

Edward C. Tierney
Edward.tierney977@gmail.com
Palm Beach County, FL
561-800-8919

March 5, 2025

Chair Conn and Members of the Monroe County School District School Board
241 Trumbo Road
Key West, FL 33040

Dear Madam Chair and Members of the Board,

I am writing to express my interest in the Superintendent position at the Monroe County School District. With my extensive experience in educational leadership, a proven track record of student-centered decision-making, and a deep commitment to fostering inclusive and equitable learning environments, I possess the qualifications and vision necessary to lead the Monroe County School District to new heights.

I am a visionary and collaborative leader with a proven track record of success. In my current role as Deputy Superintendent/Chief of Schools for the Palm Beach County School District, we have earned an "A" rating as a school district for the 2023-2024 school year while increasing the number of "A" or "B" rated schools from 106 to 131. I have also led the team to increase the PBCSD graduation rate from 90.5% to 92.1%, exceeding both the state average and the six other large urban school districts in Florida. I am confident in my ability to bring this same level of success to the Monroe County School District.

Throughout my career, I have consistently implemented strategies that directly impact student outcomes. My experience in Palm Beach County has equipped me with the skills to effectively address the needs of diverse student populations. I have a proven record of improving student outcomes and closing achievement gaps, from 3rd-grade reading to high school graduation rates. I am particularly proud of my work to increase graduation rates for Black +5.4%, Hispanic +5.3%, English Language Learners +14.7%, and Students with Disabilities +7.4% over the last 5 years.

I developed a district-wide student scheduling system that dramatically increased student access to advanced coursework at the elementary, middle, and high school levels. This resulted in a 16.3% increase in middle school advanced coursework enrollment and a 12.6% increase in high school advanced coursework enrollment over the past 4 years. I am eager to bring this same focus to the Monroe County School District, ensuring that all students have the opportunity to reach their full potential.

Strong community engagement is essential for student success. I have a demonstrated ability to build coalitions of people seamlessly working together to support students. My experience includes partnering with community and nonprofit organizations to create a kindergarten enrollment campaign that successfully increased enrollment by 225 students and kindergarten readiness by nearly 4%. I also worked with community/business partners to address the digital divide within Palm Beach County, resulting in the installation of Wi-Fi mesh radio and poles throughout the county. I am confident in my ability to build strong relationships with the Monroe County community.

Effective leadership requires a commitment to developing and empowering educators. I am dedicated to providing concrete, actionable feedback that leads to team members increasing their effectiveness at scale. Teachers and school-based staff members rated School Effectiveness at 96.5% on our 2024 School Effectiveness Survey. With over 15,000 respondents, I am confident that our schools are operating in a very efficient manner due to the culture of feedback and accountability that I have created. I am committed to fostering a culture of continuous improvement within the Monroe County School District.

My experience as Chief of Staff in Palm Beach County has honed my ability to work effectively with school boards, legislators, and community partners. I am adept at facilitating productive board meetings, developing strategic plans, and building strong relationships with elected officials and stakeholders. Additionally, my background as a classroom teacher and school-based administrator provides me with a deep understanding of the challenges and opportunities facing schools today.

I share Monroe County School District's commitment to academic excellence and community engagement. I am eager to bring my experience and passion to your district and work collaboratively with the school board, staff, students, and community to ensure every student has the opportunity to reach their full potential.

I respectfully submit my candidacy for your review. Thank you for your time and consideration.

Sincerely,


Ed Tierney

Edward C. Tierney

West Palm Beach, FL 33401

Phone: (561) 800-8919 Email: Edward.tierney977@gmail.com

A visionary and collaborative leader with over 20 years of experience leading positive change in public education, including both urban and rural communities. Brings a proven track record of leading large-scale initiatives focused on student scheduling and achievement, human capital strategy, fiscal responsibility, and policy and governance.

Highlights

- Palm Beach County School District's Deputy Superintendent/Chief of Schools, skilled in school improvement, board relations, budget management, and strategic planning
- Served as classroom teacher and school-based administrator with a proven record of advancing student outcomes before taking on district and cabinet level positions
- Developed district-wide student scheduling system that dramatically increased student access to advanced coursework at the elementary, middle, and high school levels positively impacting over 14,500 students
- Strong record of improving student outcomes and closing achievement gaps from 3rd-grade reading +7% to high school graduation rates +1.6%
- Responsible steward of multi-billion dollar budget in excess of 5.6 billion dollars

EDUCATION

2006 M.E. Educational Leadership – Florida Atlantic University

1989 B.A. Politics – Fairfield University, Fairfield, CT

PROFESSIONAL EXPERIENCE

2021 – Present Deputy Superintendent/Chief of Schools, Palm Beach County School District

Academic Leadership

- Deputy Superintendent of the 10th largest school district in the country with a 5+ billion dollar budget, 182 schools, 170,000 students, and 22,500 employees
- Earned an "A" rating as a school district for the 2023-2024 school year while increasing the number of "A" or "B" rated schools from 106 to 131
- Oversaw 53 district-operated schools improve one or more letter grades
- Improved organizational functioning of elementary schools resulting in 7% increase in 3rd grade reading and 68% of elementary schools rated "A" or "B"
- Improved Algebra 1 instruction throughout the district, resulting in 11% growth, leading the large urban school districts in Florida
- Partnered with community and nonprofit organizations to create a kindergarten enrollment campaign that successfully increased enrollment by +225 students in SY 24 and kindergarten readiness by nearly 4%
- Implemented a phonics-based program to support early literacy across the entire District
- Expanded dual-language schools to 32 schools, including Haitian Creole programs

- Redesigned school support model to increase the academic support provided to the schools/students in need, resulting in learning gains and low 25% learning gains well above the state average for both ELA and math

College and Career Access

- Increased the PBCSD graduation rate from 90.5% to 92.1%, exceeding both the state average and the six other large urban school districts in Florida, while increasing graduation rates for Black students +2.3%, Hispanic students +1.9%, English Language Learners +7.3%, and Students with Disabilities +1.3%
- Revamped scheduling processes to increase access to advanced coursework in middle and high school, resulting in a 16.3% increase in middle school advanced coursework enrollment and a 12.6% increase in high school advanced coursework enrollment over the past 4 years
- Named Cambridge International's U.S. Large District of the Year for 2022-2023 and Model for Equity and Excellence in Cambridge Implementation in 2024 based on over 2,000 PBCSD students earning an AICE diploma, accounting for 25% of all AICE diplomas earned in the entire United States
- Increased dual enrollment participation to 4,700+ students completing 13,761 courses
- Expanded apprenticeship programs throughout Palm Beach County from 0 in 2021 to 257 in 2024 while creating career dual enrollment opportunities and electrical/underground utilities programs for high school students

School Operations

- Expanded safety measures throughout the District, including a Comprehensive Safety Plan in every school and metal detectors at all high schools
- Supported the development of a \$2.198 billion capital plan to improve the infrastructure of schools within the district portfolio to include 5 remodeling projects, 7 replacement/modernization projects, and 6 new schools
- Oversaw the opening of 6 recently built or modernized schools, with 4 schools currently under construction

School Finance

- Direct management and oversight of \$2.36 billion general fund budget within the Deputy Superintendent Division
- Reduced the size of the principal supervision team, resulting in a smaller leadership team and salary savings while increasing student achievement
- Member of the district bargaining team that successfully negotiated a 7% pay increase for teachers for the 2023-2024 school year, the largest increase in over 25 years

2019 – 2021 Chief of Staff, Palm Beach County School District

Board Management

- Redesigned Superintendent's accountability system for Cabinet, leading to significantly improved alignment of goals and efforts and resulting in PBCSD earning "A" grades in both 2019 and 2022
- Served as primary conduit between Superintendent's Cabinet and the school board, greatly increasing the quality and frequency of communication

- Created procedures to manage Cabinet's preparation for and analysis of school board meetings, resulting in more efficient board meetings

Community Relations

- Created Superintendent community outreach program that ensured regular communication between the Superintendent and elected officials, stakeholders, and staff members
- Worked with community/business partners to address digital divide within Palm Beach County, resulting in installation of Wi-Fi mesh radio and poles throughout the county, thousands of internet subscriptions and hotspots distributed, and PBCSD students' receiving Chromebooks to support distance learning
- Worked with Palm Beach County to review and adjust staffing levels at school-based hurricane shelters in a COVID environment, increasing staffing levels when needed

2017-2019 Instructional Superintendent, Central Region

- Supervised 6 High Schools and 10 Middle Schools, responsible for 28,000 students
- Assisted 5 schools with letter grade increases during 2017-2018 School Year
- Raised the composite average of 7 of 8 state accountability cells with the highest increase in lowest 25% math and lowest 25% ELA scores
- Increased overall graduation rates with an overall composite average of 91.1%
- Significantly increased sub-group graduation rates - Hispanic +1.8%, Black +2.3%, ELL +7%
- Increased enrollment and sub-group enrollment in advanced coursework significantly with a focus on Master Board creation capacity building
- Middle Schools increased percentage of student population enrolled in advanced coursework in all content areas – ELA +3.33%, Math +5.89%, Science +3.22%, Social Studies +6.33% while increasing sub group enrollment
- High Schools increased overall enrollment in advanced coursework by 5.5%, with significant increases in monitored sub-group enrollment
- Raised portfolio average GPAs while significantly lowering core Fs across schools

2013-2017 Principal, John I. Leonard High School

- Increased student enrollment from 2,800 to 3,660 students in 4 years
- Increased the overall graduation rate from 72.7% to 94% while significantly increasing the graduation rate for sub-groups. Hispanic graduation rate increased from 75.53% to 93.3%. African-American graduation rate increased from 74.31% to 95.7%. Haitian-American graduation rate increased from 67.16% to 92.4%. ELL graduation rate increased from 49.08% to 84.6%
- Decreased student suspension rate from 9.7% to 1.8%, resulting in the lowest suspension rate of any Title 1 Palm Beach County High School every month for 4 years while closing the gap between White/African-American/Hispanic suspension rates
- Raised student body's average GPA from 2.55 to 2.82
- Increased accelerated courses tests taken from 546 in 2013 to 1,583 in 2017 with significant sub-group enrollment improvement
- Raised SAT scores, reducing the gap between school and district mean, resulting in Triple the number of students who request transcripts for college application
- Significantly increased positive responses to Parent and Teacher satisfaction surveys

- Upgraded classroom technology and greatly improved campus appearance while increasing the financial health of the school
- Improved students' attitudes regarding their school as evidenced by significant increases in Prom, Grad Bash, Senior event attendance, and yearbook sales

2011-2013 Principal, Indian Ridge School K-12

- Improved the academic climate in the school that raised high school student GPAs from 2.35 in the fall to 2.83 in the spring
- Exceeded the state and district average score in the Biology, Geometry, and Algebra EOCs
- Achieved a 100% passing rate on 10th grade FCAT Writes

2007-2011 Assistant Principal, Boynton Beach High School

2002-2007 Teacher, Indian Ridge School K-12

1998-2001 President, A&E Medical Supply

1989–1998 Captain, United States Marine Corps

Operations

- Supervised the evacuation of 230 American Citizens escaping civil war in Rwanda
- Performed logistics functions in the U.S. operation in Somalia
- Participated in Operation Desert Storm

Organizations/Awards

- Member of Cohort 3 of the Michael Casserly Urban Executive Leadership Institute
- Graduate of District Administration's National Superintendent's Academy 2019
- Member of the Board of Directors, Early Learning Coalition PBC
- Member of the Board of Directors, Education Foundation PBC
- Member of the Board of Directors, Communities in Schools PBC
- Leadership Palm Beach County Engage Class 2021
- Career and Technical Education High School Principal of the Year 2016/2017
- ASPIRA Recognition Award 2017
- Award for Excellence, Principal of the Year 2016
- Hispanic Education Coalition Educational Leadership Award 2016
- Navy Commendation Medal
- Navy Achievement Medal
- Marine Corps Expeditionary Medal, Somalia
- Armed Forces Expeditionary Medal, Burundi
- Kuwait Liberation Medal



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**
3300 FOREST HILL BOULEVARD, C-316
WEST PALM BEACH, FL 33406-5869

PHONE: 561-434-8000 / FAX: 561-434-7385

MICHAEL J. BURKE
SUPERINTENDENT

KAREN M. BRILL
BOARD CHAIR

MARCIA ANDREWS
BOARD VICE CHAIR

GLORIA BRANCH
EDWIN FERGUSON, ESQ.
MATTHEW JAY LANE., ESQ.
VIRGINIA SAVIETTO
ERICA WHITFIELD

March 9, 2025

Members of the Monroe County School District School Board
241 Trumbo Road
Key West, FL 33040

Dear School Board Members:

I am writing to offer my wholehearted endorsement of Mr. Ed Tierney for the position of Superintendent of the Monroe County School District. I have had the pleasure of knowing Mr. Tierney for over 15 years, during which time I have consistently been impressed by his exceptional leadership and dedication to education.

Throughout his tenure at the School District of Palm Beach County, Mr. Tierney has demonstrated an unwavering commitment to addressing complex issues with the utmost professionalism. Whenever a difficult situation arises, he ensures the matter is handled appropriately and with the highest ethical standards. His integrity and honesty have earned him the respect of school board members, colleagues, students, and community members alike.

Mr. Tierney has a keen understanding of the administrative and operational aspects of running a culturally diverse school district. He navigates challenges that arise while maintaining a focus on student success and staff support. He has served as a role model, inspiring those around him to strive for excellence and fostering a positive and inclusive educational environment.

On a personal level, I greatly value Mr. Tierney's honesty and integrity. He is my go-to person whenever I need advice, and his insights have always proven to be invaluable. Politics never enters any of his decisions. His dedication to the betterment of the school district and his unwavering ethical standards makes him an exemplary candidate for the role of Superintendent.

In conclusion, I wholeheartedly recommend Mr. Ed Tierney for the position of Superintendent of the Monroe County School District. His leadership, integrity, and vast experience make him the ideal candidate to lead and inspire the educational community.

Respectfully,

Karen M. Brill
Board Chair



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**

**MICHAEL J. BURKE
SUPERINTENDENT**

**KAREN M. BRILL
BOARD CHAIR**

OFFICE OF THE SUPERINTENDENT
3300 FOREST HILL BOULEVARD, C-316
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**MARCIA ANDREWS
BOARD VICE CHAIR**

GLORIA BRANCH
EDWIN FERGUSON, ESQ.
MATTHEW JAY LANE, ESQ.
VIRGINIA SAVIETTO
ERICA WHITFIELD

March 12, 2025

To Whom It May Concern:

It is my pleasure to write this letter of recommendation for Mr. Ed Tierney. I am currently in my fourth year as Superintendent for the School District of Palm Beach County and have been very fortunate to have Mr. Tierney as my Deputy Superintendent - Chief of Schools, throughout my tenure. As Deputy Superintendent, Mr. Tierney and I work very closely together in leading our large school district to improve outcomes for all students. I'm proud of what we have accomplished together as a team, including our "A" rating and 92.1% graduation rate. Mr. Tierney was instrumental in both of these major accomplishments and I'm continuously impressed by his leadership. Mr. Tierney is a trusted advisor that can be relied upon to exercise sound judgment and problem solve. He has also served in my stead occasionally when needed and always represented the District in a positive manner.

Mr. Tierney is well respected throughout Palm Beach County and held in high regard by our School Board, School Based Administrators Association, Classroom Teachers Association, Coalition for Black Student Achievement, Hispanic Education Coalition and our local business community. I attribute this broad support to Mr. Tierney's straightforward approach and his long track record of successfully delivering on his commitments. He has helped me navigate a myriad of issues over the past four years demonstrating both his analytical skills and empathy for students and staff.

I recommend Mr. Tierney for the Monroe County School District Superintendent of Schools position with complete confidence. I know he has the skill set, experience, and wisdom to be a great leader for your School District. Further, he has the temperament, collaborative nature, common sense, and personality to work well with the School Board and various stakeholders throughout Monroe County. While I would hate to lose Ed as my right-hand man and Deputy Superintendent, I'm excited for him to have this opportunity. I cannot imagine a better person to serve as your Superintendent of Schools.

Sincerely,

Michael J. Burke
Superintendent



March 17, 2025

Members of the Monroe County School District School Board
241 Trumbo Road
Key West, FL 33040

Dear Hiring Committee,

It is with unwavering confidence and enthusiasm that I recommend Ed Tierney for the position of Superintendent for the Monroe County School District. I have had the privilege of observing Mr. Tierney's exceptional leadership and commitment to educational excellence over the last 7 years in my tenure as President of the Economic Council.

Ed Tierney possesses a unique ability to bridge the gap between the school district and the broader community. He understands that a thriving educational system is intrinsically linked to the economic and social well-being of a community. His commitment to open communication and transparency has been evident in his interactions with the Economic Council and its members. He consistently seeks input from stakeholders, fostering an environment of mutual respect and trust. His honest and respectful approach has been instrumental in building strong, collaborative partnerships that benefit both the district and the community as a whole.

Mr. Tierney's communication skills are truly exceptional. This was powerfully demonstrated last summer when he briefed the Policy Committee on the state of the school district. His presentation, which covered the district's finances, academic performance, and operational plans, was remarkably clear, concise, and comprehensive. He expertly navigated complex data, presenting it in an accessible and engaging manner. His ability to articulate the district's vision and address challenging questions with poise and expertise left a lasting impression on us.

Beyond his professional competence, Ed Tierney is a man of incredible integrity. He leads by example, demonstrates a strong work ethic and a deep commitment to student success. His dedication to fostering a positive and supportive learning environment makes him an exceptional role model for both students and staff. He inspires those around him to strive for excellence, not only in academics but also in character.



Mr. Tierney understands the critical importance of aligning educational goals with the needs of the business community. He recognizes the skills and competencies required for success in the 21st-century workforce and is committed to preparing students for those challenges.

I am confident that Ed Tierney will bring exceptional leadership, integrity, and a collaborative spirit to your district. He is a visionary leader with a genuine passion for serving students and the community.

I wholeheartedly recommend Ed Tierney for the Superintendent position. He is, without a doubt, the leader your district needs to achieve its goals and ensure the success of all students. Please do not hesitate to contact me should you have further questions.

Sincerely,

A handwritten signature in black ink, reading "Michele Jacobs", followed by a long horizontal flourish.

Michele Jacobs
President and CEO
Economic Council of Palm Beach County

PAGE	DATE PRINTED	STUDENT ID
1 OF 1	03-MAR-2025	
LAST	Tierney	BIRTHDATE
FIRST	Edward	20-SEP
MIDDLE	Christopher	Male

FLORIDA ATLANTIC UNIVERSITY®

Office of the Registrar
777 Glades Road
P.O. Box 3091
Boca Raton, FL 33431-0991
FICE 001481 (561) 297-3056

AN OFFICIAL SIGNATURE IS WHITE WITH A BLUE BACKGROUND

Marie C DeMassi
Marie Claire DeMassi, University Registrar



REJECT DOCUMENT IF SIGNATURE ABOVE IS DISTORTED

COURSE			SEMESTER HRS CREDITS		
PREFIX NUM.	TITLE	ATTEMPT	GRADE	EARNED	

PREVIOUS INSTITUTIONS	
FAIRFIELD UNIVERSITY	Sep 1985 - May 1989
PALM BEACH STATE COLLEGE	Jan 2004 - May 2004

DEGREES AWARDED	
FAIRFIELD UNIVERSITY	May 21, 1989
Bachelor's Degree	
Major:	Previous Institution major not available

Florida Atlantic University	
College of Education	
Master of Education	Aug 11, 2006
Major: Educational Leadership	

FLORIDA ATLANTIC UNIVERSITY

Admitted Program	
Undecided College/Major	
Non-Degree	
Major :Non-Degree Graduate	

Summer 2004	
EDA 6201 SCHOOL FINANCE	3.00 A 3.00
EDA 6232 EDUCATION AND THE LAW	3.00 A 3.00

Transferred To	
College of Education	
Master of Education	
Major :Educational Leadership	

Spring 2005	
ADE 6381 LEADERSHIP I/ADULT LRNG/ASSESS	3.00 A 3.00
EDS 6100 LDRSH II: THEORIES AND ASMT	3.00 A 3.00
Graduate Good Standing	

COURSE		SEMESTER HRS CREDITS		
PREFIX NUM.	TITLE	ATTEMPT	GRADE	EARNED

Summer 2005	
EDS 6050 INSTRUCTIONAL LEADERSHIP	3.00 A 3.00
EDS 6160 PERSONNEL DEVELOPMENT IN EDCTN	3.00 A- 3.00
Graduate Good Standing	

Fall 2005	
EDA 6103 LEADERSHIP 3:ADMIN PROCESSES	3.00 A 3.00
EDA 6205 LEADERSHIP 4:EDUCATIONAL MGMT	3.00 B 3.00
Graduate Good Standing	

Spring 2006	
EDF 6481 EDUCATIONAL RESEARCH	3.00 A 3.00
EDG 5931 ELEM MID & SEC CURRICULUM	3.00 A- 3.00
STA 6113 EDUCATIONAL STATISTICS	3.00 A 3.00
Graduate Good Standing	

Summer 2006	
EDA 6942 PRINCIPAL-INTERNSHIP	3.00 A 3.00
Graduate Good Standing	

Completed an NCATE and Florida state approved teacher preparation program in Educational Leadership K-12.
Requirements completed for Master of Education
State of Florida Residency: FLORIDA RESIDENT

ACADEMIC SUMMARIES

GRADUATE

	AHRS	EHRS	QHRS	QPTS	GPA
Transfer	0.00	0.00	0.00	0.00	0.000
FAU Total	36.00	36.00	36.00	139.02	3.862
Cumulative	36.00	36.00	36.00	139.02	3.862

END OF TRANSCRIPT



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License Number: 883896

Current Date: 03/05/2025 04:07 PM

Name:	TIERNEY, EDWARD CHRISTOPHER Mr.
License Type:	5 Year Renewable Professional
License Status:	Certified
Expiry Date:	06/30/2029
Effective Rank Date:	07/01/2002

District Affiliation

Licensee's Role:	Individual
Related Party Role:	District

Related Party Name	License Type	Address
PALM BEACH	District	WEST PALM BEACH , FL PALM BEACH 33406

Subject Area(s)	Rank	Status	Effective Date	Expiration Date
Educational Leadership	5 Year Renewable Professional	Issued	07/01/2014	06/30/2029
Exceptional Student Education	5 Year Renewable Professional	Issued	07/01/2014	06/30/2029
Reading	5 Year Renewable Professional	Issued	07/01/2014	06/30/2029
School Principal	5 Year Renewable Professional	Issued	07/01/2014	06/30/2029

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