, suspended, or annulled in any state, territory or foreign country?

No

If Yes, explain:

## Legal Information

\* I understand that proof of eligibility to work in the United States must be provided if selected for hire.

No

\* Have you ever been convicted of a felony or misdemeanor that would prohibit you from working in a school district under the federal or state laws in the state you're applying?

No

If Yes, explain:

## Equal Opportunity Employer

Hazard, Young, Attea & Associates ensures equal employment opportunities regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors. Any individual needing assistance in making application for any opening should contact Hazard, Young, Attea & Associates at [hya@hyasearch.com](mailto:hya@hyasearch.com).

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### **Applicant's Acknowledgment and Agreement**

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By checking the box below, candidate authorizes the Hazard, Young, Attea & Associates to conduct an investigation of candidate to determine whether candidate has been convicted of any offenses that prohibits them from working in a school district as set forth in state and federal law, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Charles Van Zant, agree to all of the terms above.

I agree



Charlie grew up in Keystone Heights, Florida. He attended Keystone Heights Elementary School and Keystone Heights Junior-Senior High School. After graduation, Charlie joined the Florida Army National Guard and served as an aviation mechanic while attending the University of Florida, where he met his wife, Stephanie.

Mr. Van Zant began his career in the School District of Clay County as a technology teacher at Wilkinson Junior High. He has been active for over 20 years in several youth organizations and has spearheaded several drug prevention and youth leadership initiatives, in cooperation with the Florida National Guard and the Department of Juvenile Justice. During his tenure as the Drug Prevention Coordinator for the Florida Army National Guard, the program, which educated students across the state, won the Secretary of Defense's "Best in Nation" award twice in three years.

Charlie married Stephanie in 1994 after graduating U.S. Army Officer Candidate School (OCS) and being commissioned as a Second Lieutenant. They have two sons: Luke (20), a Firefighter/EMT college graduate who will soon join Jacksonville Fire Rescue Department; and Wyatt (16), a junior at Keystone Heights High School who is also a two-time State Champion Weightlifter. Charlie has been blessed to mentor several teenagers through the years. Many of these (now young adults) have become military officers, elected county commissioners and school board members, firefighters, teachers, and music video producers to hit the highlights.

Charlie and Stephanie are both avid water skiers, Charlie conducts some weight training and walks the family dog Scout a couple miles each day. Charlie's other hobbies include deer hunting, fresh and salt water fishing, and an occasional round of golf.

